

Disability Access and Inclusion Plan

2020-2024



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First Nations acknowledgement

The Department for Environment and Water acknowledges Aboriginal people as the First Peoples and Nations of the lands and waters we live and work upon and we pay our respects to their Elders past, present and emerging. We acknowledge and respect the deep spiritual connection and the relationship that Aboriginal and Torres Strait Islander people have to Country.

The department works in partnership with the First Peoples of South Australia and supports their Nations to take a leading role in caring for their Country.

Statement from Chief Executive



On behalf of the Department for Environment and Water (DEW), I am pleased to present our Disability Access and Inclusion Plan for 2020 to 2024.

South Australia is a diverse and vibrant state, and all South Australians should have the opportunity to participate and enrich our society. This vision is captured in Inclusive SA: State Disability Inclusion Plan 2019–2023, which paves the way for a whole of government approach to accessibility with an aim to maximise opportunities for people with disability to participate in civil society and the workplace.

DEW's Disability Access and Inclusion Plan 2020-24 supports this shared vision. Actions have been identified under four key themes with a view to embed ideas and perspectives of accessibility and inclusion into DEW's culture and operations

In addition to guiding DEW's work, monitoring of the action items will ensure DEW is held accountable to accessible and inclusive outcomes for people with disability both in the community and the workplace.

Implementation of the Disability Access and Inclusion Plan will be led by the Diversity and Inclusion in DEW Consultative Committee. Successful implementation will increase the accessibility of our parks and natural places, provide employment and volunteering opportunities for people with disability, and build understanding and

appreciation for South Australia's unique cultural and environmental heritage in an ever expanding section of our community.

The Disability Access and Inclusion Plan forms part of a wider commitment to ensuring our people feel valued, respected and safe and can fully contribute their perspectives and talents as outlined in DEW's overarching Diversity and Inclusion Strategy 2020-22. The Disability Access and Inclusion Plan is a key part of the Strategy and intersects with other commitments in the Strategy, such as implementing DEW's Stretch Reconciliation Action Plan, creating gender equality and valuing expertise and experience across people's working lives.

I would like to say thank you to the members of the community, stakeholders and staff who contributed to the development of this Disability Access and Inclusion Plan. Your ongoing engagement and feedback will be invaluable in achieving our shared vision of an accessible and inclusive South Australia.

I am excited to see the outcomes of DEW's Disability Access and Inclusion Plan and look forward to reporting positively on DEW's contributions to an accessible and inclusive South Australia.

A handwritten signature in black ink, appearing to read 'John Schutz', with a long, sweeping underline.

John Schutz
Chief Executive

About us

When this document uses the words 'we' and 'us', it means the Department for Environment and Water.

Our vision at the Department for Environment and Water (DEW) is a thriving state built on sound stewardship of our environment and water.

Our purpose is to help South Australians conserve, sustain and prosper:



Conserve: We manage national parks, botanic gardens and heritage places for their own value and for people's benefit and enjoyment now and into the future.



Sustain: We are an authority on the state's environment and natural resources, helping community, industry and government make good long-term decisions.



Prosper: We drive the sustainable development of South Australia's natural resources and heritage to deliver economic prosperity and a vibrant and healthy society.

We deliver through:



Partnerships and collaboration, including with industry, First Nations (Aboriginal and Torres Strait Islander peoples), and the community.



Evidence based decision-making to support better long-term decisions.




Better regulation that is simple, customer-focused and that safeguards the environment and encourages investment.



Operational excellence through efficiency, being accountable, valuing and empowering our people and focusing on doing the right things.

Our vision for disability access and inclusion

South Australia has a picturesque and diverse environment which is essential to the livelihood and quality of life of South Australians, including people with disability. We are committed to ensuring that national parks, botanic gardens and heritage programs and services offer diverse and inclusive opportunities for people to experience South Australia's environment and heritage sites. We are working to improve access for people with disability through engagement and



consideration of the principles of universal design. We are also committed to providing opportunities for employment, training and volunteering that support people with a disability to make a valuable contribution to our purpose and live satisfying lives. As we work towards this vision over the next four years, we will continue to improve our facilities using universal design principles where opportunities arise and where feasible.

The *Disability Inclusion Act 2018* defines disability as 'long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.' When we use the word 'disability' in this document, we mean the Disability Inclusion Act definition, which includes disabilities that may be visible to other people and disabilities which cannot be seen.

We recognise that disability is varied. Nearly one in five South Australians report having disability (ABS 2018). Of South Australians with disability, one in six uses a mobility aid like a wheelchair or a walking stick and one in three uses a communication aid, like cochlear implants or speaking aids (ABS 2018). One in five South Australians with disability need assistance with cognitive or emotional tasks (ABS 2018). Many of our actions in this plan focus on reducing barriers and enhancing inclusion of people with mobility aids, communication aids and people with diverse intellectual, cognitive, neurological and psychological abilities.

South Australians with disability are diverse. We respect the diversity of people with disability, including across cultural and linguistic diversity, age, gender, sexual orientation and religious beliefs. We also understand that, like all South Australians, the needs of young people with disability change as they age and develop. This plan and our actions over the next four years aim to recognise and celebrate those diversities to ensure access to and inclusion in our mainstream services.

Our staff

We employ more than 1,250 South Australians. Approximately one-third of our staff provide leadership on heritage and sustainability issues for South Australia. Another one-third of staff support management of South Australia's natural resources and public lands. Our staff also plan and manage South Australia's water, including of the River Murray. Our Science Strategy staff ensure high quality evidence-based environmental and water science and our Corporate Services staff ensure DEW is a high-performing organisation.

Similar to the rest of the public sector, our data currently show about 1% of our employees report living with disability. Our current information about staff with disability does not reflect the definition of disability in the *Disability Inclusion Act 2018* and may not reflect staff's lived experiences. Improving our data on staff with disability is one of our actions in this plan and in our Diversity and Inclusion Strategy 2020-2022. We also want to create an environment of trust where staff with disability are comfortable to share with us that they live with disability. This is another one of our actions.

The context for access and inclusion

Background

Australia is a signatory to the United Nations' Convention on the Rights of Persons with Disabilities and its optional protocol. Through the Convention, Australia has committed to promote human rights and ensure people with disability enjoy those rights equally with others without disability.

The *Disability Inclusion Act 2018* supports and furthers the operation of the Convention on the Rights of Persons with Disabilities in South Australia. It outlines South Australia's priorities to promote people with disability being fully included in the community and achieving their full potential.

The *Disability Inclusion Act 2018* requires the development of a state disability inclusion plan. The first state plan, *Inclusive SA: State Disability Inclusion Plan 2019-2023*, aims to reduce physical and attitudinal barriers to participation in activities in South Australia. Its principles align with the National Disability Strategy 2010-2020.

The Act also commits each public sector agency, including DEW, to develop its own disability access and inclusion plan to implement the Act and the state plan. This document is DEW's first disability access and inclusion plan required by the Act. The plan outlines our priority actions for the next four years to improve access and inclusion for people living with disability.

This plan also considers and is informed by the *Disability Discrimination Act 1992* (Cth), the *Equal Opportunity Act 1984*, the Code of Ethics for the South Australian Public Sector and the *Public Sector Act 2009*.

The development of this plan was overseen by the Diversity and Inclusion in DEW Consultative Committee. The Consultative Committee is composed of staff with diverse perspectives, commitment to inclusion, and cultural competence. It also represents a diverse set of lived experiences.

Relationship to our other policies and strategies

Our annual Corporate Plan outlines how we deliver on our purpose, including that we will be more customer-focused and responsive to the needs of the community. This disability access and inclusion plan is one way we will do that.

This disability access and inclusion plan is complemented by our Diversity and Inclusion Strategy 2020-2022, which outlines our commitment that all our staff feel valued, respected and safe and can fully contribute their perspectives and talents. The Diversity and Inclusion Strategy outlines a number of commitments which intersect with this plan, including that:

- We value the cultural expertise, experience and knowledge of Aboriginal employees. We support First Nations taking a leading role in conserving and sustaining Country.
- Women have an equal share of leadership. We recognise that improving gender equality reduces gendered violence.
- We embrace a diversity of cultural perspectives.
- DEW is a safe, inclusive workplace where all employees are free to be themselves, including Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ+) workers.
- We value expertise and experience across people's working lives, including the contributions of younger and mature aged people.

Our previous actions

We have been working towards making equal opportunity a reality for people with disability (including visitors, people who seek employment with us, and our staff) through the Department for Environment, Water and Natural Resources' Disability Access and Inclusion Plan 2014-2018.

Our plan for 2014-2018 focused on:

1. Inclusive and accessible communities
2. Economic security and employment
3. Rights protection, justice and upholding legislation
4. Personal and community support
5. Learning and skills
6. Health and wellbeing.

Since the development of the 2014-2018 plan, we have had a continual improvement program to support physical accessibility, including through more accessible paths, toilets, carparks, parks and botanic gardens. A number of trails managed by DEW are now classified as Class 2 (assisted access). Autism awareness training for rangers has been conducted, as have programs inclusive of children and adults with physical, mental health and intellectual disability.

Our actions

Our Disability Access and Inclusion Plan is structured around the themes and priority areas of the Inclusive SA: State Disability Inclusion Plan 2019–2023.

Theme 1. Inclusive communities for all

Social inclusion is a priority for people living with disability as it affects all aspects of their lives. We aim to ensure that the contributions and rights of people living with disability are valued and understood by our staff and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.

We will support social inclusion and promote and uphold the rights of people with disability through the following actions:

Action	State Plan Priority	Responsibility	Timeframe	Measure
1.1 Planning for new programs and services will consider how to reach as many people as possible through accessible design which considers diversity of intellectual, physical, cognitive, sensory and psychological abilities.	1: Involvement in the community	National Parks & Crown Land Programs; Botanic Gardens and State Herbarium; Heritage SA	Ongoing	An increase in the proportion of people living with disability who participate in programs and services.
1.2 We will promote as 'disability friendly' any programs or services specifically designed to be welcoming to people with disability, including people with intellectual, physical, cognitive, and sensory impairments.	1: Involvement in the community	National Parks & Crown Land Programs; Botanic Gardens and State Herbarium; Heritage SA	Ongoing	An increase in the proportion of people living with disability who participate in programs and services.

Action		State Plan Priority	Responsibility	Timeframe	Measure
1.3	We will develop a Horticultural Therapy Program accessible to and inclusive of people with disability, including intellectual, physical, cognitive, sensory and psychological impairments.	1: Involvement in the community	Botanic Gardens and State Herbarium	2020-2021	Program developed.
1.4	Our Little Sprouts Kitchen Garden Learning Program will continue to support the inclusion of children with disability.	1: Involvement in the community	Botanic Gardens and State Herbarium	Ongoing	Program delivered.
1.5	Our publications and online communications, including websites, will use inclusive language and adhere to our Writing Guidelines and the South Australian Government's Online Accessibility Policy.	2: Improving community understanding and awareness 3: Promoting the rights of people living with disability	Communications and Engagement	Ongoing	Inclusive language is used in our publications.
1.6	We will proactively build our library of inclusive imagery and strive to use inclusive imagery.	2: Improving community understanding and awareness	Communications and Engagement.	Ongoing.	The proportion of inclusive imagery in the DEW image library increases annually.

Action	State Plan Priority	Responsibility	Timeframe	Measure
1.7 We will implement revised training for staff with enhanced modules about disability awareness, including working with people with disability and carers of people with disability.	3: Promoting the rights of people living with disability	Corporate Services	June 2021	100% of staff undertake new training modules by October 2021. Thereafter, new staff undertake training within 3 months of new staff starting.
1.8 Our volunteer training will include information about disability awareness, including working with people with disability and carers of people with disability.	3: Promoting the rights of people living with disability	Volunteer Programs	2021	Disability information included in volunteer training.
1.9 We will review our organisational policies with a view to ensure good practice which promotes accessibility and inclusion for all.	3: Promoting the rights of people living with disability	Corporate Services in collaboration with Access for All	2022	All organisational policies reviewed.

Theme 2. Leadership and collaboration

People living with disability want to have a greater role in leading and contributing to government and community decision-making. It is our aim that the perspectives of people living with disability are actively sought and that people with disability are supported to participate meaningfully in consultation and engagement activities.

	Action	State Plan Priority	Responsibility	Timeframe	Measure
2.1	The Diversity and Inclusion in DEW Consultative Committee will ensure representation of members with disability and integration of actions across the Committee's identified diversity streams.	4: Participation in decision-making	Diversity and Inclusion in DEW Consultative Committee	Ongoing	Diversity and Inclusion in DEW Consultative Committee maintains or improves representation of members with disability.
2.2	We will promote the Access for All employee network for employees to connect, share information and contribute to improving access and inclusion.	5: Leadership and raising profile	Diversity and Inclusion in DEW Consultative Committee	From November 2020	Access for All network reports at least quarterly to the Diversity and Inclusion in DEW Consultative Committee.

	Action		State Plan Priority	Responsibility	Timeframe	Measure
2.3	Engagement practices will ensure people with disability and organisations representing people with disability are invited and supported in engagement opportunities, specifically:		6: Engagement and consultation	Communications and Engagement and units conducting engagement	From November 2020	Review conducted
	2.3.1.	We will review our Engagement Framework and templates and policies to incorporate specific engagement considerations for people with disability.				Data collected regarding portion of people engaging with DEW who live with disability.
	2.3.2.	Engagement Strategies will include how people with disability will be engaged.				Engagement practices consistently invite participation of people with disability and organisations representing people with disability.
	2.3.3.	We will maintain and use a database of organisations available for engagement which represent people with disability and their carers.				

Theme 3. Accessible communities

The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life. We aim to improve the accessibility to public infrastructure, services, information, recreation and the greater community. We're proud that our new builds and sites, such as Glenthorne National Park, will consider access and inclusion for people of all abilities, ages and backgrounds.

	Action	State Plan Priority	Responsibility	Timeframe	Measure
3.1	All new construction projects or significant modifications of existing sites, including play spaces, will include an Access and Inclusion Assessment which considers intellectual, cognitive, sensory and physical diversity before approval to proceed.	7: Universal Design across South Australia	Asset Management in collaboration with relevant area for each project	Ongoing	<p>Project management framework to include assessment by the Coordinator for Access for All.</p> <p>All new projects are assessed by the Coordinator for Access for All and consider Inclusive Play Guidelines if applicable.</p>
3.2	We will implement Inclusive SA action 17 by considering the feasibility of adopting Universal Design principles in infrastructure works and maintenance across DEW managed land, infrastructure and parks.	7: Universal Design across South Australia	Executive, with support from Corporate Services and Asset Management	2021	Assessment completed.

	Action	State Plan Priority	Responsibility	Timeframe	Measure
3.3	Facilities will be audited for accessibility, including considerations for assistive technologies and accessible signage, to create continuous improvement.	7: Universal Design across South Australia	Asset Management	Annually	Popular and metropolitan DEW facilities audited at least annually. Remote and less used facilities at least twice during this plan. Any accessibility issues not addressed to be reported to the Diversity and Inclusion in DEW Consultative Committee within 3 months of identification.
3.4	We will implement Inclusive SA Action 31 by considering establishing minimum standards for priority parks and reserves (including coasts, heritage places and Crown land) that improve access and inclusion for people living with disability and implement a program of priority actions, including exemplar visitor experiences.	7: Universal Design across South Australia	Tourism and Visitor Services and Asset Management	2021	Assessment completed. Program developed and initiated.

	Action	State Plan Priority	Responsibility	Timeframe	Measure
3.5	We will improve accessibility in national parks for people with neurological diversity by undertaking a trial providing social narratives and information about low sensory areas in a popular metropolitan park.	7: Universal Design across South Australia	National Parks & Crown Land Programs	2021	Social narratives trial undertaken and reviewed. Information made available about low sensory areas.
3.6	We will explore opportunities to partner with a community or not-for-profit organisation to hire equipment to support people with disability to participate in outdoor activities at key DEW sites, including opportunities to expand availability of TrailRider all-terrain wheelchairs.	7: Universal Design across South Australia	National Parks & Crown Land Programs	2021	Partnerships explored.
3.7	We will consider sites to install accessible adult change facilities in popular metropolitan sites.	7: Universal Design across South Australia	National Parks, Crown Land Programs; Botanic Gardens and State Herbarium	2021	Assessment occurs.
3.8	We will explore the possibility of creating a dedicated digital space that compiles accessibility information from across our programs, services and facilities.	8: Accessible and available information	Communications and Engagement	2021	Assessment completed. Accessibility information on the website reviewed by content authors monthly.

	Action		State Plan Priority	Responsibility	Timeframe	Measure
3.9	We will ensure that DEW publications and website are accessible, including that:		8: Accessible and available information	Communications and Engagement with ICT, content authors and website managers	Ongoing	Website audited at least annually through an automated audit.
	3.9.1.	DEW websites and intranet will be audited for compliance with the latest Web Content Accessibility Guidelines to the AA criteria.				Accessibility issues identified by the audit will be managed as a priority.
	3.9.2.	Captions or transcripts will be provided as a text alternative to all new audio-visual material.				100% of external material is accessible.
	3.9.3.	Information about how to request information in alternative formats and availability of the National Relay Service and the Interpreting service will be included in publication templates and on the DEW website.				
	3.9.4.	Websites and intranet will consider sensory diversity.				

	Action	State Plan Priority	Responsibility	Timeframe	Measure
3.10	We will proactively promote features which enhance accessibility of our facilities and services.	9: Access to services	Communications and Engagement in collaboration with relevant areas of DEW	Ongoing	Promotion of accessibility features at least quarterly via existing communications channels.
3.11	We will review our event management tools and planning guidelines to incorporate considerations of accessibility and inclusion for people with disability in events and program planning.	9: Access to services	Communications and Engagement and Program managers	2021	<p>Event management tools and planning guidelines reviewed.</p> <p>Proportion of people who attend events and programs who live with disability.</p>
3.12	Where iconic heritage sites or parts of them are not able to meet physical accessibility standards, we will explore other avenues to bring the sites to people virtually, such as through videos, photos or storytelling.	9: Access to services	National Parks & Crown Land Programs and Heritage SA	2024	DEW-managed heritage sites produce alternative ways to engage with visitors for non-accessible areas.
3.13	Work Health and Safety policies and emergency management procedures will consider the specific needs of visitors and staff with temporary and permanent disability.	9: Access to services	Asset Management, Corporate Services, Site Managers, WHS Committees	Ongoing	<p>Relevant policies reviewed.</p> <p>Emergency management procedures consider the varied needs of visitors and staff with disability.</p>

Theme 4: Learning and employment

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. We aim that our programs which play a role in education and training provide pathways to meaningful and inclusive employment for people living with disability. We also aim to provide inclusive volunteering opportunities.

Our Diversity and Inclusion Strategy outlines our workforce goals to:

- reflect our diverse community
- build diversity and inclusion knowledge across our workforce
- attract and retain talent
- foster access and inclusion, including for staff with disability.

	Action	State Plan Priority	Responsibility	Timeframe	Measure
4.1	We will facilitate meaningful volunteering opportunities for people with disability at DEW.	11: Skill development through volunteering and support in navigating the pathway between learning and earning	Volunteer Programs	Ongoing	Proportion of volunteers who identify as living with disability.
4.2	We will continue to ensure reasonable modifications are made to support trainees with disability to fully and successfully complete their traineeships.	10: Better supports within educational and training settings	All areas with trainees	Ongoing	Proportion of trainees at DEW with a Disability Access or Individual Learning Plan completing traineeships is similar to or exceeds trainees without a plan.
4.3	We will develop safe mechanisms for employees to disclose disability.	12: Improved access to employment opportunities and better support within workplaces	Corporate Services in collaboration with Access for All employee network	2021	New dataset of employees identifying as living with disability created.

	Action	State Plan Priority	Responsibility	Timeframe	Measure
4.4	We will improve our data regarding workers who have or acquire disability.	12: Improved access to employment opportunities and better support within workplaces	Corporate Services	2021	New dataset of employees identifying as living with disability created.
4.5	We will make reasonable accommodations for staff, including access to equipment, technology, facilities and services, to support diversity of intellectual, physical, sensory and psychological abilities.	12: Improved access to employment opportunities and better support within workplaces	Corporate Services leading and advising; line managers implementing	Ongoing	Guidance material on reasonable modifications developed.
4.6	We will encourage flexible working arrangements across our workforce to support staff's diverse needs, including those living with disability and those caring for someone with disability.	12: Improved access to employment opportunities and better support within workplaces	Corporate Services leading; line managers implementing	Ongoing	Flexible working indicators established by June 2021 then monitored at least twice a year.
4.7	We will consult with staff to explore if modifications are required to DEW processes and internal communications to ensure full inclusion of staff with disability and neurological diversity.	12: Improved access to employment opportunities and better support within workplaces	Corporate Services in collaboration with Access for All employee network	2022	Consultation occurs and feedback actioned.

	Action	State Plan Priority	Responsibility	Timeframe	Measure
4.8	We will review job descriptions for inclusive language when roles are advertised and target job opportunities for people living with disability through Job Access.	12: Improved access to employment opportunities and better support within workplaces	Corporate Services	From November 2020	An increase in the percentage of DEW workers with disability.
4.9	We will assess retention of staff with disability.	12: Improved access to employment opportunities and better support within workplaces	Corporate Services	June 2021	Retention indicators developed then assessed annually.

Plan development

Consultation

We sought public and employee comment on a draft of this plan so stakeholder and community needs would be fully considered in our actions. The consultation also sought staff feedback on any current barriers to full participation by DEW employees with disability.

This plan was developed in mid-2020 during the COVID-19 pandemic. Due to the public health imperative, consultation on the plan was conducted remotely.

The draft for consultation was available on our website and the public consultation YourSAy website from 31 August to 18 September 2020. We called for submissions widely from our existing networks, social media and organisations representing interests of people with disability. Feedback was specifically sought from people living with disability, their family and carers.

Feedback could be provided via phone (including through the National Relay Service), email or an anonymous Survey Monkey survey. The survey asked about personal characteristics, including identification of living with disability or caring for someone with disability, and feedback on each of the four action sections of this plan. There were free-text options for each question so respondents could provide more context for responses. The survey also included a general free-text section regarding any other feedback on the DAIP, any barriers experienced and good practice the respondent had seen elsewhere.

We received two written submissions and had one video call consultation session. There were 73 views of the draft DAIP survey and 51 respondents, 35 of whom completed most of the survey.

Overall feedback was constructive and positive, with a number of specific, practical actions which we have included in this plan where possible. The key themes from the feedback were:

- Employment, particularly increasing representation of people with a disability and providing additional supports to carers of people with disability.
- More acknowledgement of people who are neurologically diverse, have cognitive and emotional impairment or otherwise live with 'unseen' disability.
- Workplace flexibility, particularly for carers of people with disability.

These three themes were enhanced and more consistently applied across actions in this final plan.



Implementation

Our Diversity and Inclusion in DEW Consultative Committee will oversee implementation of this plan. The Consultative Committee will provide strategic leadership and governance in the development and implementation of initiatives that drive improvements in DEW's diversity and inclusion, including for disability.

The Consultative Committee will oversee communications about the plan, so its objectives and actions are promoted to all staff and volunteers through annual awareness events, The Weekly staff news, through managers and in staff forums. The communications will focus on raising awareness and changing misconceptions.

Responsibility for actions sits with the section of the department listed next to the action. The Consultative Committee will review progress on the plan at least twice a year and report to the Executive on progress.

We will publish an annual report on achievements and progress of this plan each financial year from 2021-2022. The annual report will be shared with staff and made public on our website. We will review this disability access and inclusion plan in 2024.

Acknowledgements

We would like to acknowledge the many people who contributed to the development of this plan, particularly staff across the department who provided input during development of the draft plan and those who provided feedback and additional ideas for the draft plan.

We also acknowledge the members of the public, organisations representing the community and people with disability who graciously shared their knowledge in providing feedback regarding the draft plan. Special thanks is due to Autism SA and Community Centres SA for their considered, fulsome feedback.

Glossary

Accessible: Accessible facilities, services and information are designed so that all people can use them.

DAIP: Disability Access and Inclusion Plan

DEW: Department for Environment and Water

Disability: Long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others as defined by the *Disability Inclusion Act 2018*.

First Nations: We acknowledge Aboriginal people are the First Peoples and Nations of South Australia and use the term First Nations as an all-encompassing term for Aboriginal and Torres Strait Islander people and culture.

Inclusive: Practices which allow full participation of people from varying backgrounds and with varying abilities. Inclusion refers to a sense of being included and being treated with equality and dignity.

Universal Design: Creating facilities, built environs, products and services that can be used by people of all abilities to the greatest extent possible without adaptations.

References

ABS 2018, *Disability, Ageing and Carers, Australia: South Australia*, released 5 February 2020, available at www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/4430.02018?OpenDocument.



Contact Us

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This Disability Access and Inclusion Plan is available on the Department for Environment and Water website or in alternative accessible formats on request.



www.environment.sa.gov.au