# Disability Action Plan 2022–25 summary

## Our Vision for our Disability Action Plan

Our aim is to improve disability equality and inclusion across our organisation and in the community. This means making sure that things are fair and that everyone is equal.

Our Disability Action Plan will help us make our workplace more inclusive. It will also help us make our services, how we lead and how we advocate for people with disability more inclusive.

We will develop a yearly plan to guide our work and help us follow the Disability Action Plan.

## Principles that guide our plan

The following values are from our Inclusion Framework. They help guide our Disability Action Plan:

* support Aboriginal and Torres Strait Islander people to decide on things that affect them
* value people’s unique life experiences
* improve things like unfair systems that make it harder for some people to get the same support as others
* respect that we all have a different mix of identities, such as our gender and disability. Our mix may make it harder to get what we need. We recognise this when making choices.
* make choices and act based on what our clients need
* make choices and act based on evidence.

## Focus area 1 – Our clients

We will:

* set up and support a lived experience group of people with disability who wish to share their experience and give us advice. The group’s feedback will help us improve our services, policies and how we work.
* think about how people with disability like to find information and start using our services. We will improve our information and services to better support people with disability.
* improve the way we ask people with disability who need our help about themselves. We will also improve the way we record what they tell us.
* improve the way we give information and services to people with disability
* improve how our different services and processes work together so that we can better support people with disability.

## Focus area 2 – Our staff

We will:

* support our Disability Employee Network to help guide our workplace policies, practices and culture
* use better data to improve how we understand our disability workforce
* build a disability-positive, safe and inclusive culture in our workplace
* better support our staff who have disabilities with their needs
* make sure that our workplace is accessible for everyone
* make sure that our hiring processes are accessible and fair
* better support staff with disabilities to learn, develop and progress in their jobs.

## Focus area 3 – Our community

We will:

* focus on disability in all our work and include the knowledge and opinions of people with disability
* build stronger relationships with organisations that act for and work with people with disability
* support and promote cultural change that benefits people with disability. We will do this in the wider community.