



Government of South Australia

Department of Human Services

State Disability Inclusion Plan 2019–2023

Discussion Paper



Minister's Foreword



All South Australians should have equal dignity and fair access to opportunities. We are committed to promoting an inclusive community where everyone can participate in social, economic and civic life.

Unfortunately, people with disability face discrimination and encounter barriers to public services and shared spaces. Things many of us take for granted can be hard to use or simply inaccessible.

One in five South Australians report having a disability and we are committed to supporting them fulfil their potential as citizens.

The National Disability Insurance Scheme (NDIS) was the largest social innovation in Australia since the introduction of Medicare and will give people with disability better access to the supports they need, with more choice and control over their lives.

But the NDIS only goes so far. To promote access to mainstream services and full participation in our community, more is needed to remove barriers to access and inclusion.

South Australians have a proud history of commitment to equality and justice. Now we will take steps to ensure people with disability have equal opportunities.

Everyone should have their say in government decision making and be involved in matters that affect them. We want all South Australians to feel safe and know they are treated equally.

The State Government is committed to making these changes through our role as a policy maker, working closely with the community and as a driver of cultural change.

In 2019 we will introduce a State Disability Inclusion Plan to set our vision for the next four years. You can shape this plan and help us identify meaningful changes.

An inclusive and welcoming community benefits all of us and ensures no one is left behind due to a disability.

I look forward to hearing your feedback about how we can make South Australia more inclusive for all.

A handwritten signature in blue ink that reads "Michelle Lensink". The signature is written in a cursive, flowing style.

Hon Michelle Lensink MLC
Minister for Human Services

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Introduction

The State Government is committed to ensuring South Australians with disability can live and participate fully in our community. We believe in a human rights approach that values the contribution of all members of our society and seeks to remove barriers for people with a disability.

We know there may be challenges for people with disability, including accessing mainstream services and programs, such as the built environment, including public spaces and shared facilities; and using public transport and finding suitable parking spaces. People may also have difficulty accessing information, communication and opportunities such as employment. Negative attitudes towards people with disability based on stereotyping, stigma and discrimination act as barriers and must be challenged through inclusive planning and service delivery.

In this discussion paper we explain the first State Disability Inclusion Plan 2019–2023 (the State Plan) that will be shaped by your feedback and ideas. We want to hear your views on what the State Government can do to create an inclusive and accessible community for South Australians with disability. You are invited to contribute and give us your feedback. Questions are asked throughout the paper and details about how to participate are on page 17.



South Australians with disability are diverse

In **South Australia**
over **one in five** people



reported having a **disability**



22% 
of SA **women**
have a disability

24% 
of SA **men**
have a disability

10% of SA
children under 15
have a disability 

25% 
of South Australians with
disability were born **overseas**

6.5% 
of South Australians with
disability speak a **language**
other than english at home



3% of South Australians with
disability identify as **Aboriginal**
and **Torres Strait Islander**

Refer to [Appendix A: Infographic Description](#).

Background

Access and inclusion mean different things to different people. The State Plan aims to reduce physical and attitudinal barriers to participation in the activities of our community. Being able to access and participate in society are fundamental human rights.

To achieve change, the State Plan will align with and be guided by the United Nation's Convention on the Rights of Persons with Disabilities. The principles adopted by the *National Disability Strategy 2010-2020*, Australia's response to the Convention are:

- Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons
- Non-discrimination
- Full and effective participation and inclusion in society
- Respect for difference and acceptance of persons with disability as part of human diversity and humanity
- Equality of opportunity
- Accessibility
- Equality between men and women
- Respect for the evolving capacities of children with disability and respect for the right of children with disability to preserve their identities.

These principles will inform all the actions in the State Plan to achieve meaningful change and help realise our vision of an accessible and inclusive South Australia.

The Disability Inclusion Act 2018 (the Act) was passed last year. While the NDIS provides eligible participants with funding for disability supports, mainstream services (such as health, transport, education) are services used by everyone. Improving inclusion across all areas of life requires a coordinated and consistent approach by the State Government.

To achieve this, the State Government is developing our first State Plan. We will report on the outcomes every year and review the plan every four years. The State Plan will set priorities and strategies for achieving a more inclusive South Australia. Our aim is to ensure people with disability can participate in social, economic and civic life and use mainstream services on an equal basis.

The State Plan will also consider diversity and the specific needs of people with disability who face additional barriers due to their age, gender or cultural background.

The first State Plan will set goals for the next four years. We will examine ways we can work with the rest of the community to drive the implementation of access and inclusion in South Australia. We will develop ways to measure our own achievements and report on progress so that future plans can build on this work.

There is also a requirement for State authorities to produce Disability Access and Inclusion Plans (DAIPs) that will also be reviewed every four years and reported on annually. State authorities include State Government departments, local councils and other public bodies. DAIPs will align with the State Plan and incorporate practical measures relevant to each organisation to improve access and inclusion at the local level. They will focus on improvements in mainstream services through key priority areas.



Timeline for inclusion planning under the Act



Refer to [Appendix B: Timeline Description](#).

Strategic context for inclusion planning under the Act

International

United Nations Convention on the Rights of Persons with Disabilities

National

National Disability Strategy 2010–2020

National Disability Insurance Scheme

National Disability Agreement

State

Disability Inclusion Act 2018

State Disability Inclusion Plan 2019–2023

Disability Access and Inclusion Plans 2020–2024

Refer to [Appendix C: Strategic Context Description](#).

Our Vision

An accessible and inclusive South Australia based on fairness and respect.

We envisage a community that is liveable for all, where people's voices are heard and respected, opportunities are available for all, and fairness, safety and equality are upheld.

Question 1:

What is your vision for the State Plan?

Themes

We suggest four themes for discussion to build an inclusive South Australia:

1. Liveable communities
2. Participation in decision-making
3. Creating opportunities
4. Fairness, safety and equality.

We want to hear your views on these themes and what action we could take to achieve them.

Question 2:

Do you think the four themes are the right focus areas for the State Plan?

Question 3:

Are there other themes you think should be included?

Certain groups of people may experience additional barriers to participation. The State Plan will set out strategies to address their needs. The four groups highlighted under the principles of the Act are:

- Women with disability
- Children with disability
- Aboriginal and Torres Strait Islander people with disability
- People with disability from culturally and linguistically diverse backgrounds.

When thinking about the vision and priorities of the State Plan, consider how it might also improve inclusion outcomes for people who may experience multiple or compounded barriers to participation.

Question 4:

If you have lived experience of disability and are a woman, child, Aboriginal or Torres Strait Islander person, or are from a culturally or linguistically diverse background, what would you like the Government to know about the barriers you experience?

Theme 1: Liveable communities

Our vision is that the South Australian community is inclusive and accessible for people with disability.

The needs of people with disability have not always been included in the design of our communities. As a result, people with disability often find it difficult to participate in everyday activities that others take for granted. Inclusion is the process where everybody can access and fully participate in all aspects of an activity or service in the same way as any other member of the community. Inclusion requires consolidated effort, with the advantage that it creates a society that is fairer and more cohesive.

Designing with everyone in mind is essential if services and facilities are to be truly inclusive. The concept of Universal Design is an important consideration for policy and planning decisions. Universal Design is about designing products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation and specialised design.¹

Whether it's attending school, public transport, visiting the local playground, participating in sport or using a healthcare service, people with disability have a right to equal access.

We want to create inclusive, liveable communities that are accessible for everyone in both urban and rural locations. This relates to the buildings we live in, the roads and paths we travel on, transport, information and communication technologies and systems.

Example of positive practice

Changing Places toilets are designed for people who cannot use standard accessible toilets. Changing Places provide a height-adjustable adult-sized change table, hoist, non-slip flooring and enough space for two carers. Providing facilities gives people with physical disability more opportunities to participate in community activities and visit shared spaces.

Question 5:

On a scale of 1 to 5, how accessible is your community for you or people with disability? 1 being not at all and 5 being highly accessible.

(**Note:** Accessibility refers to the physical environment, to transportation, to information and communications and other public facilities and services.)

¹ The Center for Universal Design, Seven Principles of Universal Design, North Carolina University, 1997.

Question 6:

On a scale of 1 to 5, how inclusive is your community for you or people with disability?
1 being not at all and 5 being highly inclusive.

(**Note:** Inclusion refers to people living with disability having the opportunity to participate in every aspect of life to the fullest extent.)

Question 7:

What works well for people with disability in your community?

Question 8:

What doesn't work well for people with disability in your community?

Theme 2: Participation in decision-making

Our vision is for South Australians with disability to have a voice in government decision-making.

Governments consult and engage with the community to develop ideas and policies that reflect shared values and meet local needs. It may be more difficult for people with disability to access information that is relevant to them, engage with decision makers and have their opinions heard.

No one should be left out of the democratic process. We want to hear the voices of all those affected by government decisions and give everyone a chance to have their say. This helps make better decisions and ensures government implements effective and sustainable policy, programs and services that deliver on community needs.

We want to foster a culture of meaningful engagement and capacity building so that people with disability can participate in decisions that are important to them and engage in a way that is genuine and relevant to the people who are affected by the policy.

Example of positive practice

The City of Adelaide's Access and Inclusion Advisory Panel ensures the voice of people with disability is embedded in the Council's work through the provision of expert and impartial advice on policies, strategies, projects and plans.

Question 9:

How could government decision-making be changed so that people with disability can be actively involved in the decision-making process?

Question 10:

What could the government do better to support people with disability to engage with government processes and consultation?

Theme 3: Creating opportunities

Our vision is that South Australians with disability have access to the same opportunities as other citizens, including economic security, improved employment and career development, volunteering, participation in education and lifelong learning.

Economic participation is fundamental to social inclusion. This includes accessing suitable work, volunteering and education opportunities. It provides purpose to our lives, social connection and an income for a life with choices.

In Australia, approximately 18% of the population live with some form of disability. However, the employment participation rate of people with disability is only around 50%, compared with around 85% for people with no reported disability.²

Education and employment outcomes are often linked, and we want to ensure that South Australians with disability have improved pathways from school to further education, employment and lifelong learning to enjoy the many benefits of economic security.

Example of positive practice

The Office of the Commissioner for Public Sector Employment is developing a disability employment strategy for the public sector with resources designed to improve awareness and confidence to employ more people with disability.

Question 11:

What could the State Government do to create better employment opportunities for people with a disability?

Question 12:

What could the State Government do to improve the education experience for people with a disability?

Question 13:

Can you share with us any initiatives that have created or expanded opportunities for people with disability?

² Australian Bureau of Statistics, 2015 Survey of Disability Ageing and Carers, Commonwealth of Australia, Canberra, 2015.

Theme 4: Fairness, safety and equality

People with disability are entitled to have their rights promoted, upheld and protected. This includes the right to be treated fairly and equitably without discrimination, access advocacy and legal assistance when needed, and receive quality care to improve health and wellbeing.

The Equal Opportunity Commission of South Australia found that disability and race were the most commonly reported grounds of discrimination by enquirers in 2017–2018³ and have been so for the previous four years. Disability was also the most common ground of discrimination identified in accepted complaints, both for the 2017–2018 period and in previous years.⁴

Everyone should be able to participate in civic life. People with disability should be safe from violence, exploitation and neglect and able to access appropriate support if they come into contact with the justice system.

The Act recognises that the State Plan should address the specific needs of groups of people with disability who may face multiple disadvantage. For example, women with disability are at greater risk of harm than women without disability. They may also experience significant challenges in maintaining their health, housing and economic security.⁵

Good health is an important part of wellbeing for everyone. People with disability can experience worse health outcomes than the general community and report difficulties in accessing services including lengthy waiting times, cost, inaccessibility of buildings, and discrimination.⁶ Through the State Plan and DAIPs, we will improve State Government services. We seek to minimise challenges and improve outcomes for people with disability.

Example of positive practice

The Equal Opportunity Commission Legal Advice Service provides free legal advice on areas of Equal Opportunity Law including discrimination, harassment and victimisation. It also aids in drafting legal documentation, statements, and preparation for conciliation and Tribunal hearings. The service is operated by final year law students under the supervision of fully qualified legal practitioners.

³ 2017-18 period is financial year.

⁴ Government of South Australia, *Equal Opportunity Commission of South Australia Annual Report 2017-18*, Adelaide, 2018.

⁵ Women with Disabilities Australia, *Human Rights Toolkit for Women and Girls with Disability*, 2016, <http://www.wwda.org.au/papers/toolkit>.

⁶ Australian Institute of Health and Welfare, *Access to health services by people with disability*, Commonwealth of Australia, Canberra, 2017.

Question 14:

What could the State Government do better to make people with disability feel safe in the community?

Question 15:

What could the State Government do better to make sure people with disability are treated fairly and the same as others?

Question 16:

What supports do people with disability need to achieve their best health and wellbeing?



How to Participate

We have engaged **JFA Purple Orange** to facilitate the engagement process for the State Plan.

There are three main ways that you can get involved:

1. Make a submission in writing, via email or online by 26 April 2019.

Email: inclusionplan@purpleorange.org.au

Mail: Disability Inclusion Plan
PO Box 701
Unley Business Centre SA 5061

Online: www.yoursay.sa.gov.au

You can use the questions set out on the next page to guide your written submission.

2. Come along to a community forum. Register at the link:

- [Salisbury](#): Monday 8 April 2019, 1.30pm – 4pm
City of Salisbury (John Harvey Gallery), 12 James Street, Salisbury
- [Noarlunga](#): Thursday 11 April 2019, 1.30pm – 4pm
City of Onkaparinga (Civic Room), Ramsay Place, Noarlunga Centre (adjacent Colonnades Shopping Centre)
- [Adelaide CBD](#): Friday 12 April 2019, 1.30pm – 4pm
State Library (Hetzl Lecture Theatre), North Terrace (corner Kintore Ave), Adelaide
- [Mount Gambier](#): Monday 15 April 2019, 12.30pm – 3pm
Mount Gambier Library (Multi-function Room), 6 Watson Terrace, Mount Gambier
- [Whyalla](#): Thursday 18 April 2019, 12pm – 2.30pm
Whyalla Public Library (Vicki Ledo Room), 7-9 Ekblom Street, Whyalla Norrie

3. Contact the consultation team directly.

Phone: 1300 857 327 until 26 April 2019.

If you need an interpreter, please ring the 'Interpreting and Translating Centre' on 1800 280 203 (choose option 2) and ask for an interpreter to contact the consultation team. This interpreting service is available at no cost to you.

Next Steps

- All feedback received over the course of the consultation period will be collated and reviewed.
- Emerging themes and priorities will be used as the basis to draft the first State Plan.
- Once we have drafted the Plan there will be another opportunity to provide feedback through YourSAy before it is published in October 2019.

Summary of Questions

All questions are optional to complete. They provide additional information to better understand the needs of special interest groups that are considered by the State Plan.

- (a) Do you identify as:
 Male Female Other () Prefer not to say
- (b) Do you identify as having a disability?
 Yes No Prefer not to say
- (c) Do you identify as Aboriginal?
 Yes No Prefer not to say
- (d) Do you identify as Torres Strait Islander?
 Yes No Prefer not to say
- (e) Do you live in metro Adelaide or in a regional area?
 Metropolitan Adelaide Country Prefer not to say

The following questions are optional to complete. They appear through this discussion paper and are provided here again for your consideration. There is also space at the end to put any additional information you would like us to hear.

1. What is your vision for the State Plan?

2. Do you think that the four themes are the right focus areas for the State Plan?

3. Are there other themes you think should be included?

4. If you have lived experience of disability and are a woman, child, Aboriginal or Torres Strait Islander person, or from a culturally or linguistically diverse background, what would you like the Government to know about the barriers you experience?

5. On a scale of 1 to 5, how accessible is your community for you or people with a disability? With 1 indicating not at all and 5 being highly accessible.

(Note: Accessibility refers to the physical environment, to transportation, to information and communications and other public facilities and services).

6. On a scale of 1 to 5, how inclusive is your community for you or people with a disability? With 1 indicating not at all and 5 being highly inclusive.

(Note: Inclusion refers to people living with disability having the opportunity to participate in every aspect of life to the fullest extent.)

7. What works well for people with disability in your community?

8. What doesn't work well for people with disability in your community?

9. How could government decision-making be changed so that people with disability can be actively involved in the decision-making process?

10. What could the government do better to support people with disability to engage with government processes and consultation?

11. What could the State Government do to create better employment opportunities for people with a disability?

12. What could the State Government do to improve the education experience for people with disability?

13. Can you share with us any initiatives that have created or expanded opportunities for people with disability?

14. What could the State Government do better to make people with disability feel safe in the community?

15. What could the State Government do better to make sure people with disabilities are treated fairly and the same as others?

16. What supports do people with disability need to achieve their best health and wellbeing?

17. Any other comments?

Appendix 1: Infographic Description

In South Australia, over one in five people (23%) reported having a disability.

- 22% of South Australian women have a disability.
- 24% of South Australian men have a disability.
- 10% of South Australian children (under 15) have a disability.
- 25% of South Australians with disability were born overseas.
- 6.5% of South Australians with disability speak a language other than English at home
- 3% of South Australians. with disability identify as Aboriginal and Torres Strait Islander.

Appendix 2: Timeline Description

The timeline begins at 1 July 2018 when the Act commenced. We are now at February to September 2019 when we are developing the first state plan. At the end of October 2019, the first State Plan will be published.

In 2019 to 2020, disability access and inclusion plans will be developed. At the end of October 2020, the first disability, access and inclusion plans will be published. At the end of October 2021, we will be monitoring our progress.

Appendix 3: Strategic Context Description

The international context is the United Nations Convention on the Rights of Persons with Disabilities.

The national context is the National Disability Strategy 2010–2020 and the National Disability Insurance Scheme.

The state context is the and the Disability Inclusion Act 2018, the State Disability Inclusion Plan 2019–2023, and the Disability Access and Inclusion Plans 2020–2024.