Government of **Western Australia**
Department of **Communities**

A Western Australia **for Everyone**

2020 2030

State Disability Strategy

Alternative Formats

Alternative formats of A Western Australia for Everyone: State Disability Strategy 2020-2030 are available at www.communities.wa.gov.au/statedisabilitystrategy

Or contact the Department of Communities on (08) 6217 6888
or communications@communities.wa.gov.au

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Acknowledgment of Country

The Western Australian Government proudly acknowledges the Traditional Owners and recognises their continuing connection to their lands, families and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures and to Elders past, present and emerging.

The first step in living alongside and working with the Aboriginal community is built upon establishing respectful relationships. Crucial to these respectful relationships is acknowledging the history of Aboriginal people and recognising the importance of connection to family, culture and country.

Minister's Foreword

Hon Stephen Dawson MLC
Minister for Disability Services

The McGowan Government is committed to building inclusive communities which support and empower people with disability. This commitment is reflected in A Western Australia for Everyone: State Disability Strategy 2020-2030 (the Strategy) designed to deliver better outcomes for the more than 411,500 people with disability in Western Australia.

Commitment to change is not only about what the Government can do. Everyone has a role in doing more, and we need all parts of the community to take on shared responsibility and ownership to create a truly inclusive community. This will be an ongoing journey of change – we must also be accountable to future generations so that we keep up with changing ideas and needs.

The Strategy outlines a new 'whole of community' commitment to changing the lives of people living with disability. The Strategy is key in achieving more inclusive, caring and accessible communities that enable people to live well. It must also protect people who may be vulnerable and ensure everyone is treated with the dignity and respect they deserve.

The Strategy and Action Plan have been informed by a long and comprehensive consultation process. The enforced pause from COVID-19 has been used to continue listening to people living with disability and ensuring the Strategy remains contemporary as we continue to recover as a State.

The Department of Communities will oversee delivery of this Strategy – coordinating efforts to ensure we move further and faster towards change. We are proud to be establishing an office of disability that will connect and amplify this best practice.

I would like to thank the Co-design Group, who have been instrumental in the development of the Strategy and key on this long journey. You will recognise their voices reflected in the Strategy – not only in the pillars, priority areas and actions – but importantly in the tone, aspiration and challenge we set for all Western Australians.

I would like to acknowledge the Western Australian public sector for their ongoing commitment and vigilance to safeguard the rights of people with disability, and drive innovation and best practice. I thank the members of the Disability Services Commission Board, the Ministerial Advisory Council on Disability (MACD), State Disability Strategy Reference Group, Agency Partnership Group, government agencies, the Department of Communities, and the organisations and individuals who have contributed to this Strategy.

All of us have a role to play. All actions, big or small, have the power to change lives.

A person with disability recently told me that simply keeping up the inclusive, neighbourly behaviours we adopted during COVID-19, would transform their life. This is a very powerful statement.

Of course, our journey towards becoming a more inclusive State is everyone's responsibility. Small changes to the way we ensure people with disability are considered, included and valued, all add up to make a big difference.

Participants, left to right: Stephanie, Andrew, Kathleen, Joshua, Tho, David, Krista, Bernie, Sarah

> Through knowledge comes understanding, **awareness and hopefully, eventually, acceptance.**

– Consultation Participant
A Western Australia for Everyone: **State Disability Strategy 2020-2030**

Director General Foreword

Michelle Andrews
Director General, Department of Communities

A Western Australia for Everyone: State Disability Strategy 2020-2030 (the Strategy) is a Strategy for the whole Western Australian community, designed by and for people with disability.

It echoes the voices, experiences and choices of people with disability.

The vision for the Strategy is: People with disability, and those who share their lives, are engaged and feel empowered to live as they choose in a community where everyone belongs.

Everyone has a role in achieving the vision.

The McGowan Government will create an office of disability to promote the rights and interests of people with disability and the disability sector more broadly. It will support the Department of Communities and the Western Australian Government to deliver on its long-term commitment to empowering people with disability to participate in all aspects of the community and the economy.

The office will cultivate knowledge and support communities to be more inclusive places where people with disabilities can work and live a fulfilling life. The office will also connect experts across the sector to amplify future achievements. It will protect, foster and innovate best practice care, partnerships and take a 'whole of systems' approach to improving disability.

One of the key roles of an office will be to oversee the implementation of the Strategy. As the lead agency for the Strategy, the Department of Communities will also work with existing groups including the Disability Services Commission Board and the MACD to ensure that progress is made, and momentum is maintained.

Commitment to change is not only about what the government can do. Partnering with business, industry, community and people with disability is critical in changing attitudes and achieving greater inclusion in WA for everyone.

Participants, left to right: Tho and Joshua

Co-design Group's Message

Top row, left to right: Michael New, Mark Blowers, Suresh Rajan, Melissa Northcott, Angelo Cianciosi.
Second row, left to right: Vanessa Vlajkovic, Sarah Langmead, Ingrid Moore, Kerry Elder, Wendy Wright.

As members of the Co-design Group, it has been our privilege to represent the views of all Western Australians living with disability and those close to them as we have driven and shaped the State Disability Strategy.

The core premise of co-design is to involve the real experts – people who use or are impacted by a service or product – early to inform its design and deliver the best outcomes for people living with disability in Western Australia.

Some of us have navigated support systems all our lives. Others have been involved in disability and support for a much shorter time. Together, we are all members of the community, and our perspectives are valued and influential.

We have harnessed the power of our own experiences to identify what has worked in the past and what hasn't. These lessons inform the Action Plan that flows from this Strategy. This plan will be revisited every two years to ensure all our efforts remain up to date and relevant.

The Strategy sets out a bold 10-year vision with people with disabilities at its core.

All of us, however, must play a part if we are to succeed. We would like everyone who reads this Strategy to understand that every change – big or small – makes a difference to our lives. In this way, every action is treasured, and we encourage you to make your own personal or public commitment.

Our journey towards the final Strategy began with aspirations. We have worked through these and developed a set of pillars for change. These pillars guided consultations with the many diverse groups around the State. Every piece of feedback informed a Strategy we hope all Western Australians will be proud of.

Our Co-design Group membership consists of people from a wide range of backgrounds with diverse experiences of disability. In addition to all those who supported and consulted with us, we wish to thank:

- The Premier of Western Australia, Hon. Mark McGowan MLA
- The Minister for Disability Services, Hon. Stephen Dawson MLC
- Michelle Andrews, Director General, Department of Communities
- People with Disabilities WA.

Most importantly, however, we wish to thank all Western Australians living with disability who placed their trust in us to represent their views and advocate for a better future.

We hope reading this Strategy gives you hope for an achievable (not too distant) future where people with disability are engaged and feel empowered to live as they choose in Western Australia, a community where everybody belongs.

The Case for Change

Disability is a part of everyday life. In Western Australia, one in five people (or 411,500 people) have a disability, and currently, 68,000 Western Australians are the primary carer for a friend or family member with a disability. People with disability are diverse and active contributors to communities right across WA, from which everyone benefits. People with disability contribute in big and small ways to our community each and every day; as our teachers, our colleagues, local business owners, community leaders, our friends and members of our families.

Every person's experience is unique to their individual circumstances. Some people with disability live independent lives, while others rely on networks of support through family, services and community, and have multiple needs. Some are born with a disability, for example, from a genetic condition or rare disease. Others may have sustained a disability later in life through accident, illness, injury or unexpected events.

Western Australia is a huge and diverse State with urban, regional and remote communities. Where people live can have a big impact on their day to day experience. For some people, life with disability can also intersect with other parts of their identity that can influence the way they experience the world. Many people with disability are Aboriginal, from a culturally and linguistically diverse background or identify as LGBTQI.

Inclusion is as valuable to our broader community as it is for people with disability. Inclusion makes us resilient, happier and economically and socially stronger. Western Australia is richer for the contributions and diversity of experience that people with disability bring to all parts of the community. We all stand to gain from a more inclusive community, and we all have a role to play.

People, communities and governments across urban, regional and remote WA have worked together over many years to make our State a welcoming and inclusive place for everyone, including people with disability.

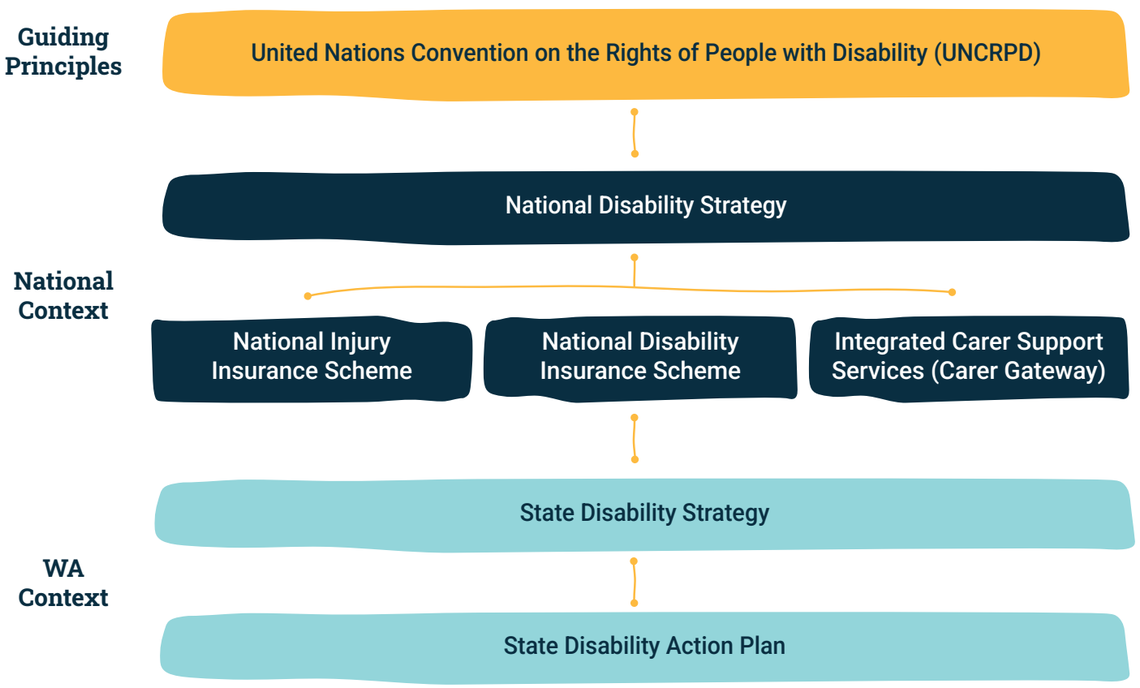
The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability is showing us that the fundamental rights of people with disability must be protected. The daily experience of people with disability should be one of inclusion and positive community attitudes. Many people with disability continue to experience barriers and challenges in getting an education, finding a job, using transport systems and accessing services from the government and private businesses.

More recently, the COVID-19 pandemic has been a reminder of the vulnerability experienced by some people with disability. COVID-19 and associated restrictions and potential risks have had a significant impact on people with disability, carers, families and service providers and how they choose to live in the community.

Further, some people with disability face additional challenges as a result of other vulnerabilities, such as family and domestic violence, homelessness, child abuse and neglect or contact with the justice system.

We can and must do better. These barriers and challenges can only be conquered together. We can achieve more together than apart, and we all have an obligation to push harder to achieve more. Change is within our reach if we harness our collective resources and strengths.

The Broader Context



This Strategy builds on momentum at the international, national and state-level towards improving outcomes for people with disability. The Strategy is informed by this context to drive change, in a way that works for WA and supports local ideas. It seeks to engage the broader community and business to create a more inclusive WA for everyone.

Internationally, the Strategy reflects Australia's ratification of the United Nations Convention on the Rights of Persons with Disabilities to promote equal opportunities and outcomes for people with disability. The National Disability Strategy 2010-2020 sets the national direction for change through government and community action. A new National Disability Strategy is currently in progress, due for release in 2021 and will inform the implementation of WA's State Disability Strategy.

Other significant national reforms also provide context for the Strategy.

The Commonwealth Government recommended the introduction of a National Injury Insurance Scheme to support people who suffer a catastrophic injury, that could include motor vehicle accidents, workplace accidents, medical accidents and general accidents occurring in the home or community. In WA, the Insurance Commission of Western Australia runs the Catastrophic Injuries Support Scheme which provides lifetime treatment, care and support for people catastrophically injured in motor vehicle crashes.

The Strategy has been developed in recognition of the inaugural National Strategic Action Plan for Rare Diseases. There are around two million Australians suffering from rare disease, many of who have an associated disability.

The Carer Gateway model has established an integrated carer support service that provides carers with access to tailored services, no matter who they are caring for. In recent years, the National Disability Insurance Scheme (NDIS) has been an important development in the lives of some people with disability under the age of 65. For many Western Australians participating in the NDIS, it has increased their access to disability services and enhanced their choice and control.

For the State Government, the transition to the NDIS will change its role in disability services, but this will not change the State's commitment to people with disability to live as they choose in the WA community.

The State continues to provide around half of the funding to the NDIS and shares responsibility for maximising the benefits of the NDIS for Western Australians with disability who are eligible.

Our Vision

This is a Strategy for the whole WA community, and particularly for people with disability. It places the voices, experiences and choices of people with disability front and centre. The Strategy provides the shared vision and direction to create meaningful and lasting change. We will all benefit from this change, and we all have a role to play in bringing the Strategy to life.

The vision for this Strategy is:

"People with disability, and those who share their lives, are engaged and feel empowered to live as they choose in a community where everyone belongs."

The whole community benefits when everyone has the opportunity to be included. Communities that welcome and support contributions from a diverse range of people are more creative, innovative and resilient than those that don't. Diverse, inclusive communities are also better places to live both socially and economically. When we are all included, we connect through our similarities – our passion and our skills – rather than our differences.

Achieving this will not be easy. It will require sustained change over the 10-year life of the Strategy. The State Government will play a leadership role, but it will take everyone – individuals, businesses, communities – to create and sustain the change.

All Western Australians have a responsibility in creating the type of community we all want to be part of and proud of. The most important shifts we need to make are to:

- Respect and safeguard the rights of people with disability. The fundamental rights of people with disability are an essential foundation.
- Change community attitudes to disability.
- Celebrate our diversity, recognise the achievements and everyday experiences of people with disability living, working and participating in the WA community.
- Make services, systems, workplaces and environments accessible and welcoming for everyone. It is up to these systems to lead the change and work for people that access them.
- Increase the visibility and understanding of disability in our communities. Greater representation in the media and in leadership roles are important ways of demonstrating the contributions of people with disability.

This Strategy provides the roadmap for achieving these shifts over the next 10 years. An Action Plan will set out the actions that will be delivered by government, the community and business to achieve the vision.

Jonathon

"Having a disability doesn't stop Jon from doing what he loves, going for a ride on his Tag-a-long bike along Busselton's beautiful foreshore."– Katherine (Jon's sister)

How we Will be Accountable

The Strategy will be used to guide action and hold ourselves to account as the WA community. It allows us to track our progress over the next 10 years. This will ensure we deliver on what we said we would do and that our collective actions are making a difference to the lives of people with disability and changing the attitudes and behaviours of our community.

The Action Plan will provide detail on the specific actions that will be taken to achieve the vision of the Strategy, who will be responsible for delivering them, and how the actions will make a difference. The Action Plan will be monitored and updated every two years to make sure we are making progress over the 10-year life of the Strategy.

Everyone Plays a Role in Achieving the Vision

Commitment to change is not only about what the government can do. Everyone has a role in doing more, and we need all parts of the community to take on shared responsibility and ownership to create a truly inclusive community. This will be an ongoing journey of change – we must also be accountable to future generations so that we keep up with evolving ideas and changing needs.

Partnering with business, community and people with disability is critical in changing attitudes and achieving greater inclusion in WA. More than ever, it is important to make our communities, businesses, places and spaces more accessible, inclusive and welcoming to all, and raise the standards we set for ourselves and for others.

By doing this, we can change the day to day lived experience of people with disability in WA and create a WA we can all be proud of.

1 in 5 people in Australia have a disability[1]

2 in 5 people with disability are 65 years or older[1]

"That disability becomes more mainstream and normalised, it is not something hidden or that people feel "scared" or uncomfortable about. This requires increased inclusion and visibility of people with disability–in our schools, workplaces, playgroups, clubs, sports teams, working in and patronising the shops, cafes and bars that we go to, in our Facebook feeds and on our tv screens etc... Increasing contact and connection between people with and without disability will lead to increased understanding and better relationships, which is better for everyone."

- Consultation Participant

Our Alignment

The Strategy is closely aligned with the following work being undertaken:

Our Priorities: Sharing Prosperity

Outlines whole-of-government targets to deliver better outcomes for all Western Australians. A statement of intent focused on whole-of-government targets that can unlock the potential of our economic, social and environmental future.

Western Australian government agencies are working together to establish and achieve key strategic milestones and develop program frameworks for targeted, collaborative and results-driven actions in six key outcome areas:

- A strong economy – Creating jobs and repairing the State's finances
- A bright future – Improving the health, wellbeing and education of our children
- A safer community – Reducing youth reoffending and illicit drug use in the community
- A liveable environment – Ensuring a sustainable future by linking homes to transport
- Regional prosperity – Delivering stronger regional economies
- Aboriginal wellbeing – Reducing the overrepresentation of Aboriginal people in custody.

National Disability Insurance Scheme

The NDIS is Australia's first national scheme for people with disability and provides funding directly to individuals. The NDIS provides for a better life for hundreds of thousands of Australians under the age of 65 with a significant and permanent disability.

The National Disability Strategy

The National Disability Strategy 2020-2030 is the key mechanism for engaging all parties to commit to the continued systemic reform of disability policy in Australia. It provides an over-arching coordinated approach to achieving outcomes from programs, policies and initiatives.

National Agreement on Closing the Gap

The new National Agreement on Closing the Gap is an ambitious 10-year commitment by the national Coalition of Peaks, the Australian Government, all State and Territory Governments and the Australian Local Government Association, to improve life outcomes of Aboriginal and Torres Strait Islander citizens.

Public Sector Commission – Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020–2025

Increasing the representation of people with disability employed in the sector requires sustained effort, a different way of doing things and stronger accountability. All agencies are responsible for working towards the aspirational target. Actions taken also require collaboration with people with disability whose ideas and participation are essential in making our sector as inclusive as possible.

The Public Sector Commission's, People with Disability Action Plan to Improve WA Public Sector Employment Outcomes aims to increase the representation of people with disability employed in the public sector to five per cent and support inclusive work environments.

The National Arts and Disability Strategy

The National Arts and Disability Strategy's vision is for the artistic aspirations and achievements of people with disability to be a valued and visible part of Australian culture.

WA Social Assistance and Allied Health Workforce Strategy

The WA Social Assistance and Allied Health Workforce Strategy published by the State Training Board in 2018, provides an overview of the issues and recommendations to address the workforce issues for aged care, disability services, allied health and community services sectors.

A priority is growing the NDIS workforce in WA. The scale at which the NDIS workforce needs to grow in a short period is significant; an estimated increase nationally of up to 90,000 full-time equivalent employees across Australia in five years.

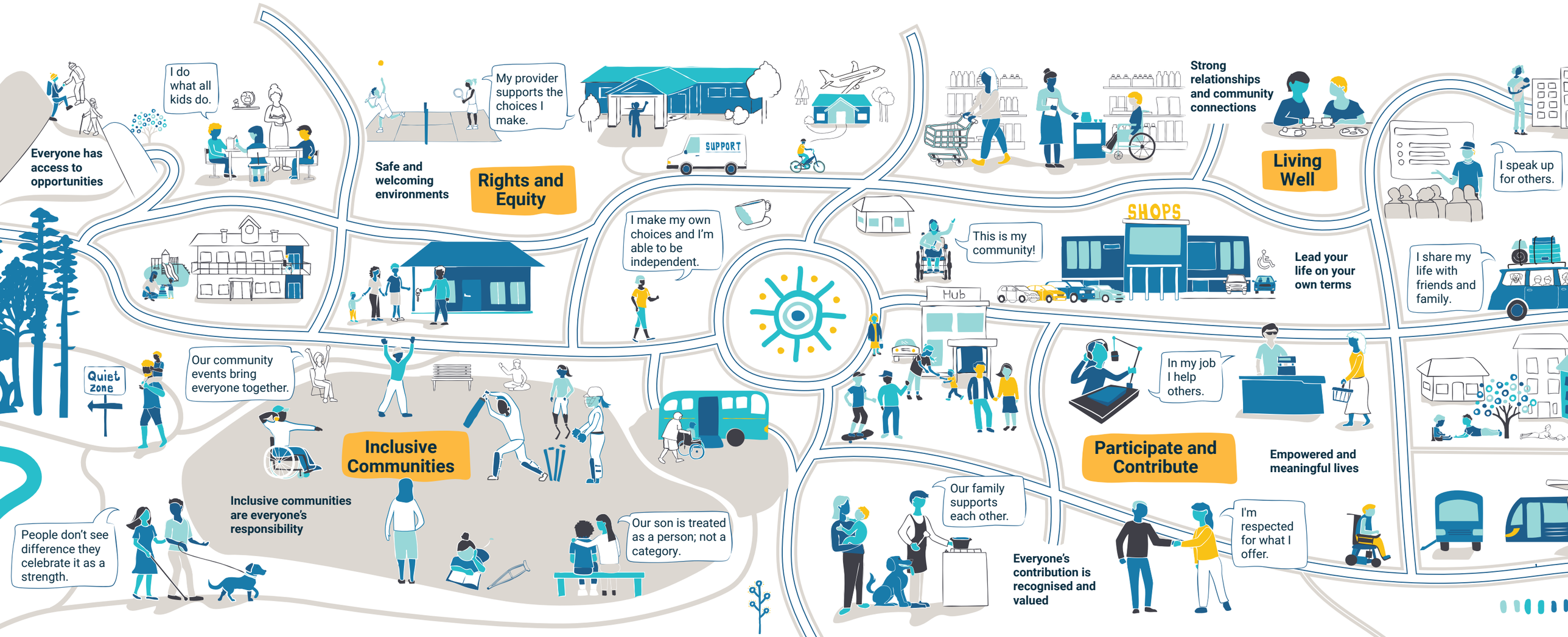
What Life Looks Like When Things Are Working Well

Everybody's lives are diverse, different and unique and the lived experience of disability is also different from person to person. As with everyone in our community, we are influenced by many things – our history, who we have as part of our lives, our culture, our sexuality, our choice of friends and where we live. And there are things many of us have in common, like going to work or school, playing sport, spending time with family and friends, eating out and doing the weekly shopping.

Understanding what life looks like across our communities can help us identify similarities and common challenges, as well as times in someone's life where support can make a positive difference.

Conversations with people with disability and those that have helped build this Strategy have highlighted there are fundamental barriers that still need to be addressed. Being treated fairly, being included, and being able to join in, with support where needed, are part of a life that works well.

A greater understanding about disability, participation and inclusion is vital, particularly during the important times in life, like starting or leaving school, where getting it right can make a real difference for people to succeed.



Strategy Overview

Vision

People with disability, and those who share their lives, are engaged and feel empowered to live as they choose in a community where everyone belongs.

Pillars	Participate and contribute	Inclusive communities	Living well	Rights and equity
What it means for the individual	I participate, contribute and make choices about how I lead my life	I feel welcome, included and part of my community	I have access to housing and services that support me to live well	I am treated fairly and with dignity and respect, and my rights are upheld
Strategic priorities	• Inclusive education and training settings • Jobs and economic participation • Leadership • People with high and complex needs	• Access and inclusion planning • Infrastructure • Transport • Sport and recreation • Community attitudes • Technology	• Housing • Disability services • Health and mental health • Workforce capacity and capability	• Justice • Advocacy • Legislation and safety • Information

Foundations

Governance and accountability	Monitoring and reporting

Pillars for Change

This Strategy has been developed through a co-design and consultation process involving conversations with many different groups, including people with disability, carers, disability support organisations, other organisations and a range of government departments.

Through these engagements, stakeholders have identified and discussed the ingredients they feel contribute to a good life; not just for people with disability, but for everyone. These ingredients have been grouped into four categories, or 'pillars', which form the organising framework for the Strategy. These four pillars are as follows:

- **Participate and contribute** – everyone is involved.
- **Inclusive communities** – places and attitudes are welcoming.
- **Living well** – people are happy and healthy, with the support they need.
- **Rights and equity** – everyone is treated fairly.

Within each pillar, the Strategy identifies several areas where change is needed to create a more inclusive WA. Each pillar includes:

- A statement reflecting what achievement of the pillar looks and feels like for people with disability.
- A set of outcomes collectively describing success within that pillar. These outcomes will form the basis of an Outcomes Framework that will sit alongside the Strategy.
- Strategic priorities, which are specific areas of focus within the pillar. These priorities have been identified by those consulted on the Strategy as requiring particular focus in order to achieve better outcomes.

Achieving the vision for the Strategy requires strong governance and effective monitoring and reporting.

Sahr

1. Participate and Contribute

Being able to actively participate and contribute to the community is a central part of living a good life. Participating at school or work, being represented on community groups, volunteering and being included in social and cultural activities are all aspects of life which are important to people, including those with disabilities.

The Strategy highlights key areas where change is needed to create a WA where people with disabilities can fully contribute and participate. These include the need for:

- greater support to access education and learning at different stages of life
- equal opportunities for employment
- more welcoming workplace cultures that make jobs sustainable and provide opportunities for advancement
- recognition of people with disabilities as valued participants, contributors and leaders in the community
- greater opportunities for those with high and complex needs to be involved and participate and contribute in the community.

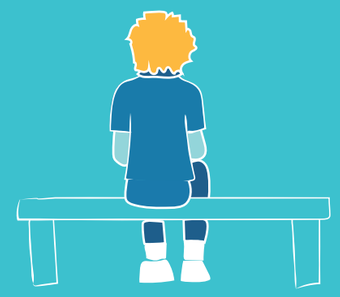
COVID-19 has created further barriers to participation and contribution for some in the WA community. This has included disruption to school and employment arrangements, and some people's support networks being less available than they were before.

These factors are likely to be particularly challenging for people with complex needs, as well as people over the age of 65.

Participate and Contribute

1 in 2 people with disability aged 5 and over experience an education or employment restriction [2]

45% of 15-64-year-olds with disability have completed Year 12, compared to 65% for those without disability [1]



The unemployment rate for people with disability is **more than double** that for people without disability [1]

The nation-wide participation in sport among **5-64**-year-olds with disability was **41%** in 2018 [4]

"Education is the first step to people identifying their path through life."

-Consultation Participant

"Instead of including us, just remove the barriers which keep us back. Be consultative with us and ask us what we expect the workplace to do to accommodate us."

-Consultation Participant

What it is about – everyone is involved

What it means – "I participate, contribute and make choices about how I lead my life"

Strategic priorities	Outcomes
1 Inclusive education and training settings	People with disability get the education and skills development they need to thrive
2 Jobs and economic participation	People with disability have opportunities for meaningful and inclusive employment and economic independence
3 Leadership	People with disability hold positions of leadership and influence across the public, private and community sectors
4 People with high and complex needs	People with high and complex needs have opportunities and networks that support the person to participate in the way they choose

Inclusive education and training settings

Students with disability thrive when they and their families are in a welcoming environment and are provided with the same educational and social opportunities as students without disability. Inclusive and integrated education settings are also important to shift community attitudes about disability in the longer term by supporting inclusive and diverse learning environments from early childhood. However, in WA, only 45 per cent of 15-64-year-olds with disability have completed Year 12, compared to 66 per cent of those without disability, and there are still barriers for students with disability to be part of an inclusive education environment, and achieve their education goals.

Under the Strategy, schools and training providers will focus on building inclusive school and training settings to provide strong pathways to work and economic participation for people with disability. This will involve working in partnership with students, parents, industries and the community. This includes identifying and introducing different curriculum, skill development and learning opportunities that are better tailored to the diverse range of needs of students, and that support their individual career aspirations and choices.

Jobs and economic participation

In Australia, the unemployment rate for people with disability is more than double the rate for people without disability. Improving the economic participation of people with disability in WA will benefit the WA economy as a whole. Workforce diversity is not only about everyone being treated with dignity and respect; it's key to improving productivity and innovation in organisations. For example, when the public sector workforce reflects the community it serves, it will be better equipped to create inclusive policies and services.

Change requires employers in all sectors to consider how they can create and sustain more job opportunities and accessible workplaces. This is true for businesses of all sizes, the public sector and not-for-profit organisations. Equal opportunity, a welcoming culture and opportunities for career progression in

the workforce are central to ensuring that people with disability have meaningful employment, business and skills to lead a life on their own terms. This might include employers:

- changing recruitment processes to make sure candidates with disability are able to apply and succeed in roles they aspire to
- working with employment service providers to match people with disability to job roles that suit their skills and interests
- exploring ways to provide a safe and productive workplace
- providing appropriate supports to enable people with disability to succeed
- creating opportunities for career progression.

Public sector agencies will implement the People with Disability: Action Plan to Improve WA Public Sector Employment Outcomes 2020-2025. This action plan identifies initiatives that will increase the representation of people with disability employed in the public sector to five per cent by the end of 2025.

Crown Resorts launches program to create sustainable employment pathways

The CROWNability program is Crown's commitment to increasing the participation of people with disability through employment opportunities and ultimately, to build meaningful careers and a disability confident organisation. CROWNability is operated by a dedicated team across its three Australian resorts, working on a case-by-case basis to match individuals with disability with real jobs that complement their experience and abilities. Together with its post-placement support strategy, CROWNability's workplace adjustment policy and procedure ensures that employees are supported in their job roles. Customised training is provided on the job, and any support or workplace modifications required for employees to perform their job are identified.

In monitoring its progress in increasing access and inclusion at an organisational level, Crown participated in the Australian Network on Disability Access and Inclusion Index to assess its level of maturity in access and inclusion. The key findings from the index formed the basis of the key goals in the CROWNability Action Plan 2018-2021.

Leadership

People with disability bring valuable approaches, perspectives and life experiences to businesses and civic life. Increasing the visibility, voice and representation of people with disability in both formal and informal leadership roles will drive change and shift community attitudes. Leadership diversity has also been proven to lift organisational performance and productivity.

Under the Strategy, organisations and people with disability will forge stronger, more structured connections with each other to increase the representation of people with disability in positions of leadership and in visible public roles, such as the media.

They will create formal networks between people with disability who have leadership potential, and organisations who will benefit from what they have to offer.

People with high and complex needs

Many people with disability with high and complex needs rely on support networks to participate and contribute as members of the community. These networks include families, friends, kinship structures, carers and paid support workers.

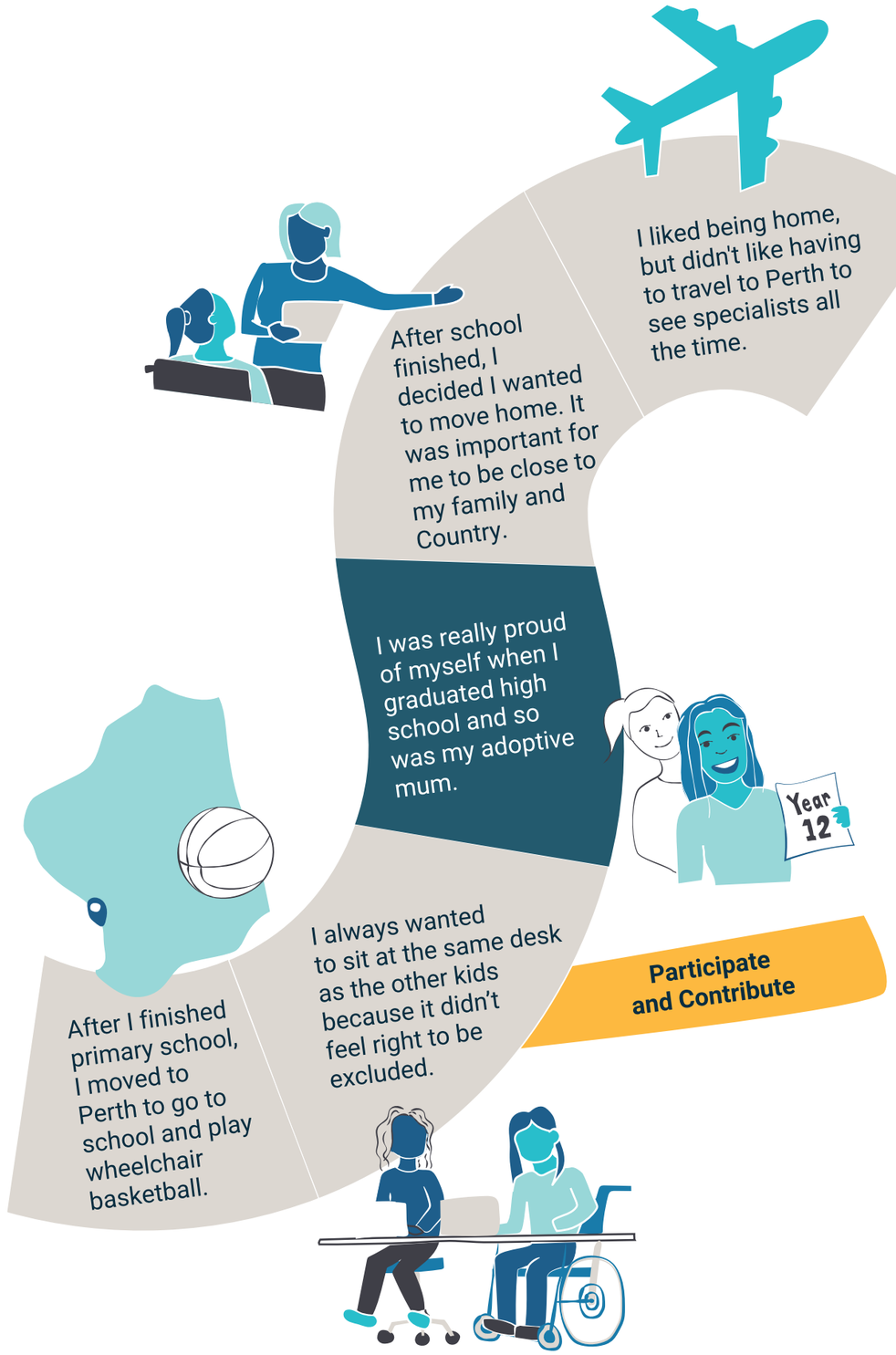
They also face challenges in navigating multiple service systems, providing continuous support and responding to urgent and changing needs, particularly in regional and remote areas of the State.

Under the Strategy, the supports and networks available to people with high and complex needs will be strengthened, to make sure that all people with disability are included. An immediate focus will be on rebuilding support networks for vulnerable groups that have been impacted as a result of COVID-19 restrictions, and on building the resilience of support networks. There will also be a focus on promoting new opportunities for the participation of people with high and complex needs and on localised solutions.

Participate and Contribute

Alice

Alice is a strong Aboriginal woman who lives in the Northwest of WA. She likes playing basketball and hosting a radio program with her cousin. Alice enjoys spending time on Country and going fishing with her family. Her physical and intellectual support needs sometimes make it hard for Alice to do all the things she loves, but her advocate and support worker are a great help. Alice is really proud that she does a lot of things for herself and is able to get out and about in her car.



2. Inclusive Communities

Liam

An inclusive community creates a sense of connection and belonging by being naturally welcoming to everyone. It starts with having buildings and spaces designed to be accessible and friendly for everyone and built to include services and products which are universally designed so that they work well for everyone in the community. Inclusion is when all people have the opportunity to be involved and play an active role within their community.

The Strategy outlines a number of ways in which communities in WA could be made more inclusive for everyone, including people with disability. This includes ensuring that:

- public buildings, facilities and other community spaces are designed for everyone
- everyone is welcomed and included in recreational, social, cultural and economic activities, including tourism
- everyone feels recognised and accepted for who they are
- there are positive community attitudes about disability
- everyone has a range of transport options
- technology is accessible and available.

As a community, we all have a responsibility to create accessible and welcoming places. This means working towards a society that intuitively sees, accounts for, welcomes and values people with disability. An immediate priority will be to seize the opportunity for COVID-19 social and community recovery efforts to build a more inclusive society that values and includes people with disability more completely.

Inclusive Communities

29%

1 in 3 (29%) have had difficulty accessing buildings or facilities [2]

48% of people with disability needing assistance in WA are satisfied with the range of organised services available [1]

48%

1 in 4 people with disability over the age of 5 have difficulty using public transport or are unable to do so. For 13.7% of people with disability, public transport remains unavailable in their local area [3]

2 in 5 social housing households include a person with disability [2]

> *"That no matter what the venue, activity or opportunity, it is open and available to anyone who wishes to access it."*
>
> *-Consultation Participant*

What it is about – places and attitudes are welcoming

What it means – "I feel welcome, included and part of my community"

Strategic priorities	Outcomes
1 Access and inclusion planning	
2 Infrastructure	Communities infrastructure is accessible to all
3 Transport	People with disability can travel where they want to go with ease
4 Sport and recreation	People with disability are welcomed and accepted by members of the community
5 Community attitudes	People with disability are included in a range of recreational, social, arts and cultural opportunities
6 Technology	

Access and inclusion planning

Minimum standards for inclusive practices are already legislated in WA. The Disability Services Act 1993 requires public authorities to develop a Disability Access and Inclusion Plan (DAIP) and report on its progress each year. Disability Access and Inclusion Plans are an important way of ensuring that government agencies and local governments continue to improve access and inclusion outcomes for people with disability across seven outcome areas: services and events, buildings and facilities, information, quality of service, complaints, consultation processes and employment.

There is more work to be done to ensure the WA community fully fosters access and inclusion for everyone. Over the next 10 years, the role of DAIPs will be strengthened by encouraging and rewarding ambitious, local solutions in addition to monitoring and reporting on compliance across the community.

Infrastructure

An inclusive community is not just about building places and spaces that are accessible and inclusive for everyone. It is about recognising that accessible spaces bring diverse groups of people together for the benefit of the entire community.

Universal design is an approach that requires infrastructure and spaces to be accessible to all people regardless of their age, level of ability, cultural background, or any other factors. This means that public buildings can be used by everyone without the need for specialised additions for people with disability. When people with disability are involved in the consultation and planning of infrastructure, spaces are not only more physically accessible, they also support social connection and inclusion where everyone can share, and be active participants in regular places.

Over the life of the Strategy, governments, business and community groups will progressively implement universal design approaches for all publicly accessible infrastructure. This will include introducing universal design as a requirement for new infrastructure, as well as retrofitting existing facilities to improve accessibility.

There will be a greater focus not only on the accessibility of spaces but how they can also support the inclusion of everyone, through greater consultation during planning with people with disability as community members who will access public spaces.

Audit tool creating accessible and inclusive play spaces

Play spaces are one of the first places that children can enter, interact and become part of the community. However, non-inclusive play spaces exclude a significant proportion of communities from enjoying local assets such as playgrounds.

The iPlay Audit Tool, developed by Inclusion Solutions, is an inclusion auditing tool for existing play spaces, developed to equip local governments in developing plans for new playgrounds and play spaces that are physically, functionally and socially inclusive of people with disability and other marginalised groups. It is a holistic audit tool that analyses and rates each aspect of a play space based on the Principles of Social Inclusion and the Inclusion Pyramid. This ensures that play spaces are as inclusive as possible for all people. The tool is a product of co-design efforts with multiple individuals, reference groups and experts.

Transport

Access to a range of public and private transport options is critical for the inclusion of people with disability. One in four people with disability over the age of five have difficulty using public transport or are unable to do so. For 14 per cent of people with disability, public transport remains unavailable in their local area, particularly for people with disability in regional and remote WA. Access to a wide range of public and private transport options provides opportunities for people with disability to travel where they want to go, be it to work, school, or social events.

The Strategy sets the path for a greater variety of accessible transport options to be available for people with disability. A central part of this will be the ongoing review of built environments to ensure public transport options are both accessible and inclusive, and that people with disability can access public transport with confidence and ease.

Sport and recreation

Communities are more accessible, inclusive and welcoming when people with disability are involved in recreational, social and cultural activities. Inclusion in these activities creates meaningful relationships and a sense of belonging for all people, and helps build a society that intuitively sees, accounts for, welcomes and values people with disability.

Barriers to participation in sport and recreation remain for people with disability, with only two-thirds participating in sport compared with nearly 80 per cent of the general population.

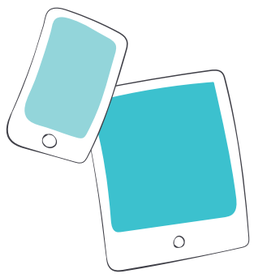
Through the Strategy, community groups and organisations will be supported to be more inclusive of people with disability by creating more opportunities for everyone to participate in activities and events alongside each other. The aim is to move beyond participation, which may involve separate teams or clubs for people with disability, to integration and inclusion, where everyone has the opportunity to be involved, can choose how they participate and can progress into any skill appropriate team regardless of disability.

An early focus will be responding to disruptions in access to community groups and recreational activities due to COVID-19.

Community attitudes

Just because a door is wide enough, it doesn't mean people are welcome to enter. Inclusion is more than just physical accessibility; it is about the actions and behaviours that make people feel welcome and included. There are many ways that we can improve attitudes by providing better visibility and understanding of disability in our community. This might be through our education system, employment practices, training standards or better representation of people with disability in the media, or in settings where friendships can develop.

Through the Strategy, there will be a greater focus on increasing community awareness, understanding and acceptance of people with disability. This will be realised through combined efforts to address conscious and unconscious biases of individuals and communities, and by rewarding inclusive behaviours and settings.



Technology

Over the life of the Strategy, progress in technology and connectivity is anticipated to create greater opportunities to support and enable people with disability to access and contribute in the community, particularly for people in regional and remote locations. This may be through increased access to services through telehealth as has been experienced during the COVID-19 pandemic, to day-to-day activities through improvements in assistive technology, to people with disability being involved in the design of new technology products so that they work for everyone. Through the Strategy, opportunities for innovation will be identified to ensure that improvements in technology make it easier for some people with disability to be involved and included in ways they choose, and do not create new barriers for people being able to participate and contribute to the WA community.

Terry and Jenni

Inclusive Communities

Jane

Jane is a celebrated Paralympic swimming champion who is passionate about improving the accessibility of public infrastructure for all people. She's retired now, but is still an active participant on many committees and uses technology to report access issues. Jane, a polio survivor, is recognised by her peers as someone who is always willing to help others and is an invaluable source of knowledge.

Bernie and Sarah

3. Living Well

Everyone has different needs throughout their lives. Living well is about having a safe place to call home at any stage of life. It is about having access to necessary services and supports. It is about making sure mainstream services like health and mental health services work for everyone.

The consultation process for the Strategy highlighted the following barriers to living well for people with disability:

- a lack of accessible housing options across public and private markets
- services which are not readily accessible or available
- services and people with the skills and capacity to successfully deliver individualised services.

Living Well

55% of Australians think people with disability find it harder to make new friends [5]

42% of Australians agree that people ignore people with disability [5]

55% of Australians agree that people often make fun of people with disability [5]

78% of Australians agree that people are unsure how to act around people with disability [5]

Over 58% of partners or children of people with disability have taken on a carer role because alternative care was too costly, or no other arrangements were available [1]

“ I wish we didn’t need to have plans and days etc to remind people to be inclusive or to celebrate the achievements of people with disabilities when for most of us, we are just getting on and living our lives. ”

-Consultation Participant

“ Through knowledge comes understanding, awareness and hopefully eventually acceptance. ”

-Consultation Participant

What it is about – people are happy and healthy, with the support they need

What it means – "I have access to housing and services that support me to live well"

Strategic priorities	Outcomes
1 Housing	People with disability have access to suitable housing options
2 Disability services	People with disability have access to quality disability services and supports
3 Health and mental health	People with disability have access to health and mental health services and attain the highest possible health and wellbeing outcomes throughout their lives
4 Workforce capacity and capability	

Housing

Housing is recognised as a basic human right and a foundation of living well for all people in the community. People with disability still experience barriers to safe and accessible housing options in WA. This is the case across the whole housing continuum, from social housing options to the private rental market, to barriers to home ownership. Many houses are physically inaccessible to some people with disability. People with disability are five times more likely to be living in public housing than those without. Accessible and liveable housing that responds to the needs of the community is a priority, whether delivered by government, industry or community.

Increasing housing choices is a key priority of the Strategy. Increased choice in housing for people with disability will be achieved through investment in additional accessible social housing; using education and regulation to ensure houses are built with universal design principles; and working with industry to drive the creation of more accessible housing options across the community.

Accessible and tailored accommodation, creating greater choice of housing

The Department of Communities has delivered a Specialist Disability Accommodation residence in Martin, for people who have high support needs and specialty robust design requirements. The home, which is a duplex, has been designed to NDIS standards that provides physical access requirements, resilient construction and minimises reactive maintenance. The residence has been designed to maintain maximum independence, capacity building and social contact between the residents, their family, friends and community.

Disability services

The NDIS is changing the way disability services are funded and accessed for around 40,000 Western Australians. The NDIS also presents an opportunity to deliver more flexible and tailored supports for people with disability across diverse communities and groups. Supporting people with disability and their families, the disability workforce and service providers as they transition into the NDIS will ensure eligible individuals receive the services they need to lead happy, dignified lives.

Maximising the benefits of the NDIS to Western Australians with disability will be an enduring priority for the State Government and the disability services sector. Throughout the life of the Strategy, the Commonwealth and State Governments will work together to ensure eligible individuals can access the services and supports they need. There will also be a particular focus on regional and remote WA where services are not yet established or need to be further developed, to make sure that people have access and choice in the supports they need.

Health and mental health

People with disability report difficulty in accessing services and rate their health poorer than other Australians, and the health system often fails to meet their needs. Health outcomes are even poorer for individuals with disability who belong to culturally and linguistically diverse groups, are Aboriginal and for those who have mental health issues.

Psychosocial disability is a term used to describe disabilities that may arise from mental health issues. Psychosocial disability is not about a diagnosis, it is about the functional impact and barriers which may be faced by someone living with a mental health condition. Whilst not everyone who has a mental health issue will experience psychosocial disability, those who do can experience severe effects and social disadvantage. Those affected are prevented from engaging in opportunities such as education, training, cultural activities, and achieving their goals and aspirations. They experience challenges with community and social inclusion, finding and

maintaining suitable housing and employment and maintaining their physical health.

Delivering positive outcomes for people with disability requires appropriate skills, confidence and experience. This can be achieved through proactive interagency and service collaboration, for example between mainstream health and mental health, and specialised disability services. This approach was successfully undertaken during the COVID-19 pandemic where people with disability have been particularly impacted.

Adopting a more integrated approach to health, mental health and disability services is a key priority, consistent with the Sustainable Health Review. Action on this front will support improved access to health and mental health systems for people with disability, their families and carers. There will also be efforts to build capability across systems to ensure that people with disability get the highest possible health and wellbeing outcomes throughout their lives.

Workforce capacity and capability

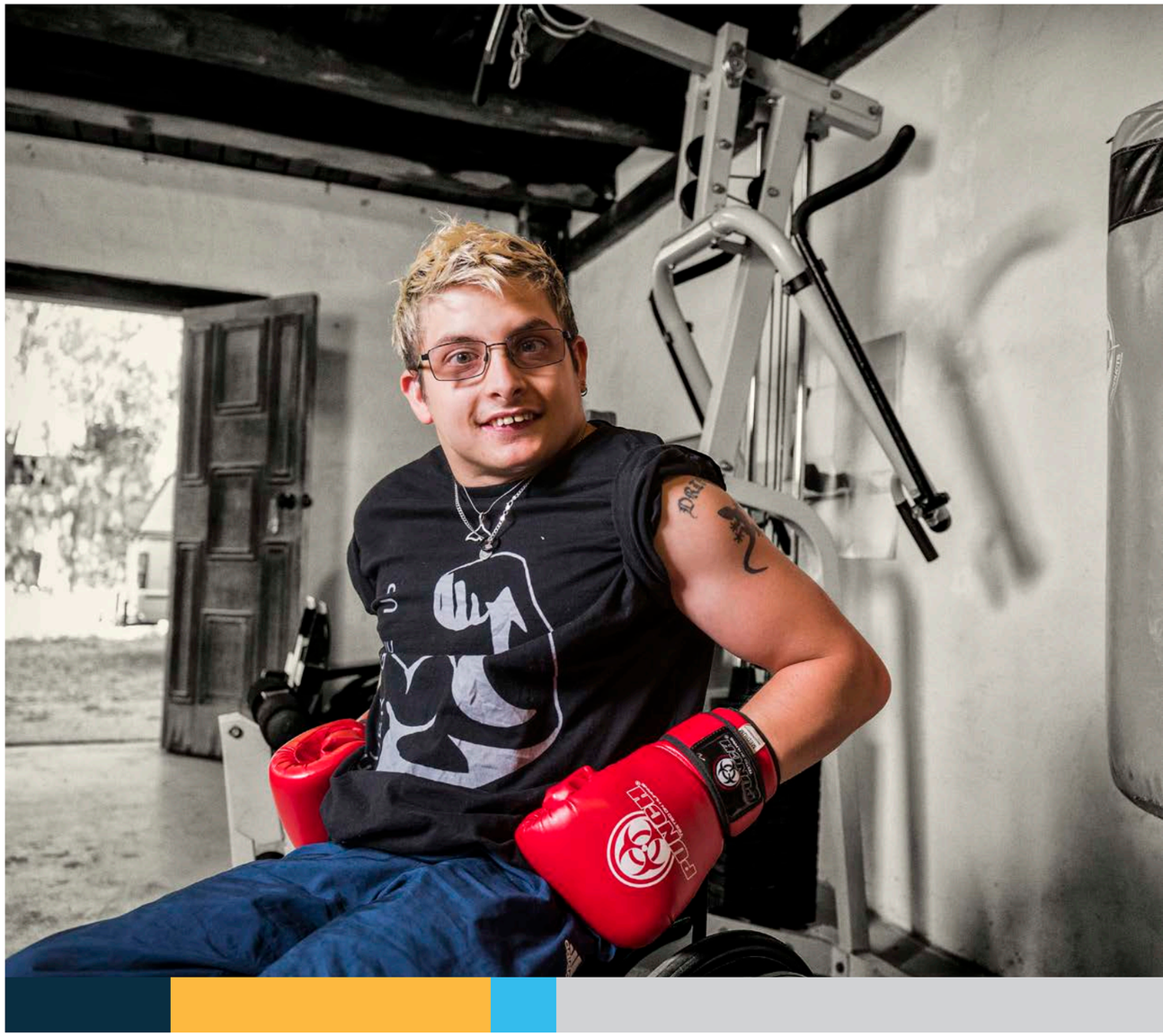
The delivery of quality services to people with disability requires a workforce that understands disability and commits to ensuring service delivery that results in positive outcomes. This is true of a wide range of services, including education, aged care, health, mental health, housing, community services and more. Equipping the key services workforce with the right skills and attitudes will remain a key priority throughout the life of the Strategy.

Access to high quality, trained and skilled disability services workforce enables people with disability to have the supports they require to live well whether they live in metropolitan Perth or regional communities. The recent introduction of the NDIS has meant unprecedented growth and change for the disability services sector and a workforce that has had to quickly adapt to new ways of working.

Sector capacity will need to grow and evolve to support the full operation of the NDIS, through and beyond the transition to the NDIS Quality and Safeguards Commission. This is particularly important in regional and remote WA, where there can be challenges attracting and retaining people with the right skills.

Ensuring that people with disability receive services from support staff with the values and skills that safeguard their wellbeing requires collaboration between mainstream and specialist disability services to best support NDIS participants with high and complex needs. This includes developing an Aboriginal workforce that can provide culturally secure services for Aboriginal people with disability in metropolitan, regional and remote settings.

To enable the delivery of high-quality disability services, a stable and sustainable workforce is required. The diversity of skills and experience this workforce needs and brings to supporting people with disability is highly valued. This focus to expand through innovative and vocational approaches that are responsive to the individual and local environment will continue.

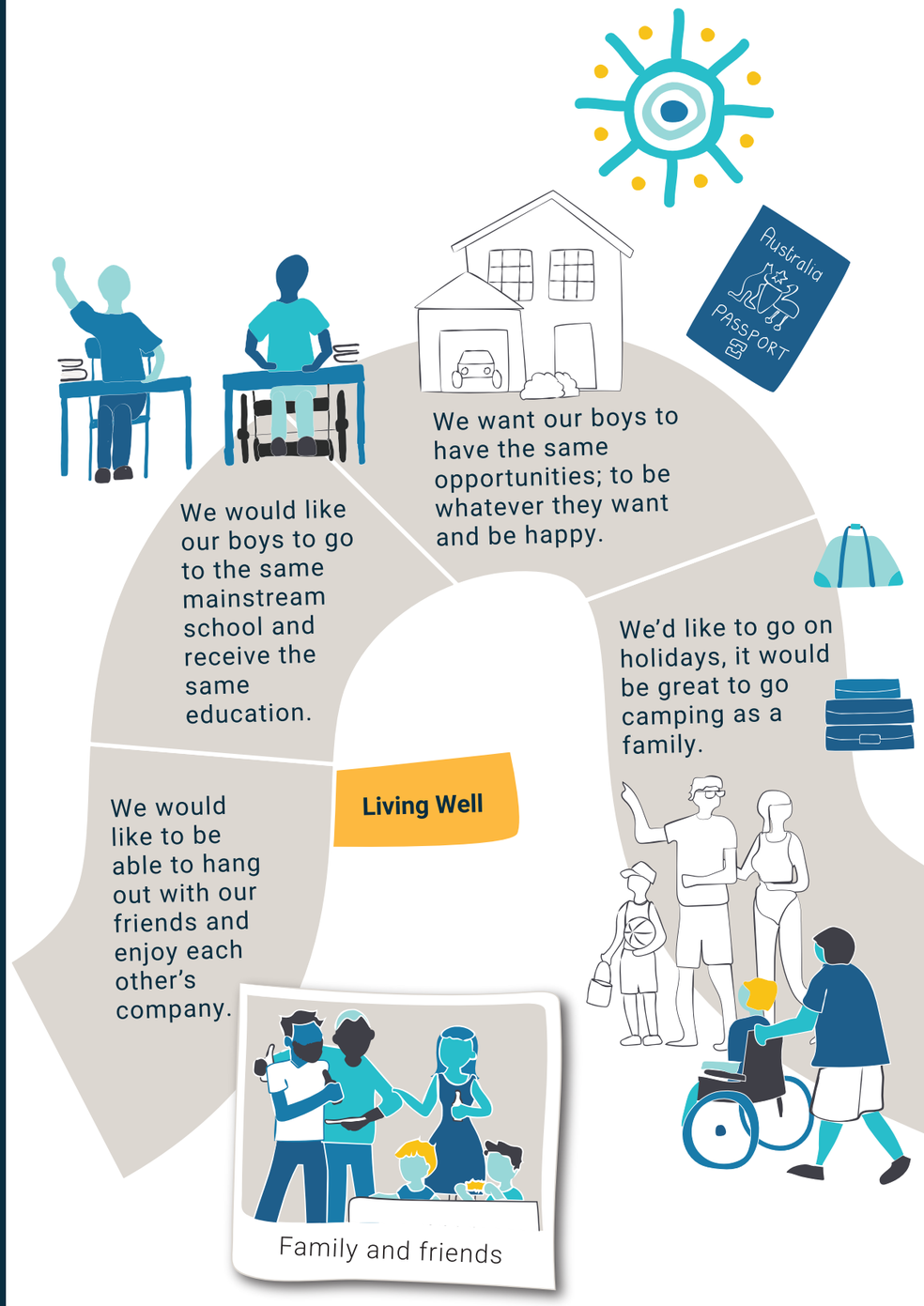


Luther

Williams family

Matt, Liz, Liam and Noah are a family of four who enjoy hanging out together and playing games. Both parents work and the boys go to school and day care. Liam is a caring and fun big brother and Noah is cheeky and determined. The family receive support at home and while Noah is at daycare. Life isn't always easy, but they have embraced the journey they are on.

Living Well



4. Rights and Equity

Leah

The right to dignity, equity and mutual respect are the foundations of a fair society. Everyone should be free to have a say and make decisions in their day-to-day lives.

While everyone agrees that human rights are important, people with disability continue to experience barriers to the full enjoyment of their rights. There is a need to shift towards a society where rights and opportunities are equally available to everyone, whether they have a disability or not.

The Strategy highlights that achieving equal rights for people with disability means:

- being treated fairly and with dignity before the law
- being safe from violence, abuse, neglect and exploitation
- having a voice and where required, support to communicate and make decisions
- having access to the right information
- a stronger role for government to make changes happen.

Rights and Equity

Almost **1 in 10 adults** with disability have experienced discrimination in the past 12 months[1]

Almost **1 in 4 adults** with an intellectual disability have experienced direct disability discrimination in the past 12 months[1]

Of all people with disability requiring assistance, **only 62%** felt like their needs were fully met[1]

Individuals are nearly **three times** as likely to be in the bottom quintile of household income earners if they have a disability[1]

"There is no one system that supports people with disability."

-Consultation Participant

"People with disability (need to) participate in decision making processes that impact them and the wider community."

-Consultation Participant

What it is about – everyone is treated fairly

What it means – "I am treated fairly and with dignity and respect, and my rights are upheld"

Strategic priorities	Outcomes
1 Justice	Legislation and policies protect the rights and interests of people with disability
2 Advocacy	People with disability and their advocates have their voices heard
3 Legislation and safety	People with disability are safe from violence, abuse, neglect and exploitation
4 Information	People with disability have access to the right information in the right ways so they can make informed choices and decisions

Justice

People with disability, particularly with psychosocial or cognitive disabilities, are significantly overrepresented in the criminal justice system. In Australia, people with disability make up about 18 per cent of the country's population, however it has been estimated that almost 50 per cent of people entering prison have a disability. Greater awareness is required across the judiciary, legal professionals and court staff about the needs of people with disability.

Over the term of the Strategy, adjustments will be made to key elements of the justice system to improve outcomes for people with disability. This will include providing tailored support for people with disability who encounter the justice system and support for people with disability who are victims of crime. It also means more tailored rehabilitation and reintegration support for people with disability.

Personalised case management system creating greater support for people with disability who interact with the justice system

The Intellectual Disability Diversion Program (IDDP) is a court diversion program which operates in the Perth Magistrates Court. It offers personalised case management and support for adults with a cognitive or intellectual disability who plead guilty. The IDDP seeks to address the overrepresentation of individuals in the adult criminal justice system by working with the individual to:

- reduce their future contact with the criminal justice system and thereby improve community safety
- link them with the NDIS and other providers, and develop support plans to address disability related needs
- identify undiagnosed disability or impairment as well as physical and/or mental health issues
- achieve an outcome in respect of their charge/s that is proportionate, fair and appropriate to the circumstances of the offence and their disability or impairment.

Advocacy

The WA disability advocacy sector plays a critical role in giving people with disability the opportunity to have their voice heard and influence matters about fairness and equality.

Advocacy can take many forms, from achieving outcomes for an individual, to systemic advocacy that may be focused on broad changes to policy, practice and legislation. Despite this, almost 1 in 10 adults, and 1 in 4 adults with an intellectual disability, have experienced discrimination due to disability in the past 12 months. People with complex communication needs (little or no speech) and Aboriginal people with disability are often especially under-supported when it comes to being protected from harm and having their voices heard.

Over the life of the Strategy, the disability advocacy sector will evolve and strengthen to provide well organised, high-quality, tailored supports to people with disability. This will include greater support to and for Aboriginal people with disability.

Legislation and safety

While Australia has long had rights-focused legislative protections for people with disability, more can be done to promote widespread awareness and acceptance of the rights of people with disability. Legislation and policy need to protect the rights and interests of all people, not only in theory but in practice.

Addressing recommendations of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability will be one of the ways in which WA will further support legislation and safety of people with disability. It will also be important to make sure that other vulnerable groups including people with highly complex intellectual disabilities, younger people in residential aged care settings and those over the age of 65 have their rights upheld.

Upholding and promoting legislative safeguards that protect people with disability will remain a core priority of the State Government. This will include introducing additional mechanisms to ensure individuals, governments and organisations are held to account in upholding the equal rights of people with disability.

Information

Inclusive and accessible information and resources are important enablers of participation for people with disability. Some people with disability are unable to access information and supports due to physical or technological barriers.

Australian government agencies are required to follow the Web Content Accessibility Guidelines, which have been developed to provide a shared standard for web content accessibility. More can be done, however, to ensure public information, including information about the rights of people with disability, can be accessed by a range of groups, including removing barriers through assistive technology. Mechanisms like supported decision making are ways that legislation and safety are actioned in practice. Supported decision making helps people to be supported to make their own decisions.

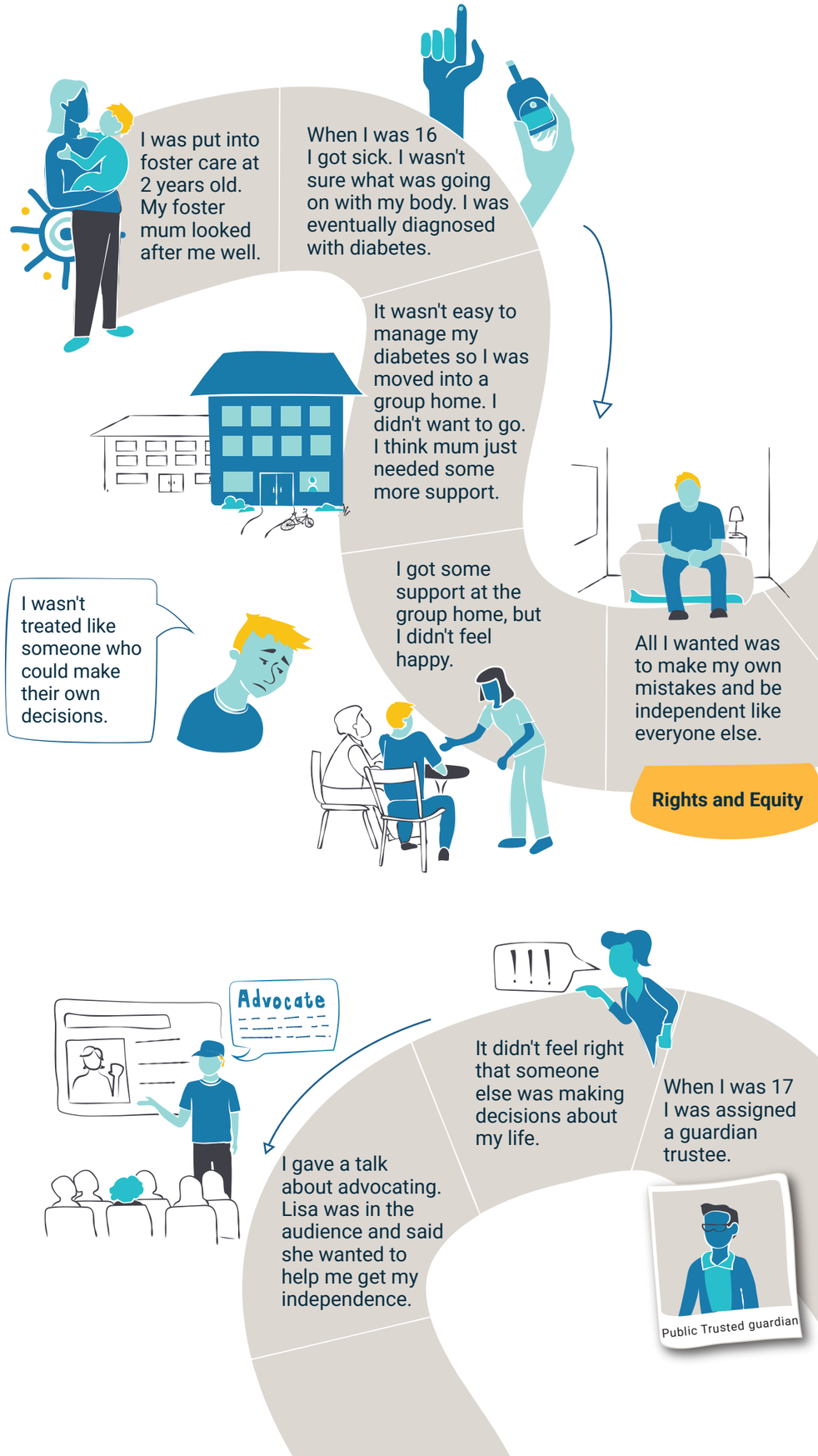
This way, they can have control over the things that are important to them and that their decisions are heard and respected.

Under the Strategy, government agencies, community groups and other organisations will be encouraged to make the right information available in the right ways, so that people with disability and their families can make informed choices and decisions to put their rights into action.

Rights and Equity

David

David is a determined and dedicated young bloke who is committed to helping other young people achieve independence. He likes to spend his time giving talks, and playing footy and lawn bowls. For a long time, David wasn't able to make decisions about his life. He fought hard and now, with support to manage his finances, health, and day-to-day needs, David is in control of his own journey.



Joshua and Dani

How we Can Achieve the Vision

Everyone has a role in making WA a more inclusive community. It needs all parts of the community to take on shared responsibility and ownership to create a truly inclusive environment. Working in partnership, government, business, community and people with disability can together change attitudes and achieve a more inclusive WA.

By defining and understanding our respective roles, we will work together to reach our vision and where we can affect the greatest positive change. This understanding will support better coordination and harness the many strengths across sectors, at different levels of government, as well as across industry and community.

Achieving the vision for the Strategy requires strong implementation mechanisms. These include:

- clear governance arrangements to drive accountability for implementation
- measurement and monitoring to provide transparency and an evidence base for further reform.

Governance and accountability

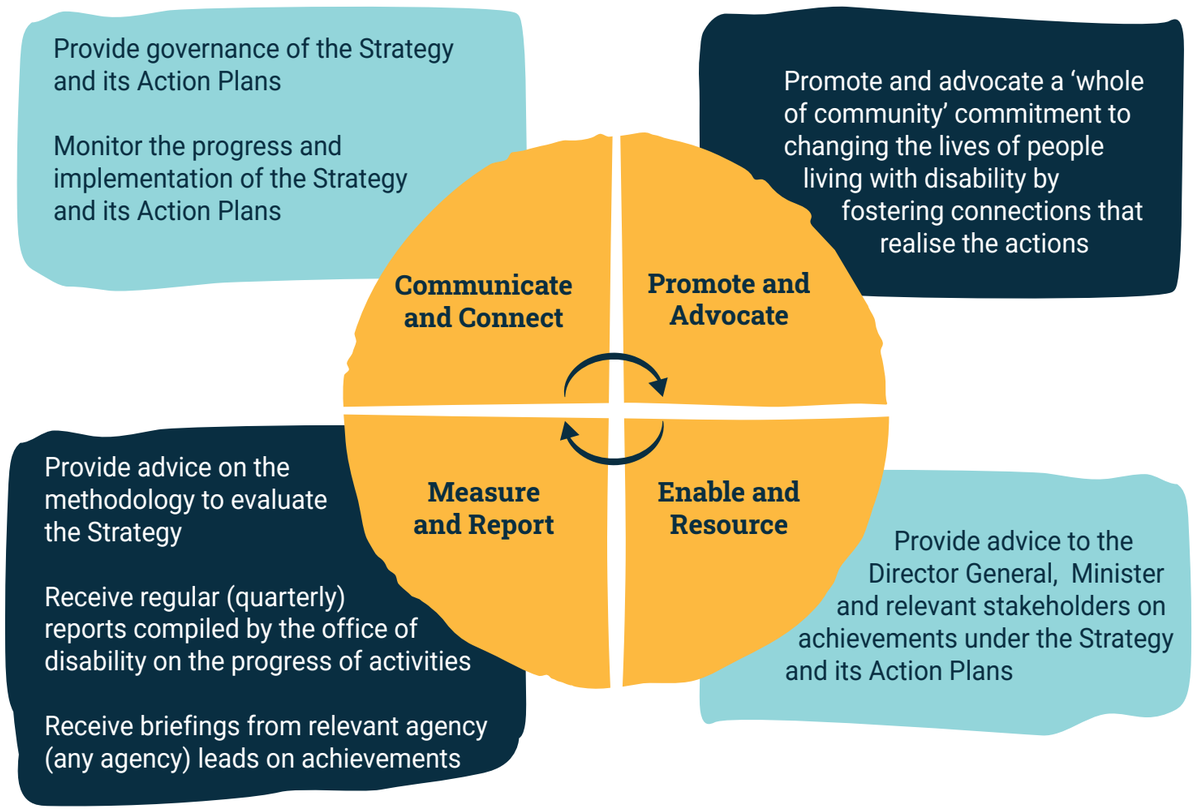
Good governance is about having in place processes and decision-making structures which ensure the rights of people with disability are articulated, understood and upheld.

The Disability Services Commission (DSC) Board will take a lead role in providing overarching governance of the Strategy and its Action Plans. The DSC Board will monitor the progress and implementation of the Strategy and will promote and advocate a whole of community commitment to changing the lives of people with disability. This approach ensures that the voice of people with disability is heard in government and by the private and community sectors.

The Department of Communities will create an office of disability to promote the rights and interests of people with disability and the disability sector more broadly. The office will provide disability sector stewardship to grow and develop sustainable quality services. It will provide strategic policy advice to inform disability matters between State and Commonwealth systems, including the National Disability Insurance Scheme's Agency and Quality and Safeguards Commission. Importantly, the office will drive the development of contemporary practices and continued innovation that advances the inclusion and participation of people with disability in Western Australia. The office will also provide the leadership to implement, monitor and further develop the Strategy. It will support the Department of Communities and the Western Australian Government to deliver on its long-term commitment to empowering people with disability to participate in all aspects of the community and the economy.

The Action Plan will provide detail on the specific activities that will be taken to achieve the vision of the Strategy. The Action Plan will set out what actions will be taken, who will be responsible for delivering them, and how the actions will make a change. The Action Plan will be monitored and updated every two years to make sure progress is being made over the 10-year life of the Strategy.

As the lead agency for the Strategy, the Department of Communities will continue to work with other key governance organisations including the MACD to ensure that progress is made, and momentum is maintained over the life of the Strategy.

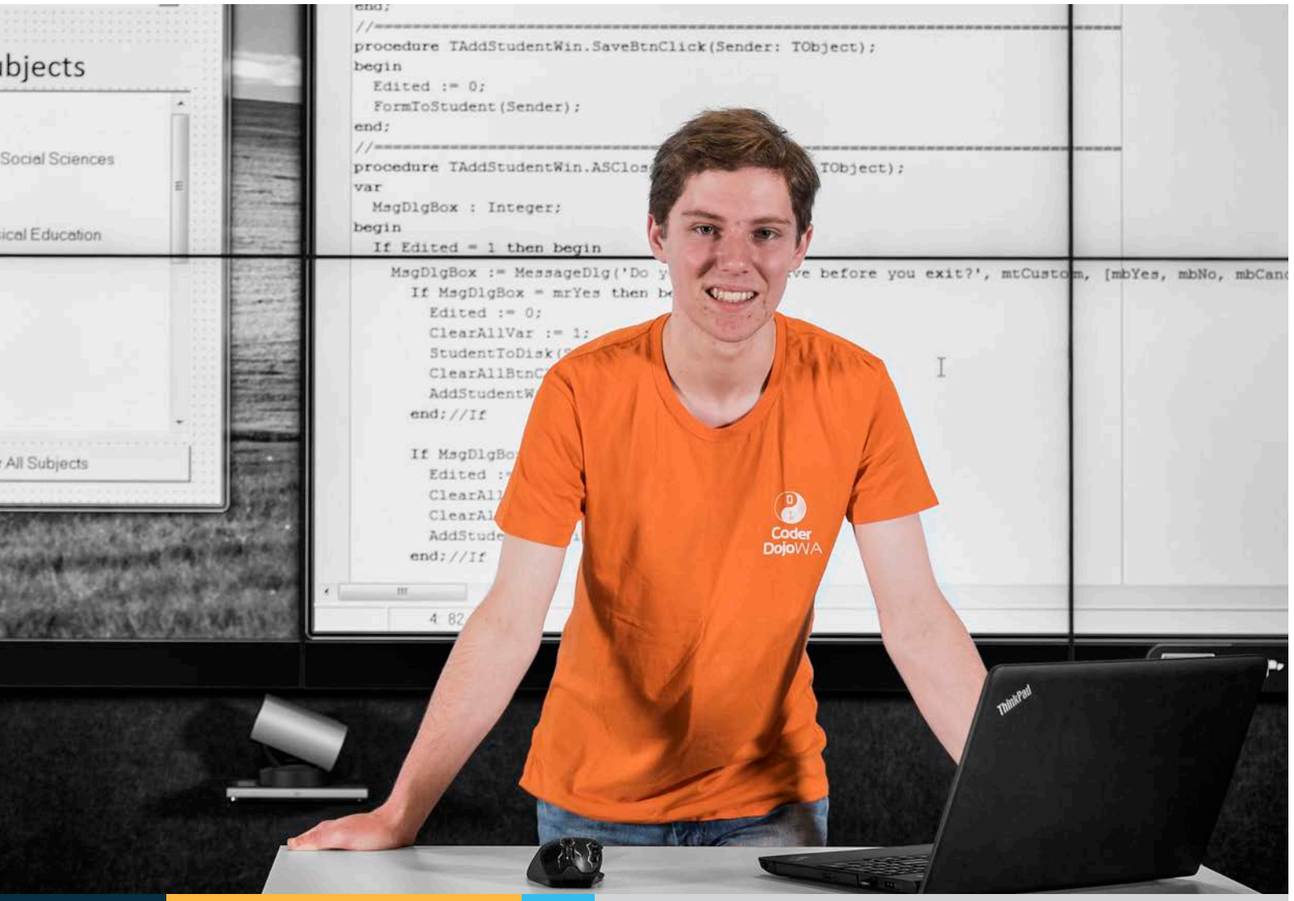


Monitoring and reporting

The State Government will gather the right information to measure progress and develop an outcomes framework for monitoring what is changing for people with disability and those who share their lives. This will ensure the Strategy is doing its job successfully and moving towards its vision for people with disability. It will support different stakeholders to know what is working, so there is continuous improvement, and encourage innovation and new ideas to support inclusion.

The outcomes framework and an annual report on the progress of the Strategy will be key measures to track progress against the Strategy's intended outcomes. It will connect to other monitoring and reporting channels. This includes the whole-of-WA-government outcomes framework, and the new 2020 Closing the Gap targets which will provide greater insight on outcomes for Aboriginal people with disability over the life of the Strategy, in areas such as education, economic participation, housing and justice.

Liam



A Message from Bruce Langoulant

Bruce Langoulant (AM)
Chairperson
Disability Services Commission Board

The State Disability Strategy includes a request for all Western Australians to work together and use our talents to create truly inclusive communities regardless of where we live across our vast State and for each of us to play a part.

We have witnessed our ability to do just that with the challenges of COVID-19 where we all benefited from the unity of purpose and the clear plan to deal with it and the successful outcomes. It has also highlighted our readiness to contribute to the greater good.

Each of us is vulnerable to disability and many of us live with it. In fact, 411,500 fellow Western Australians have a disability which impacts on their daily living.

We are lucky to all live in this wonderful part of Australia and our ability to grow our economic strength is proven despite our population. Perhaps our greatest assets are our isolation and our community giving attitude, which is widely regarded.

As Chair of the Disability Services Commission Board (the Board) and the father of a young woman with significant disabilities due to illness as a baby some 30 years ago, this Strategy is for her and her peers' future and it invites us all to consider how we can get involved – to play a part in our future too.

The Board will be playing a role to monitor and provide oversight on the implementation of the Strategy and its Action Plans. We will identify and inspire priorities for inclusion in future Action Plans. We will foster the necessary connections and community engagement to ensure its progress.

Together we thank you in anticipation!

1 in 3 people with disability have avoided social situations due to their disability.[1]

(or over 1 million people)

This is highest among 15-24 year olds (47%)

The participation rate for people with disability is **59%, compared to 85%** for people without.[1]

59% Participation rate

"We all need to learn to aim to encourage each other's strengths while acknowledging that we all have weakness that we must accept and work with. Inclusion is to work with others."

- Consultation Participant

"Just because a door is wide enough it doesn't mean people are welcome to enter."

- Consultation Participant

Everyone's Business

People with disability are best placed to speak up to ensure they have the same rights, the same opportunities and the same choices as everyone else. People with disability are the central drivers of the way forward with this Strategy.

Government has significant responsibility and must be held accountable in creating change that leads towards equality, inclusion and participation in society for all Western Australians, with DAIPs providing a starting point. However stronger commitment, action and accountability is needed across state agencies to make sure people with disability are a part of, and influence, the workings of government.

We also have a strong and proud disability services sector in WA that is well placed to provide support and guidance to help our State become more inclusive and achieve better outcomes for people with disability.

This means diverse, strong communities that recognise, value and respect the strengths and capabilities that every person can contribute to both social and economic life.

But creating meaningful and long-lasting change is a responsibility for us all. From the school gate, to sport and recreational clubs, the local supermarket, cafes and restaurants, to tourist attractions and accommodation, employers, digital services, builders and service providers, to name just a few, everyone has a role to play in shaping our inclusive community. The attitudes and actions of all people affect the experiences of our entire community, including people with disability, their families and carers.

It is up to all of us to create change. Inclusion is everyone's business.

If products and services are designed with unique needs in mind, organisations have the potential to reach four times the numbers of intended consumers.[7]

"I want families to teach their children the value of inclusion and kindness so that kids who are different aren't treated different, and therefore don't feel different."

- Consultation Participant

"It is essential that everyone takes responsibility for building an inclusive community."

- Consultation Participant

A Message from Kerry Allan-Zinner

Kerry Allan-Zinner
Chairperson
Ministerial Advisory Council on Disability

As Chair of the Ministerial Advisory Council on Disability Western Australia, I am pleased to acknowledge that this Strategy works towards and encourages a continuation and elevation of changing community attitudes, expectations and language. Supported by its pillars of Participate and Contribute, Inclusive Communities, Living Well, and Rights and Equity, the Strategy is underpinned by the protection of the fundamental human rights of people with disability.

Recognition of all perspectives of the disability sector and the enthusiastic buy in from all direct stakeholders and the community of Western Australia broadly, is crucial to the implementation and success of the Strategy and Action Plans over the next 10 years.

The Ministerial Advisory Council on Disability was a key stakeholder participant in representing the consumer voice in the consultation for this Strategy. We consulted and provided pivotal feedback on every iteration of the draft Strategy. We have contributed with a wealth of our experience and knowledge across decades of lived experience, together with new information and attitudes from our younger Council Members.

We are hopeful that the implementation of the Action Plan will deliver quality and sustainable outcomes that truly change and enhance life experience for people with a disability, their families and carers.

The Strategy and Action Plan outlines how an inclusive society can be achieved, if we all take responsibility for our part.

The next step is to ensure that actions of the entire community of Western Australia provide outcomes and influence that are robust, measurable and sustainable into the future in creating and maintaining a proud society of citizenship and equity for all.

Best Practice for Making Change Happen

We need a starting point to guide the change towards an inclusive community.

The Best Practice Roadmap (the Roadmap) is intended to provide people, organisations, and governments with a way to reflect on what they are currently doing and ways to improve.

The Roadmap shows the right steps we need to take to work towards our vision.

Vision

People with disability, and those who share their lives, are engaged and feel empowered to live as they choose in a community where everyone belongs.

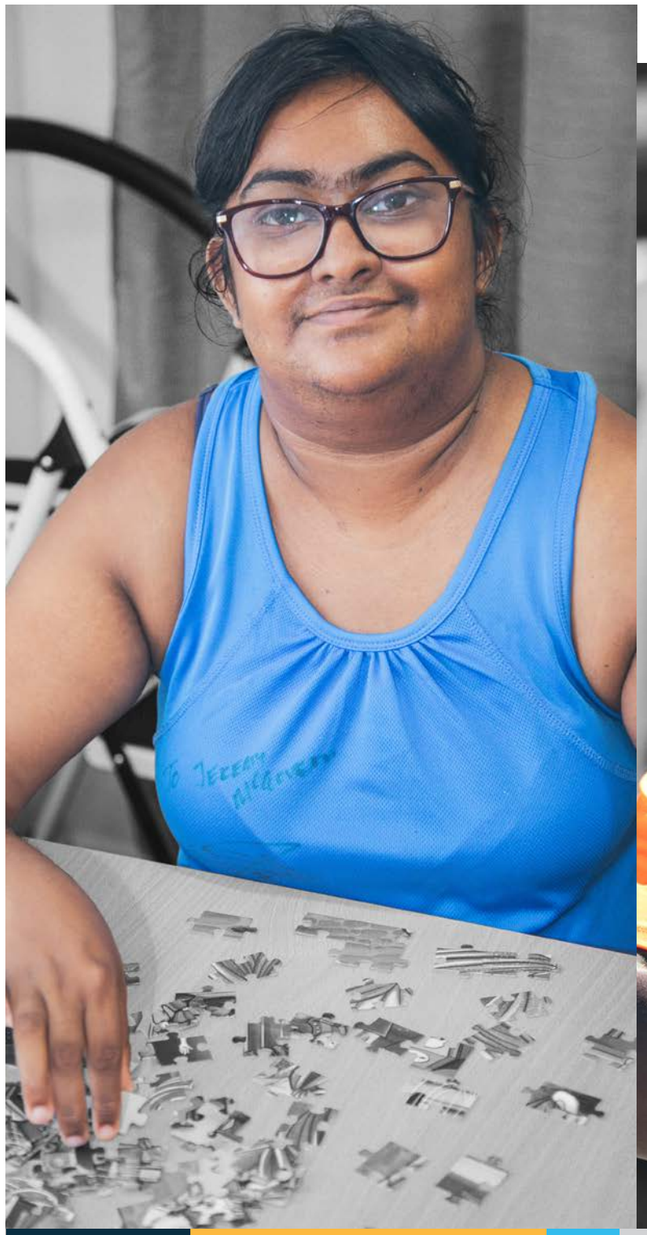
Accountability

The intent of the Strategy is for people with disability to go about their lives like anyone else in the community – participating in community activities, making friends, getting an education, and finding a job. It also means being able to access services delivered by government or the private sector.

To make sure the Strategy is doing its job successfully and moving towards its vision for people with disability, the State Government will:

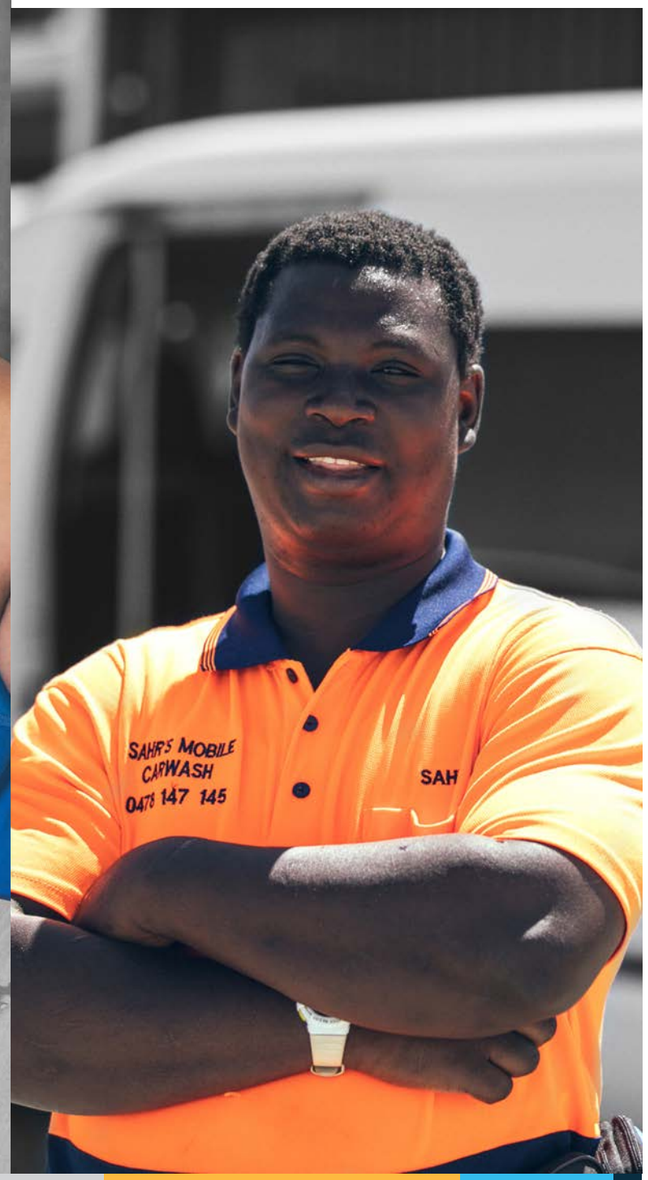
- gather the right information to measure progress
- develop a measurement framework for all government agencies to monitor what is changing for people with disability and those who share their lives
- readjust the Strategy's focus areas to respond to where action is needed within government and the community
- build partnerships across all sectors of the community to embed inclusion as part of everyday business.

We will share our progress with the community. We will work with people with disability, other government agencies, community and business sectors to encourage commitment, action and accountability to help WA move closer to full inclusion and participation for people with disability.



Stephanie

What the State Government Commits to Do



As part of a call to action on inclusion of people with disability across all parts of the community, the State Government will lead by example. There is a need to embed a culture of disability inclusion within the leadership agenda. Changing mindsets is critical to understanding the economic, business and social contribution of people with disability.

Developing a disability inclusion charter with people with disability will be the starting point. This will then drive a call to action and engagement across all sectors in the community.

Sahr

Next steps

This Strategy is supported by an Action Plan which outlines specific actions to be implemented to achieve the objectives of the Strategy.

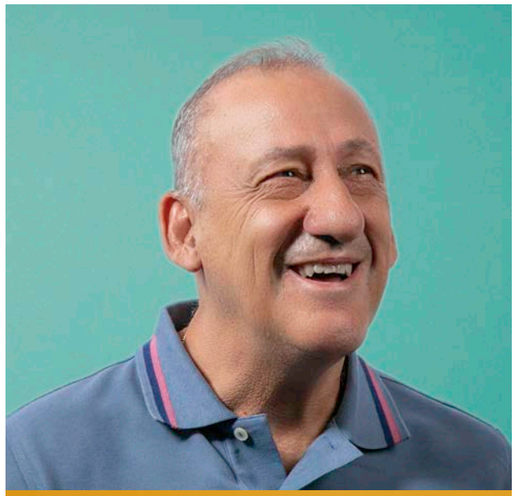
The Action Plan is responsive to priorities including the National Disability Strategy and outcomes of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

This initial Action Plan has been prepared by the Department of Communities in consultation with relevant State Government agencies. The main focus of this first plan is on initiatives to be implemented or acted upon by government. It recognises that a whole-of-government approach is needed to make the community more inclusive to people with disability.

Broad stakeholder consultation encompassing community and business sectors will occur during the first 12 months of the initial Action Plan to ensure that a range of ideas and voices provide further guidance. This includes a commitment to co-design with people with disability, and engagement with groups including Aboriginal people, people from culturally and linguistically diverse backgrounds, and regional WA.

Joshua

Co-design Group's Biographies

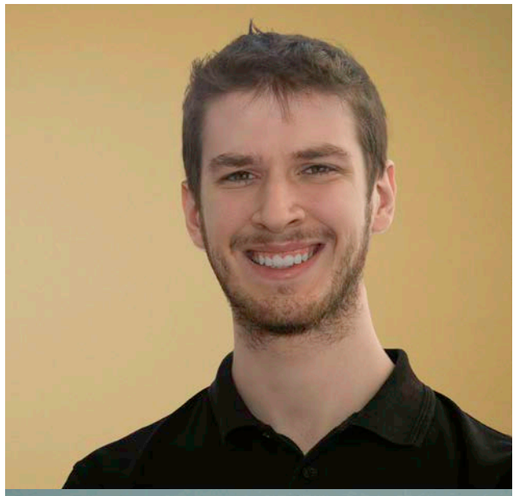


Angelo Cianciosi

I come from an Italian background, born with a condition known as Dystonia. I have been involved in the disability field for over 35 years both in paid employment as well as on a voluntary basis.

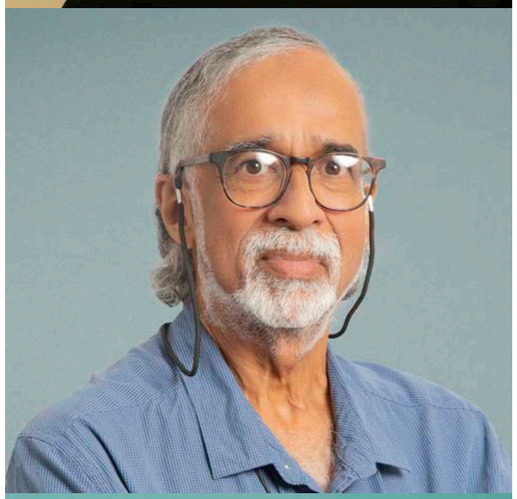
Vanessa Vlajkovic

My name is Ness/Noodle (because I am floppy sometimes) and I am 22. I live in Brisbane, having migrated here from Perth at the start of 2020 for a new life. I am studying a Masters in Writing, Editing and Publishing at the University of Queensland.



Michael New

I am a passionate diversity advocate, being an advisory board member for the Autism Academy for Software Quality Assurance. My other passions lie within technology of which I am an IT Specialist for BHP.



Suresh Rajan

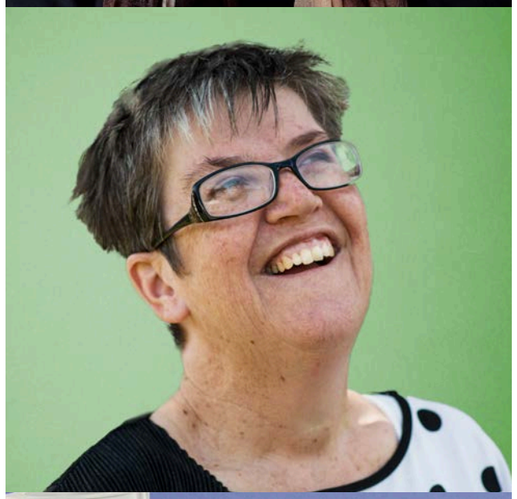
I am a regular contributor on the subject of disability and multiculturalism to media in Perth and have been so for many years. I have been an Ambassador for People with Disabilities through the State Government's Count Me In strategy. I have chaired a number of organisations in the disability sector.

Kerry Elder

I have lived with disability for most of my life either by way of carer and/or consumer. Today I am very passionate about co-design and consumers with lived experience having a voice in how we move forward in the future. I feel very privileged to be part of the Co-design Group for the State Disability Strategy and excited to see how it changes our future towards embracing diversity and inclusive communities in generations to come.

Sarah Langmead

I have been a quadriplegic for four years. I remain a Registered Nurse and have experience as a Clinical Nurse Specialist, Consultant, Manager and Researcher.



Ingrid Moore

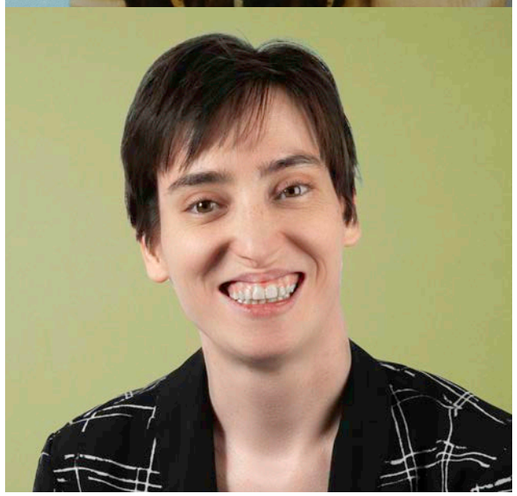
I was born with an intellectual disability. I lived in Pemberton untill 1980. I have been a member of Self Advocacy WA since it started over 30 years ago. One thing I have learnt is that community inclusion and support comes along in time over my 55 years, and there are more good years to come.

Mark Blowers

I live with multiple disabilities, I volunteer my time working as an advocate for access and inclusion across the state. It has been an honour to be able to give my lived experience and input from other community members that I have talked to over the past year into the State Disability Strategy.

Wendy Wright

I am the WA Coordinator for First Peoples Disability Network (FPDN), a national organisation of and for Australia's First Peoples with disability, their families and communities. FPDN is governed by First Peoples with lived experience of disability.



Melissa Northcott

I am a keen advocate for people with disability and community accessibility and have multiple disability. I am a Board Director and a proud member of various disability related committees, advisory and reference groups. I also have a Diploma in Public Relations and Certificates in Business, Child Protection and FASD.

Thank You

Thank you to everyone who attended consultation workshops, provided submissions and responded to surveys during the development of A Western Australia for Everyone: State Disability Strategy 2020-2030. From the Co-design Group, State Disability Strategy Reference Group, people with disability, business, disability service providers and the community, your valuable feedback and insights have been incorporated into this document.

We also thank those people who provided their life stories in the development of the Strategy. Your voice will continue to be the driving force behind the change that we wish to see.

End Notes

1. ABS Catalogue 4430.0
https://www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/4430.0Main%20Features52018?opendocument&tabname=Summary&prodno=4430.0&issue=2018&num=&view=

2. Australian Institute of Health and Welfare 2019.
People with disability in Australia 2019: in brief. Cat. no. DIS 74. Canberra: AIHW

3. Transport for people with a disability', Department of Transport
https://www.infrastructure.gov.au/transport/disabilities/

4. Persons with Disability and Sport', Clearinghouse for Sport,
https://www.clearinghouseforsport.gov.au/knowledge_base/organised_sport/sport_and_government_policy_objectives/persons_with_disability_and_sport

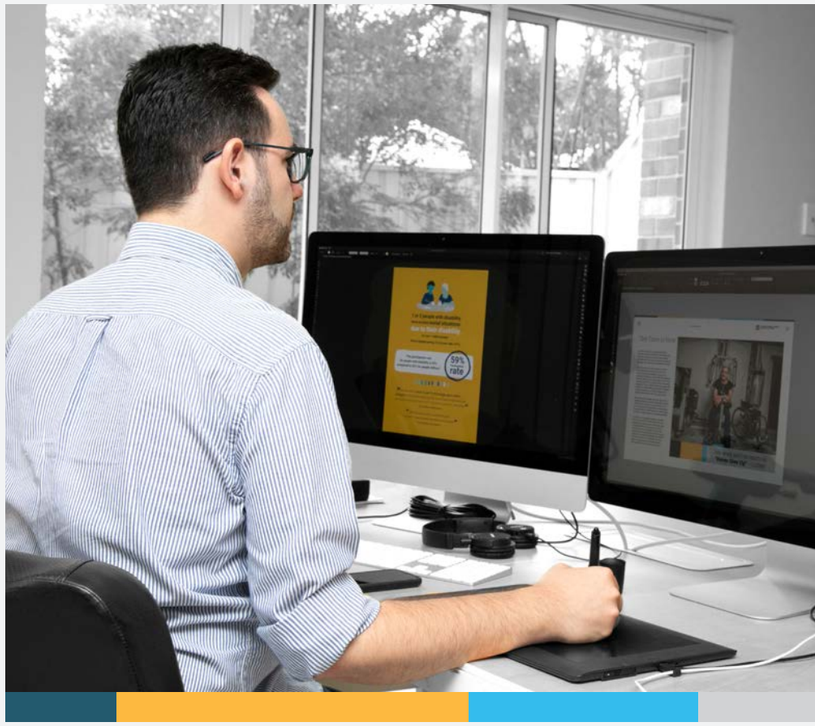
5. Melbourne University 2019. Community Attitudes Survey.

6. Wallander JL, Dekker MC, Koot HM. Psychopathology in children and adolescents with intellectual disability: measurement, prevalence, course, and risk. Glidden LM, ed International Review of Research in Mental Retardation. 26. San Diego: Academic Press; 2003. p. 93-134.

7. PwC Australia, Centre for Inclusive Design. "The Benefit of Designing for Everyone"; 2019.

As a graphic designer and creative director living with a disability, I have had the honour of working closely with the Department of Communities and its team to design the State Disability Strategy.

I strongly believe that people with disabilities are needing and looking for opportunities to demonstrate that the focus of the business and social relations with others, should be based not on the things we cannot do, but on the things that we definitely can and love to do.



Santiago Martinez
Creative Director - Pixel Group and Bracoon Creative

A Western Australia **for Everyone**

State Disability Strategy

2020 2030

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If you are deaf, or have a hearing or speech impairment, contact us through the National Relay Service. For more information visit: relayservice.gov.au

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