

# DATSIP Disability Service Plan 2020 - 2023

Breaking down barriers facing Queenslanders with disability to ensure that they fully participate in Queensland's vibrant economic, social and cultural life.



Department of Aboriginal and  
Torres Strait Islander Partnerships



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## Message from our Director-General

*'We pay our respects to Elders past and present who have given us strength, inspiration and guidance to create a better Queensland.'*

It is my pleasure to present the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) *Disability Service Plan for 2020-2023*. This plan clearly demonstrates how our department will continue to work closely with its strategic partners to build a fairer, more inclusive Queensland where people with disability, their families and carers are able to access the same opportunities on the same basis as everyone else. Our *Disability Service Plan* supports the strategic direction of the Queensland Government's disability plan – *All Abilities Queensland: opportunities for all*, which will deliver on Queensland's commitments under the *National Disability Strategy 2010-2020* and the National Disability Insurance Scheme.

The *Disability Recovery Action Plan; A plan under the Queensland All Abilities Queensland Strategy – to support Queenslanders with disability and the Disability Sector to recover from the COVID-19 pandemic* (the Disability Recovery Action Plan) has been developed as an interim plan until the *National Disability Strategy 2010-2020* and the *All Abilities Queensland: opportunities for all*, have been reviewed and published.

The department's *Disability Service Plan for 2020-2023* (DSP), supports the priorities of the *Disability Recovery Action Plan*. Our plan is dedicated to delivering actions that will break down barriers facing all Queenslanders with disability, and gives particular focus to Aboriginal peoples and Torres Strait

Islander peoples with disability. The plan also builds on the Queensland Government's commitments which focus on the priority areas of: communities for all; lifelong learning; employment; everyday services; and leadership and participation. Our plan details the department's commitment to promoting the employment, and genuine community participation, of Queenslanders with disability. It identifies the actions we will take to deliver on these commitments, and to support the COVID-19 active and recovery phases, and in this way assist in creating a culture of respect, acceptance and understanding.

Our priority actions include:

- promoting awareness of, and participation in, the National Disability Insurance Scheme
- revising internal departmental processes to ensure equal opportunity for people with disability
- increasing the employment of people with disability, with a focus on Aboriginal peoples and Torres Strait Islander peoples with disability in our department, the broader public sector and in the private sector
- ensuring accessibility of our premises, events and information to people with disability
- promoting the rights of people with disability and improving community participation of all people with disability
- supporting the *COVID-19 All Abilities Recovery Plan 2020-2021*.

Over the next three years, we will maintain a sharp focus on the actions within our DSP to ensure that Queenslanders with disability, particularly Aboriginal peoples and Torres Strait Islander peoples with disability, fully participate in Queensland's vibrant economic, social and cultural life.

Dr Chris Sarra  
**Director-General**

## About the Department

### Our role

The Department of Aboriginal and Torres Strait Islander Partnership's vision is Aboriginal and Torres Strait Islander Queenslanders thriving culturally, socially and economically. The department's purpose is to lead change through enhanced relationships and improved decision-making across Government, to enable Aboriginal and Torres Strait Islander Queenslanders to truly thrive.

Our department has a key role in:

- influencing positive service delivery and economic outcomes for Aboriginal and Torres Strait Islander Queenslanders
- supporting safe, caring and connected communities that value culture and heritage
- designing policies, programs and services with Aboriginal and Torres Strait Islander Queenslanders.

### Our partners

We develop and maintain strong relationships with our strategic partners including: Aboriginal and Torres Strait Islander Queenslanders living in urban, regional, rural and remote communities

- Companies, non-government organisations, and peak bodies across economic and community sectors
- Australian, Queensland and Local Governments.

When working with government, industry, community representatives and other key Aboriginal and Torres Strait Islander stakeholders, our department actively promotes the inclusion of people with disability.

## About Disability Service Plans (DSPs)

### Purpose of DSPs

The *Disability Services Act (Qld) 2006* provides a foundation for promoting the rights of people with disability, increasing their wellbeing and encouraging their participation in community life. This legislation requires all Queensland Government departments or agencies to develop and implement a Disability Service Plan (DSP). The purpose of DSPs is to ensure each agency has regard to the Act's human rights and service delivery principles, and the government's policies for people with disability. This involves improving access to services across government for people with disability and including more coordinated responses.

### Context

*All Abilities Queensland: opportunities for all* (state disability plan 2017-2020) sets the vision of 'Opportunities for all Queenslanders' to guide Queensland Government action and encourage others to act to bring the plan to life.

The state disability plan is based on the following five priority areas:

1. communities for all
2. lifelong learning
3. employment
4. everyday services
5. leadership and participation.

DSPs, and the state disability plan with which they align, will deliver on Queensland's commitments under the National Disability Strategy 2010-2020 (NDS). The NDS represents a unified approach by all governments in Australia and the Australian Local Government Association in their work together with business and the community towards the vision of an inclusive

Australia. It outlines six priority areas for action:

- inclusive and accessible communities
- rights protection, justice and legislation
- economic security
- personal and community support
- learning and skills
- health and wellbeing.

Due to the delays in the completion of the new NDS, resulting from the COVID-19 crisis, an interim plan has been developed entitled the *Disability Recovery Action Plan; A plan under the Queensland All Abilities Queensland Strategy – to support Queenslanders with disability and the Disability Sector to recover from the COVID-19 pandemic*. This plan identifies the following three key priorities:

- high quality engagement and communication with people with disability
- maintaining service continuity and identify opportunities to reshape service arrangements and support people with disability and providers
- identify and action COVID-19 issues affecting people with disability.

Agency DSPs, along with the state disability plan, also complement Queensland's support for the National Disability Insurance Scheme (NDIS), as outlined in the Bilateral Agreement between the Commonwealth of Australia and Queensland on the National Disability Insurance Scheme. DSPs include actions the Queensland Government will take to support the transition and also to ensure mainstream services are responsive and accessible to people with disability.

Additionally, DSPs and the state disability plan contribute to meeting the Queensland Government's obligations under the United Nations Convention on the Rights of Persons with Disabilities (the Convention). The Convention,

ratified by Australia on 17 July 2008, obligates all governments in Australia to work towards promoting, protecting and ensuring the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disability and to promote respect for their inherent dignity.

Further to this, and in keeping with Queensland's *Human Rights Act (2019)*, our department is committed to building an agency culture that respects, protects and promotes human rights.

## Commitment to further the vision of the state disability plan

The department's vision of Aboriginal and Torres Strait Islander Queenslanders thriving culturally, socially and economically, is inclusive of people with disability, and consistent with the strategic direction within the state disability plan.

Our department is committed to furthering the vision of the state disability plan by ensuring alignment between the state plan and DATSIP's actions within the Disability Service Plan: 2020-2023.

## Monitoring and reporting

DATSIP will report annually on the implementation of the DSP and contribute to a yearly whole-of-government progress report, prepared by the Department of Communities, Disability Services and Seniors (DCDSS), on the implementation of the state disability plan. DATSIP's progress on actions each year will be published on our department's website at [www.datsip.qld.gov.au](http://www.datsip.qld.gov.au)

Information from the annual DSP progress reports, and the state disability plan, will also be shared with the Australian government and other state and territory governments as part of reporting on Queensland's commitment to the NDS.

## Contact information

To provide feedback or for further information on DATSIP's DSP, contact:

- Corporate Services on [enquiries@datsip.qld.gov.au](mailto:enquiries@datsip.qld.gov.au)
- Tel: 13 QGOV (13 74 68)
- Persons with hearing impairment: TTY: 07 3896 3471

## Our Department's Disability Service Plan 2020-2023

### Priority 1: Communities for all

1.1 Changing attitudes and breaking down barriers by raising awareness and capability				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<b>1.1.1</b> In collaboration with DCDSS, continue to develop and implement communication strategies and activities to promote the <i>National Disability Strategy 2010-2020</i> , as required.	In collaboration with DCDSS, continue to develop and implement communication strategies and activities to promote the <i>National Disability Strategy 2010-2020</i> , as required.	In collaboration with DCDSS, continue to develop and implement communication strategies and activities to promote the <i>National Disability Strategy 2010-2010</i> , as required.	Participate and contribute to the development of whole-of-government communication strategies to promote the National Disability Strategy 2010-2020, as required.  Where activities relate to the department, work with DCDSS to implement activities to promote the National Disability Strategy 2010-2020.	Corporate Services– Communication and Strategic Engagement  Culture and Economic Participation  Strategic Policy and Legislation
<b>1.1.2</b> Collaborate with DCDSS to maintain an information pack, where required, to support the Minister for DATSIP to act as a champion with business, industry and organisational partners within their portfolio, to raise awareness of disability and build partnerships and opportunities.	Collaborate with DCDSS to maintain an information pack, where required, to support the Minister for DATSIP to act as a champion with business, industry and organisational partners within their portfolio, to raise awareness of disability and build partnerships and opportunities.	Collaborate with DCDSS to maintain an information pack, where required, to support the Minister for DATSIP to act as a champion with business, industry and organisational partners within their portfolio, to raise awareness of disability and build partnerships and opportunities.	Information pack provided and updated to Minister to support development of partnerships	Corporate Services – Communication and Strategic Engagement

1.1 Changing attitudes and breaking down barriers by raising awareness and capability (continued)				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible Area
<b>Actions</b>				
<b>1.1.3</b> Disability awareness training is made available to all staff on an annual basis. Ensure the department's induction program includes up-to-date information on disability awareness.	Disability awareness training is made available to all staff on an annual basis. Ensure the department's induction program includes up-to-date information on disability awareness.	Disability awareness training is made available to all staff on an annual basis. Ensure the department's induction program includes up-to-date information on disability awareness.	Percentage of staff that have completed the training (Disability awareness training program rolled out by DCDSS).	Corporate Services – Human Resources
<b>1.1.4</b> Continue to assist the (DCDSS) in providing information to support Aboriginal and Torres Strait Islander non-government organisations (NGOs), local governments, and businesses to develop disability access and inclusion plans and use processes to engage with people with disability in the design and delivery of services by linking the DATSIP website to the DCDSS website.	Continue to assist DCDSS in providing information to support Aboriginal and Torres Strait Islander NGOs, local governments, and businesses to develop disability access and inclusion plans and use processes to engage with people with disability in the design and delivery of services by linking DATSIP website to the DCDSS website.	Continue to assist DCDSS in providing information to support Aboriginal and Torres Strait Islander NGOs, local governments, and businesses to develop disability access and inclusion plans and use processes to engage with people with disability in the design and delivery of services by linking DATSIP website to the DCDSS website.	DATSIP's website includes a link to DCDSS which will provide information to support local governments, NGOs and businesses to develop disability action inclusion plans.	Corporate Services – Communication and Strategic Engagement  Culture and Economic Participation

1.2 Accessible places and spaces				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<b>1.2.1</b> Access for people with disability when buildings and venues are being used, or leases renewed, and where possible in choosing venues for DATSIP facilitated events and meetings.	Access for people with disability when buildings and venues are being used, or leases renewed, and where possible in choosing venues for DATSIP facilitated events and meetings	Access for people with disability when buildings and venues are being used, or leases renewed, and where possible in choosing venues for DATSIP facilitated events and meetings	Annual review that DATSIP offices and facilitated events/meetings to ensure that they are accessible places and spaces.	Corporate Services – Financial Services

1.3 Accessible information				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<p><b>1.3.1</b> A register is kept to ensure all new key information and promotional materials are provided in accessible formats. Progressively review and update existing content.</p>	<p>An audit is conducted and published of the department's intranet and internet resources to ensure all new key information and promotional materials are provided in accessible formats. Progressively review and update existing content.</p>	<p>Ensure all new key information and promotional materials are provided in accessible formats. Progressively review and update existing content.</p>	<p>All new key information/materials are provided in accessible formats.</p> <p>Existing content is regularly reviewed and updated and audited results published bi-annually.</p>	<p>Corporate Services – Communication and Strategic Engagement</p>
<p><b>1.3.2</b> Review service information and linkages on the department's website to ensure that information is accessible to people with disability, and complies with contemporary Australian Web Content Accessibility Guidelines.</p> <p>Continue to work towards providing transcripts and/or making captions available for newly created time-based media. (i.e. pre-recorded video/audio.)</p>	<p>Review service information and linkages on the department's website to ensure that information is accessible to people with disability, and complies with contemporary Australian Web Content Accessibility Guidelines</p> <p>Continue to work towards providing transcripts and/or making captions available for newly created time-based media. (i.e. pre-recorded video/audio.)</p>	<p>Review service information and linkages on the department's website to ensure that information is accessible to people with disability, and complies with contemporary Australian Web Content Accessibility Guidelines.</p> <p>Continue to work towards providing transcripts and/or making captions available for newly created time-based media. (i.e. pre-recorded video/audio.)</p>	<p>All new key website content is accessible for people with disability and complies with guidelines.</p>	<p>Corporate Services – Communication and Strategic Engagement</p>

1.3 Accessible information (continued)				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021- 2022Activities/success measures	Year 3: 2022- 2023Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<p><b>1.3.3</b> A once-off departmental staff communique is produced to increase staff awareness of services that are available for people with disability (e.g. electronic interpreting services for people who are deaf or hearing impaired).</p>	<p>Review and updates provided to departmental staff communique to maintain staff awareness of services that are available for people with disability (e.g. electronic interpreting services for people who are deaf or hearing impaired).</p>	<p>Review and updates provided to departmental staff communique to maintain staff awareness of services that are available for people with disability (e.g. electronic interpreting services for people who are deaf or hearing impaired).</p>	<p>Develop and distribute a staff communique to increase awareness of services available for people with disability.</p>	<p>Corporate Services – Human Resources</p>
<p><b>1.3.4</b> Information and resources about DATSIP services being accessible and inclusive for people with disability will be provided to services funded or provided by the department.</p>	<p>DATSIP will continue to work with DCDSS to update website links and resources to ensure information and resources about DATSIP are accessible and inclusive for people with disability.</p>	<p>DATSIP will continue to work with DCDSS to update website links and resources to ensure information and resources about DATSIP are accessible and inclusive for people with disability.</p>	<p>Information and resources about DATSIP services is accessible and inclusive for people with disability.</p>	<p>Corporate Services – Communication and Strategic Engagement</p>

1.4 Welcoming and inclusive communities				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<p><b>1.4.1</b> In consultation with the Department of Communities, Disability Services and Seniors (DCDSS) provide information to Aboriginal and Torres Strait Islander businesses to promote the Companion Card Program. <i>Companion Card holders receive a second 'companion' ticket at no charge at participating venues and on public transport, supporting those with disability to participate in community activities.</i></p>	<p>Provide information to Aboriginal and Torres Strait Islander businesses to promote the Companion Card Program.</p>	<p>Provide information to Aboriginal and Torres Strait Islander businesses to promote the Companion Card Program.</p>	<p>Contribute to an overall increase in the number of businesses offering the Companion Card Program.</p>	<p>Corporate Services – Communication and Strategic Engagement</p> <p>Culture and Economic Participation</p>

1.5 Respecting and promoting the rights of people with disability and recognising diversity				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<p><b>1.5.1</b> Ensure that an assessment of new legislation, policies and programs has been undertaken in relation to compatibility with the Queensland's (Qld's) <i>Human Rights Act 2019</i>, and by extension, demonstrating that the needs of people with disability and carers have been considered, and that their human rights have been promoted and upheld.</p>	<p>Ensure that an assessment of new legislation, policies and programs has been undertaken in relation to compatibility with the Qld's <i>Human Rights Act 2019</i>, and by extension, demonstrating that the needs of people with disability and carers have been considered, and that their human rights have been promoted and upheld.</p>	<p>Ensure that an assessment of new legislation, policies and programs has been undertaken in relation to compatibility with the Qld's <i>Human Rights Act 2019</i>, and by extension, demonstrating that the needs of people with disability and carers have been considered, and that their human rights have been promoted and upheld.</p>	<p>Evidence that an assessment has been undertaken in the development of new legislation, policies and programs developed by the department, in relation to compatibility with the Qld's <i>Human Rights Act 2019</i>.</p>	<p>Culture and Economic Participation</p> <p>Strategic Policy and Legislation</p> <p>Corporate Services – Communication and Strategic Engagement; Governance, Planning and Reporting; Human Resources</p>
<p><b>1.5.2</b> Ensure that the department's services, including funded non-government services, provide access to language, translating and communication services.</p>	<p>Ensure that the department's services, including funded non-government services, provide access to language, translating and communication services.</p>	<p>Ensure that the department's services, including funded non-government services, provide access to language, translating and communication services.</p>	<p>Language, translating and communication services are available to DATSIP's clients and staff with disability.</p>	<p>Regional Coordination (CEP)</p>

## Priority 2: Lifelong learning

2.1 Tertiary and Vocational Education				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<b>2.1.1</b> Ensure any new internal training programs provided by the department consider the requirements of staff with disability.	Ensure any new internal training programs provided by the department consider the requirements of staff with disability.	Ensure any new internal training programs provided by the department consider the requirements of staff with disability.	The department's new internal training programs incorporate the requirements of staff with disability.	Corporate Services – Human Resources

## Priority 3: Employment

### 3.1 Leading the way – increasing opportunities in the Queensland public sector

Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<p><b>3.1.1</b> Implement strategies to contribute to reaching the Queensland Government diversity target of 8% by 2022 (current target at the time of preparing report).</p> <p>This target relates to ensuring that the Queensland public sector workforce is inclusive of people with disability, across attraction, recruitment, retention and career progression, for example, flexible work practices</p>	<p>Implement strategies to contribute to reaching the Queensland Government diversity target of 8% (pending any further review).</p> <p>This target relates to ensuring that the Queensland public sector workforce is inclusive of people with disability, across attraction, recruitment, retention and career progression, for example, flexible work practices.</p>	<p>Review strategies and outcomes relating to meeting the Queensland Government diversity target of 8% (pending any further review).</p> <p>This target relates to ensuring that the Queensland public sector workforce is inclusive of people with disability, across attraction, recruitment, retention and career progression, for example, flexible work practices.</p>	<p>Diversity strategies are included in DATSIP's Strategic Workforce Plan 2016-2021.</p>	<p>Corporate Services – Human Resources</p>
<p><b>3.1.2</b> Monitor the department's progress in meeting its diversity targets in relation to the proportion of DATSIP staff with disability.</p>	<p>Monitor the department's progress in meeting its diversity targets in relation to the proportion of DATSIP staff with disability.</p>	<p>Review the department's progress in meeting its diversity targets in relation to the proportion of DATSIP staff with disability.</p>	<p>DATSIP monitors progress in meeting its diversity targets through regular reporting.</p>	<p>Corporate Services – Human Resources</p>

3.1 Leading the way – increasing opportunities in the Queensland public sector (continued)				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Responsible area Measure/s	Responsible area
<b>Actions</b>				
<b>3.1.3</b> Annually review the department's attraction and retention, and recruitment and selection policies, and make adjustments as required, to ensure equal opportunity for people with disability.	Annually review the department's attraction and retention, and recruitment and selection policies, and make adjustments as required, to ensure equal opportunity for people with disability.	Annually review the department's attraction retention, and recruitment and selection policies, and make adjustments as required, to ensure equal opportunity for people with disability.	The department's attraction and retention, and recruitment and selection policies ensure equal opportunity for people with disability.	Corporate Services – Human Resources
<b>3.1.4</b> Develop and implement DATSIP's employee support strategies to include information on state and federal services and the Employee Assistance Program (EAP), to ensure staff with disability receive appropriate support.	Annually review DATSIP's employee support strategies to include information on state and federal services and the (EAP), to ensure staff with disability receive appropriate support.	Annually review DATSIP's employee support strategies to include information on state and federal services and the (EAP), to ensure staff with disability receive appropriate support.	DATSIP's employee support strategies are inclusive of people with disability.	Corporate Services – Human Resources
<b>3.1.5</b> Provide case management services and advice to managers of employees with disability as required, to ensure reasonable adjustment in the workplace for employees with disability.	Provide case management services and advice to managers of employees with disability as required, to ensure reasonable adjustment in the workplace for employees with disability.	Provide case management services and advice to managers of employees with disability as required, to ensure reasonable adjustment in the workplace for employees with disability.	Case management service and advice provided to managers of employees with disability, as required.  Any employee complaints are tracked for inclusiveness and compatibility with the Qld <i>Human Rights Act 2019</i> .	Corporate Services – Human Resources

3.1 Leading the way – increasing opportunities in the Queensland public sector (continued)				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Responsible area Measure/s	Responsible area
<b>Actions</b>				
<b>3.1.6</b> Develop and implement communication strategies to raise awareness with executive leaders and line managers of the department's DSP in order to attract and retain people with disability.	Review and implement communication strategies to raise awareness with senior officers and line managers, of the department's DSP in order to attract and retain people with disability.	Review and implement communication strategies to raise awareness with senior officers and line managers, of the department's DSP in order to attract and retain people with disability.	DATSIP's communication strategies are developed and implemented to raise awareness of the department's DSP in order to attract and retain people with disability.	Corporate Services  Human Resources & Communication and Strategic Engagement

3.2 Increasing employment opportunities for Queenslanders with disability				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<p><b>3.2.1</b> Promote information, resources and examples of the benefits to businesses of employing people with disability, including assistance available, and how to make recruitment and employment processes more accessible, by linking DATSIP website to the DCDSS website.</p> <p>This is aimed at improving opportunities for people with disability to participate in employment, particularly in relation to Aboriginal peoples and Torres Strait Islander peoples with disability.</p>	<p>Continue to promote information, resources and examples of the benefits to businesses of employing people with disability, including assistance available, and how to make recruitment and employment processes more accessible by linking DATSIP website to the DCDSS website.</p> <p>This is aimed at improving opportunities for people with disability to participate in employment, particularly in relation to Aboriginal peoples and Torres Strait Islander peoples with disability.</p>	<p>Continue to promote information, resources and examples of the benefits to businesses of employing people with disability, including assistance available, and how to make recruitment and employment processes more accessible by linking DATSIP website to the DCDSS website.</p> <p>This is aimed at improving opportunities for people with disability to participate in employment, particularly in relation to Aboriginal peoples and Torres Strait Islander peoples with disability.</p>	<p>Links to information, resources and good practice case studies related to the benefits to businesses of employing people with disability and the assistance that is available, are provided on the department's website.</p>	<p>Corporate Services – Communication and Strategic Engagement</p>
<p><b>3.2.2</b> People with disability are considered in ongoing negotiations with industry peak bodies.</p> <p>Collaborate at the regional and local levels with disability service providers to articulate needs and respond to people with disability.</p>	<p>People with disability are considered in ongoing negotiations with industry peak bodies.</p> <p>Collaborate at the regional and local levels with disability service providers to articulate needs and respond to people with disability.</p>	<p>People with disability are considered in ongoing negotiations with industry peak bodies.</p> <p>Collaborate at the regional and local levels with disability service providers to articulate needs and respond to people with disability.</p>	<p>Case studies/examples proved of regional collaborate with disability service providers at regional and local levels to articulate needs and respond to people with disability.</p>	<p>Regional Coordination (CEP)</p>

## Priority 4: Everyday services

4.1 Disability and community supports				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<p><b>4.1.1</b> DATSIP participates in mechanisms developed by the Department of Communities, Disability Services and Seniors (DCDSS) to support the department's eligible clients and staff to transition and access services through the <i>National Disability Insurance Scheme</i> (NDIS).</p>	<p>DATSIP participates in mechanisms developed by DCDSS to support the department's eligible clients and staff to transition and access services through the NDIS.</p>	<p>DATSIP participates in mechanisms developed by DCDSS to support the department's eligible clients and staff to transition and access services through the NDIS.</p>	<p>DATSIP participates in mechanisms developed by DCDSS to support the department's eligible clients and staff to transition and access services through the NDIS.</p>	<p>Corporate Services – Human Resources  Regional Coordination (CEP)</p>

4.2 Building cultural capability				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<b>4.2.1</b> Continue to partner with local Aboriginal and Torres Strait Islander services and communities to work with relevant state government agencies to continue to improve coordination between service agencies to enhance access to general and disability support services for Aboriginal peoples and Torres Strait Islander peoples.	Continue to partner with local Aboriginal and Torres Strait Islander services and communities to work with relevant state government agencies to continue to improve coordination between service agencies to enhance access to general and disability support services for Aboriginal peoples and Torres Strait Islander peoples.	Continue to partner with local Aboriginal and Torres Strait Islander services and communities to work with relevant state government agencies to continue to improve coordination between service agencies to enhance access to general and disability support services for Aboriginal peoples and Torres Strait Islander peoples.	Case study examples highlight partnerships with local Aboriginal and Torres Strait Islander organisations to assist access to disability support services.	Regional Coordination (CEP)  Local Thriving Communities
<b>4.2.2</b> Support service providers with the recruitment and retention of employees who identify as being Aboriginal and/or Torres Strait Islander, to meet the needs of Aboriginal peoples and Torres Strait Islander peoples with disability.	Continue to support service providers with the recruitment and retention of employees who identify as being Aboriginal and/or Torres Strait Islander, to meet the needs of Aboriginal peoples and Torres Strait Islander peoples with disability.	Continue to support service providers with the recruitment and retention of employees who identify as being Aboriginal and/or Torres Strait Islander, to meet the needs of Aboriginal peoples and Torres Strait Islander peoples with disability.	Case study examples highlight support provided to disability service providers to recruit and retain Aboriginal and/or Torres Strait Islander staff.	Culture and Economic Participation

4.2 Building cultural capability (continued)				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<b>4.2.3</b> Partner with local disability service providers to improve their cultural capability to support Aboriginal peoples and Torres Strait Islander peoples with disability.	Work with local disability service providers to identify opportunities to improve their cultural capability to support Aboriginal peoples and Torres Strait Islander peoples with disability.	Work with local disability service providers to identify opportunities that will improve their cultural capability to support Aboriginal peoples and Torres Strait Islander peoples with disability.	Case study examples highlight support provided to disability service providers to improve cultural capability to support Aboriginal peoples and Torres Strait Islander peoples with disability.	Culture and Economic Participation  Local Thriving Communities
<b>4.2.4</b> Facilitate linkages between local councils and disability service providers across Cape York to support recruitment and retention of Aboriginal peoples and Torres Strait Islander peoples with disability.	Continue to facilitate linkages between local councils and disability service providers across Cape York to support recruitment and retention of Aboriginal peoples and Torres Strait Islander peoples with disability.	Continue to facilitate linkages between local councils and disability service providers across Cape York to support recruitment and retention of Aboriginal peoples and Torres Strait Islander peoples with disability.	Case study examples highlight support provided to disability service providers to recruit and retain Aboriginal peoples and Torres Strait Islander peoples with disability.	Culture and Economic Participation  Local Thriving Communities

## Priority 5: Leadership and participation

5.1 Inclusion in consultation, civic participation and decision making and supporting leadership development				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<p><b>5.1.1</b> Ensure that consultation and engagement processes are offered in a range of ways, including the use of technology, which maximises participation opportunities for people with disability, their families and carers.</p>	<p>Ensure that consultation and engagement processes are offered in a range of ways, including the use of technology, which maximises participation opportunities for people with disability their families and carers.</p>	<p>Ensure that consultation and engagement processes are offered in a range of ways, including the use of technology, which maximises participation opportunities for people with disability, their families and carers.</p>	<p>Increased participation of people with disability in consultation processes Options for engagement promoted.</p>	<p>Corporate Services – Communication and Strategic Engagement</p> <p>Culture and Economic Participation</p> <p>Strategic Policy and Legislation</p>
<p><b>5.1.2</b> The department consults with people with disability when developing and implementing DSP.</p>	<p>The department consults with people with disability when developing and implementing the DSP.</p>	<p>The department consults with people with disability when developing and implementing the DSP.</p>	<p>People with disability are consulted during the development and implementation of the department's DSP</p>	<p>Corporate Services – Governance, Planning and Reporting</p> <p>Culture and Economic Participation</p>

5.1 Inclusion in consultation, civic participation and decision making and supporting leadership development (continued)				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Responsible area Measure/s	Responsible area
<b>Actions</b>				
<p><b>5.1.3</b> Audit and review existing leadership programs are accessible and inclusive of people with disability.</p>	<p>Audit and review existing leadership programs are accessible and inclusive of people with disability.</p>	<p>Audit and review existing leadership programs are accessible and inclusive of people with disability.</p>	<p>Application and assessment processes for DATSIP leadership programs are accessible Participant demographics for DATSIP leadership programs are representative of the community</p>	<p>Corporate Services – Human Resources</p>
<p><b>5.1.4</b> Promote and support the inclusion of people with disability on Queensland government boards, steering committees and advisory bodies to foster ‘change from within’.  Ensure that advertising encourages applications from people with disability.</p>	<p>Promote and support the inclusion of people with disability on Queensland government boards, steering committees and advisory bodies to foster ‘change from within’.  Ensure that advertising encourages applications from people with disability.</p>	<p>Promote and support the inclusion of people with disability on Queensland government boards, steering committees and advisory bodies to foster ‘change from within’.  Ensure that advertising encourages applications from people with disability.</p>	<p>Opportunities for people with disability to participate on boards and steering committees is promoted and examples of successes are highlighted, to foster ‘change from within’.  Monitor departmental advertising to ensure that they promote inclusion of people with disability.</p>	<p>Strategic Policy and Legislation  Corporate Services – Communication and Strategic Engagement</p>

## Priority 6: COVID-19 All Abilities Recovery Plan 2020-2021

6.1 High quality engagement and communication with people with disability				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<b>6.1</b> In line with the DCDSS <i>Disability Recovery Action Plan; A plan under the Queensland All Abilities Queensland Strategy</i> , develop communication resources tailored to the needs of people with disability during the active and recovery phases of COVID-19	To be developed if required	To be developed if required	DATSIP's website includes links to DCDSS's website regarding specific information for people with disability during the recovery phase of COVID-19.	Corporate Services – Communication and Strategic Engagement
6.2 Maintaining services continuity and identify opportunities to reshape service arrangements and support people with disability and providers				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<b>6.2</b> In consultation with the DCDSS, identify opportunities to co-design COVID-19 programs, resources and/or services with Aboriginal and Torres Strait Islander communities to support Aboriginal peoples and Torres Strait Islander peoples with disability.	To be developed if required	To be developed if required	Case studies of reshaping service arrangements during the recovery phases of COVID-19.	Culture and Economic Participation  Local Thriving Communities  Strategic Policy and Legislation

6.3 Identify and action COVID-19 issues affecting people with disability				
Year 1: 2020-2021 Activities/success measures	Year 2: 2021-2022 Activities/success measures	Year 3: 2022-2023 Activities/success measures	Overall Measure/s	Responsible area
<b>Actions</b>				
<b>6.3</b> Work with communities and people with disability to identify in relation to COVID-19 issues that affect Aboriginal peoples and Torres Strait Islander peoples with disability, during the active and recovery phases of COVID-19.	N/A	N/A	Case examples of working with communities or individuals in relation to identifying and advocating action in relation to COVID-19 issues affecting people with disability.	Local Thriving Communities  Strategic Policy and Legislation  Culture and Economic Participation