



Government  
of South Australia

Department of Human Services

# SA Government Department of Human Services

## Disability Access and Inclusion Plan 2020–2024

**Easy Read version**



## How to use this plan



The SA Government Department of Human Services (DHS) wrote this plan. When you see the words 'we' or 'us', it means DHS.



We wrote this plan in an easy to read way.

We use pictures to explain some ideas.

Not bold  
**Bold**

We have written some words in **bold**.

This means the letters are thicker and darker.



This Easy Read plan is a summary of our *Disability Access and Inclusion Plan 2020–2024*. This means it only includes the most important ideas.



You can find the other plan on our website at [dhs.sa.gov.au](https://dhs.sa.gov.au)



You can ask for help to read this plan.  
A friend, family member or support person  
may be able to help you.



We recognise First Nations people as the  
traditional owners of our land – Australia.



They were the first people to live on and  
use the:

- land
- rivers
- seas.

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## About us



We are part of the SA Government.

We work in the areas of:



- **disability**



- **the safety and wellbeing of children**



- **youth justice**



- **domestic violence.**



The youth justice system deals with children and young people who break the law.



Domestic violence is when you are hurt by someone:

- close to you
- who lives or works in your home.



We develop **policies** and plans for:

- women
- children and young people
- **volunteers.**



Policies are:

- government plans for how to do things
- where rules come from.



A volunteer is a person who chooses to work for free. Volunteers often do work that helps others.



We offer services to the community.

**3,500**



We have over 3,500 people who work for us.

**4%**



4% of our staff are people with disability.

**Workplaces** are any place you might work,  
such as:



- an office
- a factory
- a shop.



We want to make our workplaces **accessible**.

When something is accessible, everyone can use it.



This might be:

- a place or a building
- transport
- a service
- information
- a website.

## Our vision for South Australia



Our **vision** is what we want our state to be in the future.

We want our state to be:



- a great place for you to live



- accessible



- **inclusive.**



When something is inclusive, everyone can take part.

We want our state to be a place where everyone:



- is treated fairly



- is treated with respect



- is safe



- is treated equally



- has the same opportunities.

## Why do we need this plan?

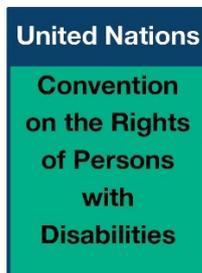


In SA we have a law called the *Disability Inclusion Act 2018*.

We call it the Act.



The Act is about making SA more accessible.



We also follow the *United Nations Convention on the Rights of Persons with Disabilities* in this plan.

We call it the UN Convention.



The UN Convention sets out the **rights** of people with disability.

Rights are rules about how everybody should be treated.



It explains how people with disability should be treated fairly.



We also follow what the National Disability Strategy says.



The National Disability Strategy is a plan to make life better for people with disability around Australia.

## Our Disability Access and Inclusion Plan



This plan is our Disability Access and Inclusion Plan.

We call it the DAIP.



It is based on ideas from the:

- UN Convention
- National Disability Strategy.



Our DAIP talks about what we will do over the next 4 years to make SA:

- inclusive
- accessible.



When we first wrote our DAIP, we shared it with the community.

We did this so we could make sure:



- our DAIP has what people with disability need



- people with disability could have a say about it.

## Talking to the community



People told us what they thought about our DAIP by:

- filling out surveys
- sending us emails
- calling us
- writing letters to us.



**34%**

34% of people who filled out surveys were people with disability.



**23%**

23% of people who filled out surveys had a family member with disability.



**40%**

40% of people told us about good experiences they had.



34% of people told us about barriers they faced when they tried to use our supports and services.



53% of people told us their ideas about how we can make our supports and services:

- inclusive
- accessible.

## What's in our DAIP?

Our DAIP has 4 main themes:



1. Communities that include everyone
2. Leading and working together
3. Accessible communities
4. Learning and working.



Each of these themes has a list of actions.

Our actions are the things we will do to reach our goals.

We talk about each theme in more detail on the following pages.



## 1. Communities that include everyone



We want people with disability to be included in our community.



We want the rights of people with disability to be:

- valued
- respected
- protected.



We want to support people with disability to speak up.

### Our actions



We will develop a toolkit to support other government departments to make events:

- inclusive
- accessible.



We will develop an app that shows people with disability which community services and places are accessible.



We will talk to the community about:

- a new National Disability Strategy
- how it will make things better.



We will celebrate International Day of People with Disability each year.



We will make sure our new staff:

- read our DAIP
- learn how to work with people with disability.



We will find ways to make our workplaces and buildings more accessible.



## 2. Leading and working together



People with disability want to be part of decisions that affect them.

We want to include people with disability when we:



- make decisions



- talk to the community about our plans



- ask the community to share their ideas with us.

## Our actions



We will include people with disability when we look closely at:

- the work we do
- how well we do our work.



We will include people who use our accommodation services when we:

- write plans
- make new programs
- change their services.



People with disability who use our accommodation services will get support to make decisions about their home.



We will support young people with disability to take part when we make decisions that affect them.



We will include people with disability when we develop new programs for community groups, including:

- volunteers
- the **LGBTQIA+ community**.



The letters LGBTQIA stand for lesbian, gay, bisexual, transgender, queer or questioning, intersex and asexual.

The '+' is for people who are part of the LGBTQIA+ community but do not talk about themselves using a word from this list.



We will talk to people with disability about new ideas we have to help make services cheaper.



We will develop a toolkit to support other government departments to include people with disability when they come up with new:

- policies
- programs.



We will talk to people with disability:

- to make sure new offices, buildings or other workplaces are accessible
- when we need to fit out cars, vans or trucks for people with disability to use.

### 3. Accessible communities

We can make sure we include people with disability by having:



- accessible places and spaces



- an inclusive community.

This includes:



- public spaces
- transport
- services
- information
- sport
- fun activities and events.

## Our actions



We will make places and spaces more accessible.



We will use **Universal Design**.



Universal Design means we think about what everybody needs when we plan or start new projects and services.



We will make sure our website and the Inclusive SA website are accessible.



This will help:

- people with disability get information they need
- the community learn more about disability.



We will make sure our website is accessible on different devices, such as:

- smartphones
- tablets
- laptop computers.



We will make sure the Office for Women:

- has an accessible website
- shares Easy Read information that is accessible.



We will make sure the information we share is accessible for everyone, including people:

- with disability
- from different cultures and backgrounds
- who speak languages other than English.



We will share Easy Read versions of important plans and strategies.



We will develop a toolkit to support other government departments.



The toolkit will help them make their workplaces and services more accessible for people with disabilities that affect their:

- sight
- hearing.



We will add signs to public buildings that show how the building is accessible.



We will make sure there are enough accessible car parks for our staff.



## 4. Learning and working

When people with disability work, they can:



- earn their own money



- connect with other people



- take part in the community



- feel like they belong



- do more for themselves on their own.



We want to make workplaces and places people go to learn or study more:

- inclusive
- accessible.

## Our actions



We will make it easier for people with disability to find work as volunteers.



We will look for opportunities to work with businesses and organisations where people with disability work.



We will find ways to give people with disability opportunities to work with us.

## Making sure our DAIP works well

We will share our DAIP with:



- everyone who works for the SA Government
- the SA community.



We will keep track of how well our DAIP is going.



We will make sure it:

- includes the right actions
- stays up to date
- has what people with disability need.



We will write a report about how well our DAIP is going every year.



Our DAIP will last for 4 years.

## Contact us



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