

DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS

DISABILITY SERVICE PLAN PROGRESS REPORT - 1 JULY 2019 to 30 JUNE 2020 (Year 3)

WHOLE-OF-GOVERNMENT ACTIONS (As detailed in All Abilities Queensland - Queensland Government Actions)

Action <i>All Abilities Queensland commitments for 2017-2020</i>	Action success measure <i>How we know we have completed these actions and activities</i>	Products/Activities <i>Outline agency-specific products or activities to support this action (for the period 1 July 2019 to 30 June 2020)</i>	Progress/Achievements <i>What we did in the period 1 July 2019 to 30 June 2020 to ensure success measures are addressed</i>	Status <i>For the period 1 July 2019 to 30 June 2020, please indicate if there is any change to the status of the action item</i>
Support national communication strategies and activities to promote the <i>National Disability Strategy 2010-2020</i> (AAQ whole-of-government, DCDSS lead).	<ul style="list-style-type: none"> Queensland participates and contributes to national communication strategies and activities. 	<ul style="list-style-type: none"> In collaboration with DCDSS, develop and implement communication strategies and activities to promote the <i>National Disability Strategy 2010-2020</i>, as required. 	<ul style="list-style-type: none"> Throughout the past year, DATSIP supported activities undertaken by DCDSS and the National Disability Insurance Agency (NDIA) in Aboriginal and Torres Strait Islander communities to implement activities to promote the National Disability Strategy 2010-2020, which contributes to the All Abilities Queensland success measure. 	Completed
Queensland Government Ministers act as champions with business, industry and organisational partners within their portfolio to raise awareness of disability and build partnerships and opportunities (AAQ whole-of-government, DCDSS lead).	<ul style="list-style-type: none"> Information pack provided to Ministers to support development of partnerships. 	<ul style="list-style-type: none"> Collaborate with DCDSS to further develop an information pack, where required, to support the Minister for Aboriginal and Torres Strait Islander Partnerships to act as a champion with business, industry and organisational partners within his portfolio, to raise awareness of disability and build partnerships and opportunities. 	<ul style="list-style-type: none"> During 2019-20, DATSIP continued to collaborate with DCDSS to support the Minister for Aboriginal and Torres Strait Islander Partnerships to act as a champion with business, industry and organisational partners within his portfolio, to raise awareness of disability and build partnerships and opportunities. The Minister's information pack has been developed by DCDSS. 	Completed
Investigate and develop options to provide disability awareness training to Queensland Government frontline staff and to incorporate disability awareness training into Queensland Government induction programs (AAQ whole-of-government, DCDSS lead).	<ul style="list-style-type: none"> Disability awareness training program developed and piloted with DCDSS staff and in DCDSS induction programs. 	<ul style="list-style-type: none"> Make disability awareness training available to staff on an annual basis. 	<ul style="list-style-type: none"> During 2019-20, the department continued to make disability awareness online training available to all staff through iLearn. The department also contributed to raising disability awareness by conducting disability awareness sessions. Further sessions will be rolled out to DATSIP staff across the state in 2020-21. 	Completed
	<ul style="list-style-type: none"> Explore options for disability awareness training to be progressively rolled out to staff of other Queensland Government departments and induction programs. 	<ul style="list-style-type: none"> Ensure the department's induction program includes up-to-date information on disability awareness. 	<ul style="list-style-type: none"> DATSIP's staff induction and on boarding program was reviewed by Human Resources, Corporate Services during 2019-20. Links to the free e-learning disability awareness training has been made available to all government and non-government staff by DCDSS on the 'Everybody has a Role to Play' website. 	Completed
Encourage Local Governments, non-government organisations 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 (AAQ whole-of-government, DCDSS lead).	<ul style="list-style-type: none"> Letters sent to all Local Governments and key non-government stakeholders. Information to support Local Governments, non-government organisations and businesses to develop plans provided on dedicated website. 	<ul style="list-style-type: none"> Continue to assist DCDSS in providing information to support Aboriginal and Torres Strait Islander non-government organisations, 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's website to DCDSS's website. 	<ul style="list-style-type: none"> During 2019-20, DATSIP assisted DCDSS in providing information and support to Aboriginal and Torres Strait Islander non-government organisations and other stakeholders by making the following documents available on the DATSIP internet site: <ul style="list-style-type: none"> Queensland Governments disability plan <i>All Abilities Queensland: opportunities for all</i>. <i>National Disability Strategy 2010-2020</i> and information regarding the National Disability Insurance Scheme. DATSIP will continue to work with DCDSS to update website links and resources to increase the information available to Aboriginal and Torres Strait Islander Queenslanders with disability. 	Completed

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Access for people with disability is improved by considering the needs of people with disability when buildings and venues used by the Queensland Government are refurbished or leases renewed and where possible in choosing venues for Queensland Government run events and meetings (AAQ whole-of-government, DCDSS lead).	<ul style="list-style-type: none"> Guidance provided to staff about how to choose an accessible venue for an event or meeting. 	<ul style="list-style-type: none"> Review guidance material to enable staff to consider the needs of people with disability when choosing venues for events and meetings. 	<ul style="list-style-type: none"> DATSIP ensures accessible venues are used for events and meetings, where possible Regional offices meet accessibility requirements for people with disability. 	Completed
Government services and funded non-government services provide access to language, translating and communication services (AAQ whole-of-government, DLGRMA lead).	<ul style="list-style-type: none"> Language, translating and communication services are available to Queenslanders with disability when accessing Queensland Government provided and funded services. 	<ul style="list-style-type: none"> Ensure that the department's services, including funded non-government services, provide access to language, translating and communication services. 	<ul style="list-style-type: none"> A link to the other languages page has been provided under the DATSIP internet (footer section), that appears throughout DATSIP's internet. Q (TSV) - Service Centre staff have worked with various disability services to assist clients into employment, e.g. interpreting services (hearing) and disability employment services. Language, translating and communication services are made available to clients as required. 	Completed
Work towards ensuring all Queensland Government information is accessible and provided in multiple formats (AAQ whole-of-government, DCDSS lead).	<ul style="list-style-type: none"> All new key Queensland Government information/materials are provided in accessible formats. Existing content progressively reviewed and updated. 	<ul style="list-style-type: none"> 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's website to the DCDSS's website. <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>	<ul style="list-style-type: none"> During 2019-20, the department continued 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. DATSIP adheres to the Web Content Accessibility Guidelines. All new content is reviewed to ensure it is provided in multiple formats (e.g. PDF, Word and HTML). 	Completed
Government policies require Queensland Government websites to meet contemporary Australian Web Content Accessibility Guidelines. Work continues to be undertaken to provide transcripts and/or captions are available for newly created time-based media (i.e. pre-recorded video/audio) (AAQ whole-of-government, DHPW support).	<ul style="list-style-type: none"> All new key website content is accessible and complies with guidelines. Increase in the number of government websites that meet guidelines. 	<ul style="list-style-type: none"> Review service information and linkages on the department's internet site to ensure that information is accessible to people with disability, and complies with contemporary Australian Web Content Accessibility Guidelines 	<ul style="list-style-type: none"> The <i>Starting the Journey</i> online Cultural Capability training package was launched on 5 June 2019 and is compliant with Australian Web Content Accessibility Guidelines. It includes both transcripts and closed captions. This product is made available to all Queensland Government departments. 	Completed
		<ul style="list-style-type: none"> Continue to work towards providing transcripts and/or making captions available for newly created time-based media. (i.e. pre-recorded video/audio.) 	<ul style="list-style-type: none"> In 2020-21, DATSIP will continue to review service information and linkages. 	Completed
Promote uptake of the Companion Card Program by businesses, including Queensland Government venues and events (AAQ whole-of-government, DCDSS lead).	<ul style="list-style-type: none"> Number of businesses, offering the Companion Card Scheme. 	<ul style="list-style-type: none"> Provide information to Aboriginal and Torres Strait Islander businesses to promote the Companion Card Program. 	<ul style="list-style-type: none"> During 2019-20, DATSIP continued to promote the uptake of the Companion Card Program on the DATSIP Internet site. 	Completed

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<p>Work towards ensuring all Queensland Government legislation, policies and programs are consistent with national commitments under international conventions, consider the needs or interests of people with disability and carers and promote and uphold the human rights of people with disability (AAQ whole-of-government, DCDSS lead).</p>	<ul style="list-style-type: none"> New Queensland Government legislation, policies and programs demonstrate they have considered the needs of people with disability and carers in development and implementation. 	<ul style="list-style-type: none"> Ensure that new legislation, policies and programs developed by the department, demonstrate they have considered the needs of people with disability and carers, in the development and implementation, and associated success measures. 	<ul style="list-style-type: none"> DATSIP Policy staff ensure that the needs of people with disability and carers are considered in the development of new policy approaches. During 2019-20, further work was undertaken to ensure that new DATSIP policies and programs have considered the needs of people with disability and carers. This involved representing the department at committees and forums related to the implementation of NDIS, with an emphasis on ensuring that programs and activities meet the needs of Aboriginal peoples and Torres Strait Islander peoples with disability, and their carers. 	<p>Completed</p>
<p>Implement strategies to reach the Queensland Government target that, by 2022, eight per cent of the Queensland Public Sector workforce will be people with disability, across attraction, recruitment, retention and career progression and development, for example flexible work practices and inclusion of people with disability in the government employer brand (AAQ whole-of-government, Public Service Commission (PSC) lead).</p>	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland Public Sector workforce increases towards eight per cent by 2022. 	<ul style="list-style-type: none"> Review strategies and outcomes relating to meeting the Queensland Government diversity target of 8% by 2020. <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>	<ul style="list-style-type: none"> During 2019-20, DATSIP implemented the following strategies to support the achievement of the Queensland Government target of 8% by 2022: <ul style="list-style-type: none"> reviewed the department's recruitment related website content and documents for accessibility conducted disability awareness training completed the review of the department's recruitment and selection process delivered the unconscious bias training program for selection panel members. 	<p>Completed</p>
<p>Promote information, resources and examples of the benefits to businesses of employing people with disability, the assistance available, how to make recruitment and employment process more accessible to improve opportunities for people with disability to participate in employment (AAQ whole-of-government, DCDSS lead).</p>	<ul style="list-style-type: none"> Information, resources and good practice case studies uploaded to the dedicated website. 	<ul style="list-style-type: none"> 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's website to the DCDSS's website. <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>	<ul style="list-style-type: none"> The department's website has links to information, resources and good practice case studies related to the benefits for businesses employing people with disability as well as assistance available via the DCDSS website. 	<p>Completed</p>
<p>Work with the National Disability Insurance Agency to provide a smooth transition to the National Disability Insurance Scheme (AAQ whole-of-government, DCDSS lead).</p>	<ul style="list-style-type: none"> All existing eligible client's transition and access services through the NDIS by 30 June 2019¹. 	<ul style="list-style-type: none"> DATSIP participates in mechanisms developed by DCDSS to support the department's eligible clients and staff to transition and access services through the NDIS. 	<ul style="list-style-type: none"> DATSIP continued to support Aboriginal and Torres Strait Islander Queenslanders in their transition to the NDIS by 30 June 2019. 	<p>Completed</p>
<p>Promote inclusion of people with disability on State Government boards, steering committees and advisory bodies to foster 'change from within' (AAQ whole-of-government, DCDSS lead).</p>	<ul style="list-style-type: none"> Application and appointment processes for Queensland Government boards, steering committees and advisory bodies are accessible to Queenslanders with disability. 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Departmental advertising for board membership is monitored to ensure that it promotes the inclusion of Aboriginal peoples and Torres Strait Islander peoples with disability. 	<p>Completed</p>

¹ Bilateral Agreement between the Commonwealth of Australia and Queensland on the National Disability Insurance Scheme takes effect from 1 July 2020

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Consultation and engagement processes are offered in a range of ways, including the use of technology, which maximise the participation opportunities for people with disability their families and carers (AAQ whole-of-government, DCDSS lead).	<ul style="list-style-type: none"> Increased participation of people with disability in consultation. Options for engagement promoted. 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> All communications, engagement and consultation programs developed and promoted by the department are consistent with accessibility standards, and technology platforms are compliant with web standards for Consistent User Experiences (CUE). All digital information is in HTML format and uploaded documents are compliant with technology to support vision impairment. 	Completed
Queensland Government agencies consult with people with disability when either developing a Disability Service Plan or implementing Disability Service Plan actions (AAQ whole-of-government, DCDSS lead).	<ul style="list-style-type: none"> Queensland Government's Disability Service Plans 2017-2020 include details of consultation with people with disability or details of consultation with people with disability in the implementation of actions is reflected in reporting. 	<ul style="list-style-type: none"> The department consults with people with disability when implementing Disability Service Plan actions. 	<ul style="list-style-type: none"> During 2019-2020, the department worked with the Employer Engagement team at JobAccess, which works to increase employment opportunities for people living with disability by supporting employers to realise their disability employment goals and objectives. 	Completed
Existing leadership programs are accessible and inclusive of Queenslanders with disability (AAQ whole-of-government, DCDSS lead).	<ul style="list-style-type: none"> Application and assessment processes for Queensland Government leadership programs are accessible. Participant demographics for Queensland Government leadership programs are representative of the community. 	<ul style="list-style-type: none"> Ensure DATSIP's existing leadership programs are inclusive of, and accessible to people with disability. 	<ul style="list-style-type: none"> DATSIP's existing leadership programs are inclusive of, and accessible to, people with disability. DATSIP assessed its leadership training requirements, ensuring that programs were inclusive of, and accessible to people with disability. These leadership training opportunities were offered to staff during 2019-2020. 	Completed

DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS

DISABILITY SERVICE PLAN PROGRESS REPORT - 1 JULY 2019 to 30 JUNE 2020 (Year 3)

DEPARTMENT-SPECIFIC ACTIONS (As detailed in All Abilities Queensland - Queensland Government Actions)

Action <i>All Abilities Queensland commitments for 2017-2020</i>	Action success measure <i>How we know we have completed these actions and activities</i>	Products/Activities <i>Outline agency-specific products or activities to support this action (for the period 1 July 2019 to 30 June 2020)</i>	Progress/Achievements <i>What we did in the period 1 July 2019 to 30 June 2020 to ensure success measures are addressed</i>	Status <i>For the period 1 July 2019 to 30 June 2020, please indicate if there is any change to the status of the action item</i>
Continue to partner with local Aboriginal and Torres Strait Islander Services and communities to advocate on behalf of Aboriginal peoples and Torres Strait Islander peoples with disability and 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 (DATSIP).	<ul style="list-style-type: none"> Case examples highlight partnerships with local Aboriginal and Torres Strait Islander organisations to assist access to disability support services. 	<ul style="list-style-type: none"> Identify implementation issues impacting on clients with disability. <p>Issues impacting on clients with disability are raised when providing advice on agencies' policies and programs.</p>	<ul style="list-style-type: none"> During 2019-20, DATSIP staff working across the State supported Queensland Government service providers to deliver their services to Aboriginal peoples and Torres Strait Islander peoples with disability in a culturally appropriate manner. DATSIP Regional Office staff continued to work throughout the year to promote business opportunities and to encourage Aboriginal and Torres Strait Islander services to undertake the changes required to become NDIS service providers. DATSIP Regional Office staff continued to actively participate in, and promote, activities organised in conjunction with Aboriginal and Torres Strait Islander Health and Medical Services, other Aboriginal and Torres Strait Islander community organisations, the NDIS and NDIS service providers, to assist Aboriginal peoples and Torres Strait Islander peoples with disability and their carers to engage with the NDIS. DATSIP staff continued to actively participate in NDIS committees at State and Regional levels to ensure that NDIS services were known and accessible to Aboriginal peoples and Torres Strait Islander peoples. DATSIP Regional Office Staff continued to collaborate and co-facilitate with NDIA in the delivery of the NDIA National Cultural Responsiveness Training Package, including local content and delivering the training to local service providers. 	Completed
		<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> During 2019-20, DATSIP staff continued to work across the State in supporting Queensland Government service providers, at the regional and local level, to deliver their services to Aboriginal peoples and Torres Strait Islander peoples, including those with disability, in a culturally appropriate manner. 	Completed
Support Service Providers with recruitment and retention of Aboriginal and Torres Strait Islander staff and other culturally capable staff to support meeting the needs of Aboriginal and Torres Strait Islander people with disability (DATSIP).	<ul style="list-style-type: none"> Case examples highlight support provided to disability service providers to recruit and retain Aboriginal and Torres Strait Islander staff. 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> DATSIP continued to support service providers by offering advice on attracting new Aboriginal employees and Torres Strait Islander employees. A case example of how DATSIP has provided support to disability service providers is on page 8 	Completed

DISABILITY SERVICE PLAN PROGRESS REPORT - 1 JULY 2019 TO 30 JUNE 2020 (YEAR 3)

ADDITIONAL DEPARTMENT SPECIFIC ACTIONS (*Additional actions detailed in your DSP which are not already detailed in the Action Plan*)

Action <i>DSP commitments for 2017-20</i>	Action success measure <i>How we know we have completed these actions and activities</i>	Products/Activities <i>Outline agency-specific products or activities to support this action (for the period 1 July 2019 to 30 June 2020)</i>	Progress/Achievements <i>What we did in the period 1 July 2019 to 30 June 2020 to ensure success measures are addressed</i>	Status <i>For the period 1 July 2019 to 30 June 2020, is the action completed or still underway</i>
1.2 Accessible places and spaces				
Access for people with disability is improved by considering the needs of people with disability when buildings and venues used by the Queensland Government are refurbished or leases renewed and where possible in choosing venues for Queensland Government run events and meetings.	<ul style="list-style-type: none"> Guidance provided to staff about how to choose an accessible venue for a meeting event. 	<ul style="list-style-type: none"> Conduct annual accessibility audits on all departmental buildings including those in rural, regional and remote locations, to ensure accessibility for people with disability. 	<ul style="list-style-type: none"> Lease office accommodation for the department's principal operations is organised by the Department of Housing and Public Works and meets legal requirements. 	Completed
	<ul style="list-style-type: none"> All funding and service agreements, including those related to significant cultural events, include accessibility and inclusiveness of people with disability where feasible. 	<ul style="list-style-type: none"> Ensure agreements with funded organisations take into account accessibility and inclusiveness of people with disability. 	<ul style="list-style-type: none"> DATSIP ensures that accessibility and inclusiveness are included in funding agreements, where possible. 	Completed
1.3 Accessible information				
Work towards ensuring all Queensland Government information is accessible and provided in multiple formats.	<ul style="list-style-type: none"> All new key information/materials are provided in accessible formats. Existing content is regularly reviewed and updated. 	<ul style="list-style-type: none"> Ensure all new key information and promotional materials are provided in accessible formats. Progressively review and update existing content. 	<ul style="list-style-type: none"> Further work has been undertaken during 2019-20 to ensure that new key information and promotional materials are provided in accessible formats. 	Completed
		<ul style="list-style-type: none"> 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. (refer to Action 4.1.2 in DATSIP's Disability Service Plan 2017-20). 	<ul style="list-style-type: none"> The DATSIP internet site has a link to key documents on the DCDSS website. These documents include the Queensland Government's disability plan, <i>All Abilities Queensland: opportunities for all</i> as well as the <i>National Disability Strategy 2010-2020</i> and information regarding the National Disability Insurance Scheme. 	Completed
	<ul style="list-style-type: none"> Develop and distribute a staff communique to increase awareness of services available for people with disability. 	<ul style="list-style-type: none"> 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). 	<ul style="list-style-type: none"> Staff communication continued to be distributed to increase awareness of services available for people with disability. 	Completed
1.5 Respecting and promoting the rights of people with disability and recognising diversity				
Work towards ensuring all Queensland Government legislation, policies and programs are consistent with national commitments under international conventions, consider the needs or interests of people with disability and carers and promote and uphold the human rights of people with disability.	<ul style="list-style-type: none"> New Queensland Government legislation, policies and programs demonstrate they have considered the needs of people with disability and carers in development and implementation. 	<ul style="list-style-type: none"> Annual review of the complaints management policy and procedure to ensure that it is inclusive and protects the rights of people with disability. 	<ul style="list-style-type: none"> The Department has conducted a review of its complaints management policy and procedure in line with feedback received from an audit report by the Queensland Ombudsman Office. Best practice complaints management was also applied. The draft policy is currently with the DATSIP People Safety and Culture Committee and the Human Rights Working Group for feedback. This review will ensure that the policy is inclusive and protects the rights of people living with disability. 	On Track
		<ul style="list-style-type: none"> Ensure any new internal training programs provided by the department consider the requirements of staff with disability (refer to Action 2.1.1 in DATSIP's Disability Service Plan 2017-2020). 	<ul style="list-style-type: none"> In 2020-21, the department will undertake a review of its new internal training programs to incorporate the requirements of staff with disability. 	On Track

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3.1 Leading the way – increasing opportunities in the Queensland public sector				
Implement strategies to reach the Queensland Government target that, by 2022, eight per cent of the Queensland Public Sector workforce will be people with disability, across attraction, recruitment, retention and career progression and development, for example flexible work practices and inclusion of people with disability in the government employer brand	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland Public Service Sector workforce increases towards eight per cent by 2022. 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> The department's recruitment and selection policy and procedure will be reviewed as a priority during the first half of 2020-21. 	On Track
		<ul style="list-style-type: none"> Annually review 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. 	<ul style="list-style-type: none"> During 2019-20, the department continued to offer staff with disability access to Benestar's wellbeing services for employee support. A new employee wellbeing strategy is expected to be launched in the coming financial year, and this will include a review of support for staff with disability. 	On Track
		<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> During 2019-20, the department continued to offer services and advice to managers of staff with disability. This was achieved through conversations, targeted training and information sharing provided on a case-by-case basis. 	Completed
		<ul style="list-style-type: none"> Review and implement communication strategies to raise awareness with senior officers and line managers, of the department's <i>Disability Service Plan</i> in order to attract and retain people with disability. 	<ul style="list-style-type: none"> Through the development of the department's Diversity and Inclusion Strategy, the department will identify communication strategies to raise awareness with senior officers and line managers of the department's Disability Service Plan. This work has been scheduled to be undertaken in 2020-21. 	On Track
3.2 Increasing employment opportunities for Queenslanders with disability				
Promote information, resources and examples of the benefits to businesses of employing people with disability, the assistance available, how to make recruitment and employment process more accessible to improve opportunities for people with disability to participate in employment.	<ul style="list-style-type: none"> Collaborate with disability service providers at regional and local levels to articulate needs and respond to people with disability. 	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander Queenslanders with disability are considered in ongoing negotiations with industry peak bodies. 	<ul style="list-style-type: none"> DATSIP continues to deliver services to Aboriginal and Torres Strait Queenslanders through service centres located in many major regional centres in Queensland. 	Completed
		<ul style="list-style-type: none"> Collaborate at the regional and local levels with disability service providers to articulate needs and respond to people with disability. 	<ul style="list-style-type: none"> During 2019-20, DATSIP staff working across the State continued to support Queensland Government service providers, at the regional and local level, to deliver their services to Aboriginal peoples and Torres Strait Islander peoples, including those with disability, in a culturally appropriate manner. This included continuing discussions with the Employer Engagement team at JobAccess, who work to increase employment opportunities for people with disability by supporting employers to realise their disability employment goals and objectives. DATSIP continues to engage in its partnership agreement with JobAccess to deliver four disability awareness sessions annually. 	Completed

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5.1 Inclusion in consultation, civic participation and decision-making and supporting leadership development				
Promote inclusion of people with disability on State Government boards, steering committees and advisory bodies to foster 'change from within'.	<ul style="list-style-type: none"> Monitor departmental board membership to ensure it promotes inclusion of Aboriginal peoples and Torres Strait Islander peoples with disability 	<ul style="list-style-type: none"> 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. Ensure that advertising encourages applications from people with disability. 	<ul style="list-style-type: none"> DATSIP supports the participation of Aboriginal peoples and Torres Strait Islander peoples with disability, on boards or in leadership positions, by ensuring that advertising encourages applications from Aboriginal peoples and Torres Strait Islander peoples with disability. 	Completed

Support Service Providers with recruitment and retention of Aboriginal and Torres Strait Islander staff, and other culturally capable staff, to support meeting the needs of Aboriginal peoples and Torres Strait Islander peoples with disability

Case study - Facilitating employment opportunities for Aboriginal peoples and Torres Strait Islander peoples with disability in Cairns-Hinterland region

DATSIP Cairns and Hinterland Region – DATSIP's regional staff supported the implementation of the department's Disability Service Plan 2017-20 through the development of strong links with industry to improve employment outcomes for Aboriginal peoples and Torres Strait Islander peoples with disability.

Throughout 2019-20, DATSIP's Cairns and Hinterland regional staff worked closely with local businesses to broker employment opportunities for Aboriginal and Torres Strait Islander job seekers. One case example included providing support to a job seeker who was searching for an entry level opportunity, while undertaking study for a Certificate III in Individual Support. DATSIP staff created an industry link with the Independent Living Support Association (ILSA), which led to the creation of the employment opportunity, and to the delivery of culturally-capable services as a result of aligning the candidate's work activities to that of the Aboriginal and Torres Strait Islander clients with disability.