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| Inclusive VictoriaState disability plan 2022–2026 |
| Summary |

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# Why we need the plan

**Inclusive Victoria: state disability plan 2022–2026** is Victoria’s plan for making things fairer for people with disability. The plan is a key way for making sure the Victorian Government keeps working to make all parts of the community inclusive and accessible everyone.

The **Disability Act 2006 (Vic)** says we must make a new state disability plan every four years. State disability plans list actions that help ensure the Victorian Government follows the United Nations Convention on the Rights of Persons with Disabilities. This new state disability plan also helps us achieve what we want to under **Australia’s disability strategy 2021–2031**.

We developed this plan with help from people with disability, disabled people’s organisations, self advocacy groups, peak bodies and the Victorian Disability Advisory Council.

# What is in the plan

The actions in **Inclusive Victoria**describe the activities all Victorian Government departments are doing to build a fairer community for everyone.

**Inclusive Victoria**outlines how the government will do this through six areas called systemic reform areas. These areas will help make sure departments work together to reach the goals in this plan.

# Inclusive Victoria overview

## Vision

An inclusive accessible, and safe Victoria that upholds the rights of people with disability, celebrates our diversity and pride, and expands our opportunities to belong and control our lives

## Systemic reforms

* Co-design with people with disability
* Aboriginal self-determination
* Intersectional approaches
* Accessible communications and universal design
* Disability confident and inclusive workforces
* Effective data and outcomes

## Pillars and priority areas

| Inclusive communities | Health, housing and wellbeing | Fairness and safety | Opportunity and pride |
| --- | --- | --- | --- |
| Changing attitudes | Health | Safety in emergencies | Education |
| Transport | Mental health | Disability advocacy | Employment and economic participation |
| Digital inclusion | Housing | Preventing abuse and neglect | Creative industries |
| Assistance animals | Supporting a high-quality NDIS | Family and sexual violence | Voice and leadership |
| Sport and recreation | Children and families | Access to the justice system | Pride and recognition |
| Parks and tourism | [blank] | Right to expression of sexuality and gender identity  | [blank] |

## Systemic reform areas

The systemic reform areas outline work that we will focus on in the plan. These areas will also guide how we deliver all the actions in the plan.

### Co-design with people with disability

We will work more with people with disability when putting together government policies, programs and services.

### Aboriginal self-determination

We will work in partnership with Aboriginal communities to make changes and improve the lives of Aboriginal people with disability. We will make sure we listen and that Aboriginal people lead the change they want to see to the system.

### Intersectional approaches

We will focus on how ableism connects with other forms of wider discrimination. We will consider this in all our policies, programs and services.

### Accessible communication and universal design

We will work across government to put in place universal design principles in everything we design and build.

We will help government agencies to provide inclusive, accessible and targeted communications for people with disability.

### Disability confident and inclusive workforces

We will make sure public sector workers understand disability and how to deliver inclusive services. This will include making sure everyone understands:

* the social model of disability
* how all forms of discrimination connect with each other
* how to work with Aboriginal people in a respectful way.

### Effective data and outcomes reporting

We will improve the way we collect and use data about people with disability across government. This will make our policies and programs stronger and our reporting better.

## Commitments over the next four years

### Inclusive communities

| Priority area  | Summary of actions |
| --- | --- |
| **1.1 Changing attitudes** | Work across government and the wider community to shift attitudes towards people with disability. |
| **1.2 Transport**  | Work with Victorians with disability to create a transport system that is easier to use. |
| **1.3 Digital inclusion** | Foster a more inclusive digital economy. |
| **1.4 Assistance animals** | Continue working with the Commonwealth Government on guiding principles to accredit assistance animals. |
| **1.5 Sport and recreation**  | Ensure all Victorians can take part in sport and other activities that are high-quality, welcoming and suitable. |
| **1.6 Parks and tourism**  | Create more inclusive parks so all Victorians can take part in nature. Continue to support and promote accessible tourism to businesses across Victoria. |

### Health, housing and wellbeing

| Key priorities | Summary of actions |
| --- | --- |
| **2.1 Health**  | Work with people with disability to ensure they have better access to health care delivered by staff who understand their needs.  |
| **2.2 Mental health**  | Make sure the recommendations from the Royal Commission into Victoria’s Mental Health System are put in place. Work with people with disability to make sure these meet their needs.  |
| **2.3 Housing**  | Work towards making more housing accessible for people with disability. This includes social housing. |
| **2.4 Supporting a high-quality NDIS** | Continue to promote the needs of Victorians with disability on the National Disability Insurance Scheme (NDIS). Work with the Commonwealth Government to build the size and skills of the disability workforce.  |
| **2.5 Children and families**  | Help families with children with disability and parents with disability to improve their health and safety. Help children thrive by supporting the whole family. |

### Fairness and safety

| Key priorities | Summary of actions |
| --- | --- |
| **3.1 Safety in emergencies** | Make sure the way we prepare, respond and recover from emergencies includes people with disability.  |
| **3.2 Disability advocacy** | Ensure all Victorians have equal rights and can challenge discrimination. Do this through a strong disability advocacy sector led by and for people with disability. |
| **3.3 Preventing abuse and neglect**  | Develop new Victorian social services rules and standards to ensure all Victorians get better social services.Work with the National Disability Insurance Agency (NDIA) and the Commonwealth Government to find and deal with gaps in how we protect people with disability.Build the skills of the workforce to improve specialist behaviour support. This is a major protection for people with disability who are subject to restrictive practices.Work across the Victorian Government to ensure consistent rights and protections for people living in disability supported accommodation. |
| **3.4 Family and sexual violence**  | Work with people with disability to stop family and sexual violence. Help people understand the causes of violence against people with disability. This includes violence based on gender.Continue to roll out the family and sexual violence reforms. These changes will improve the way the family violence and sexual assault sectors respond.  |
| **3.5 Justice system**  | Work closely with people with disability to make the criminal justice system more accessible, safe and inclusive. This is for all people with disability including children and young people. Support people with cognitive disability to get through the criminal justice process.Work closely with Aboriginal communities to improve outcomes for Aboriginal people with disability in the justice system.Help teach police how to better serve people with disability.  |
| **3.6 Right to expression of sexuality and gender identity** | Work with people with disability to support their right to fully express their sexuality and gender identity. |

### Opportunity and pride

| Key priorities | Summary of actions |
| --- | --- |
| **4.1 Education**  | Continue to work with the sector to help children with disability to get a high-quality education. Make inclusive education part of everyday practice in all schools and classrooms. This will help students with disability to take part and succeed. Develop programs and resources to help schools deliver career education to students with disability. Workplace learning activities will also help students with disability to make life decisions. Ensure learners with disability have access to training and job-based education. Do this by improving disability inclusion and access to support.  |
| **4.2 Employment and economic participation**  | Improve job prospects for people with disability. Work with existing Victorian Government programs, networks and Jobs Victoria to achieve this.The public sector benefits from the skills and talents people with disability. Continue to build a diverse Victorian public sector that reflects the community it serves.Support people with disability who have been in the criminal justice system take part in the community. Focus on meaningful economic, educational and social inclusion.  |
| **4.3 Voice and leadership** | Work across government and the community to ensure people with disability are in leadership positions.Include young people with disability in government decision making. Increase their chances to take part. Work with the community to better engage people with disability in Victoria’s system of government.  |
| **4.4 Creative industries** | Improve access to jobs, help people to take part, and celebrate success in the creative industries for people with disability.  |
| **4.5 Pride and recognition**  | Work with people with disability to promote disability pride. Design inclusive recognition approaches.  |

## How we will know the plan is working

We will measure the plan’s success based on the impact it has on the lives of people with disability. We will track progress against the outcomes framework first outlined in **Absolutely everyone: state disability plan 2017–2020***.*

We will do this through a midway report on our progress against the plan after the first two years. To develop this report we will be asking people to tell us how we are doing through public forums. The report will have an update on progress against the outcomes framework indicators. This will include new indicators and data sources. We will also add actions to the plan after two years.

We will produce a final report on the plan at the end of 2026.

## More information

You can read a full copy of the plan on the [Inclusive Victoria: state disability plan (2022–2026)](http://www.vic.gov.au/state-disability-plan) webpage <www.vic.gov.au/state-disability-plan>.

To find out more email the Office for Disability <ofd@dffh.vic.gov.au> or call 1300 880 043.

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