

DAP

DISABILITY ACTION PLAN

2023 - 2026

Victorian
Labor

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ACKNOWLEDGEMENT OF COUNTRY

We acknowledge that Victorian Labor meets, works and campaigns on the land of the Wurundjeri people of the Kulin Nation.

We wish to pay respect to their Elders - past, present and emerging - and acknowledge the important role all Aboriginal and Torres Strait Islander people continue to play within our country and our Party.

LABOR VALUES

Victorian Labor values achieving social justice, fairness and equality. The Party is a collective cause and larger than any individual. We are proud of our deep roots and history in the labour movement.

We support workers organising in union to achieve justice for all. Our members, volunteers and supporters are our greatest assets. Prejudice and discrimination - including sexism, racism and homophobia - have no place in our party.

We celebrate the diversity of our Party. We support one another because we are stronger together.

This is Labor

ACKNOWLEDGEMENTS

We would like to express our deepest gratitude and appreciation to all individuals who have contributed to the development and implementation of the Victorian Labor Disability Action Plan.

This plan represents a significant milestone in advancing accessibility and inclusion for all members and employees within Victorian Labor. It is the first step in formalising our commitment to being accessible and inclusive for all members.

We acknowledge the contribution of the members who generously shared their stories and passion for contributing to make Victorian Labor a place where disability is welcomed, supported and can thrive.

We also acknowledge the tireless work of those individuals who have championed disability inclusion and the creation of this plan.

These members include:

The Hon Bill Shorten, The Hon Lizzie Blandthorn, Tony Clark, Shannon Threlfall-Clarke, Kareem Obeid, Susie Byers, Nicola Castleman, Jono Pickering, Helen Said, Meg Duckworth, Philip Hatton, Carol Johnsen, Henryk Kay, John Adams, Sophia Ireland, and Annie Payne (posthumously) to whom a tribute is included in this document.

DEDICATION

The authors of the Disability Action Plan, and all Labor members and supporters who have helped shape this important document, would like to pay tribute to the late Annie Payne.

Annie passionately believed in the strength and value that lived experience of disability brings to our families, community, workplace and party. She was a tireless voice, bravely and eloquently speaking for the rights for all people with a disability. As a Co-Convenor for Labor Enabled, Annie was instrumental in passing the motion responsible for the development of this Disability Action Plan

Annie passed away from cancer in 2022. Her steadfast commitment, voice and passionate representation in the party through the members' group Labor Enabled, characterised by her quiet and courteous persistence in the face of challenge and adversity, served as an example of what members can achieve when their selfless focus is on the change we can make for the better.

She is sadly not here to witness the adoption of the Disability Action Plan, nor will she see the party change under its guidance, but we can attest that its production and ultimate success owes much to Annie's efforts.

INTRODUCTION

The ALP was first formed in Queensland in 1891 and, during the ten years that followed, separate Labor parties emerged in other colonial states. All were sponsored by the trade union movement, which participated actively in the foundation of the infant political movement.

The Victorian Branch of the ALP was formed at Federation and was built on a history of labour movement involvement in the Victorian Parliament.

Core to our party are the Labor Values that provide a framework for creating a party with deep roots in social justice, fairness and equality. We celebrate the diversity of our Party. We support one another because we are stronger together.

We recognise and value the contribution that members with a disability make to the party and we acknowledge that there are opportunities for improving our approach to access and inclusion to ensure we truly celebrate the diversity of our membership.

We are proud to demonstrate our commitment by creating our first Disability Action Plan.

STATEMENT FROM

Susie Byers

State President | Victorian Labor

The Australian Labor Party is the party of equality. Throughout our long history, members of the labour movement have fought for social justice, equality and fairness, and through tireless effort have brought about the eight-hour day, the minimum wage, Medicare, superannuation and the NDIS.

What drives this work is the endless struggle for equality and the belief in universal human dignity and a society where all are free to fulfil their potential free of prejudice and discrimination.

The work that Labor members have done has changed our country for the better - but because we are Labor, we know there is still, and always, more work to be done.

This Disability Action Plan is one more step forward. We still have a long way to go and much to learn, as we seek to end discrimination against people with a disability in our Party and beyond.

Elsewhere in this plan there are acknowledgements and thanks to the people who have completed this work and I add my thanks to them, as well as to the Party members, especially those living with a disability, who have so generously shared their insight, experience and suggestions.

This Disability Action Plan is a roadmap to help us improve the way that Victorian Labor welcomes and supports people with a disability, and I look forward to seeing the work take shape over the next three years.

STATEMENT FROM

The Hon. Bill Shorten MP

Minister for the National Disability Insurance Scheme
Member for Maribyrnong

I thought I knew what disadvantage and exploitation looked like from my time representing workers as an AWU organiser, but it was only once I became Parliamentary Secretary for Disabilities and Children's Services that I discovered Australia treated people with disability as second-class citizens.

The lives of people with disability have changed drastically since then because Labor has done what it always has, positive reform. Like the great Gough Whitlam ending the White Australia Policy and creating Medibank, Bob Hawke and Paul Keating establishing universal Medicare and Superannuation, Julia Gillard changed Australia for the better legislating the NDIS. A decade later I'm now proud to be the Minister for the NDIS and restoring the scheme to its original intent.

The best way to empower people with disability is to listen to them, and the best way to make positive change in government is to be truly representative of those who elect us. 18 per cent of Australians are living with disability but this is not yet reflected in our parliament.

My vision, which I share with many, is that ideally a Minister for the NDIS would be a Labor parliamentarian with disability and that the faces across parliament, our party and political staff are more representative of the disability community.

Labor Enabled has already begun an excellent job campaigning for this, and the Victorian Labor Party Disability Action Plan will make this dream come to life – I have no doubt of it.

I would like to acknowledge the incredible work of Emma Olivier, Tony Clark, Susie Byers & Nicola Castleman in bringing this vision into fruition.

STATEMENT FROM

The Hon. Lizzie Blandthorn MP

Minister for Disability, Ageing & Carers

Member for Western Metropolitan Region

Both Victorian Labor, and the Andrews Labor Government are focused on continuing to embed disability inclusion across Victoria.

Through our State Disability Plan, Inclusive Victoria 2022-2026, the Government is driving a four year whole of Government plan which sets out actions to drive inclusive and accessible communities.

At the heart of the Plan, is continuing to break down barriers and building greater inclusion for the 1.1 million Victorians with disability.

Whilst the Andrews Labor Government continues to drive greater inclusion across Victoria, it's important that our Party continues the work on reflecting this inclusive agenda.

Victorian Labor's Disability Action Plan is focused on creating better access and inclusion for those with disability in our Party.

Across its six priority areas, the Disability Action Plan represents the continued work we need to undertake as a movement to further embed disability inclusion at the heart of our work.

It will drive greater accessibility and connections for those with disability within our Party, and for those who may consider joining.

I am pleased that across the six priority areas the Disability Action Plan Committee and Party leadership have identified detailed actions, outcomes and success measures, to ensure that we are kept accountable to this Plan.

This will ensure that the 1.1 million Victorian's with disability, continue to feel included and have equal access to our Party's governance, employment, events and campaigning.

CONSULTATION & PLAN DEVELOPMENT

At the last Victorian Labor conference, Victorian Labor committed to developing and implementing a Disability Action Plan (DAP), due at next state conference in June 2023.

This plan has been created after consultation with members of the Victorian ALP. We listened and engaged with over 220 current members who have lived experience of disability and caring or are deeply committed to creating a party that welcomes, empowers and respects disability inclusion.

This included:

- a review of results from the Diversity and Inclusion Survey conducted in Dec 2021 / Jan 2022,
- online workshops conducted in April 2023,
- a review of written member submissions and
- one on one consultations.

In total over 220 members of the party have been involved in consultations. Members involved included elected MPs, regional and city-based members, a variety of ages and employees of the Victorian ALP.

The outcomes of these stakeholder engagements focused on current member experiences and collective observations and opportunities for the party to be inclusive of members and employees with a disability in all aspects of party processes.

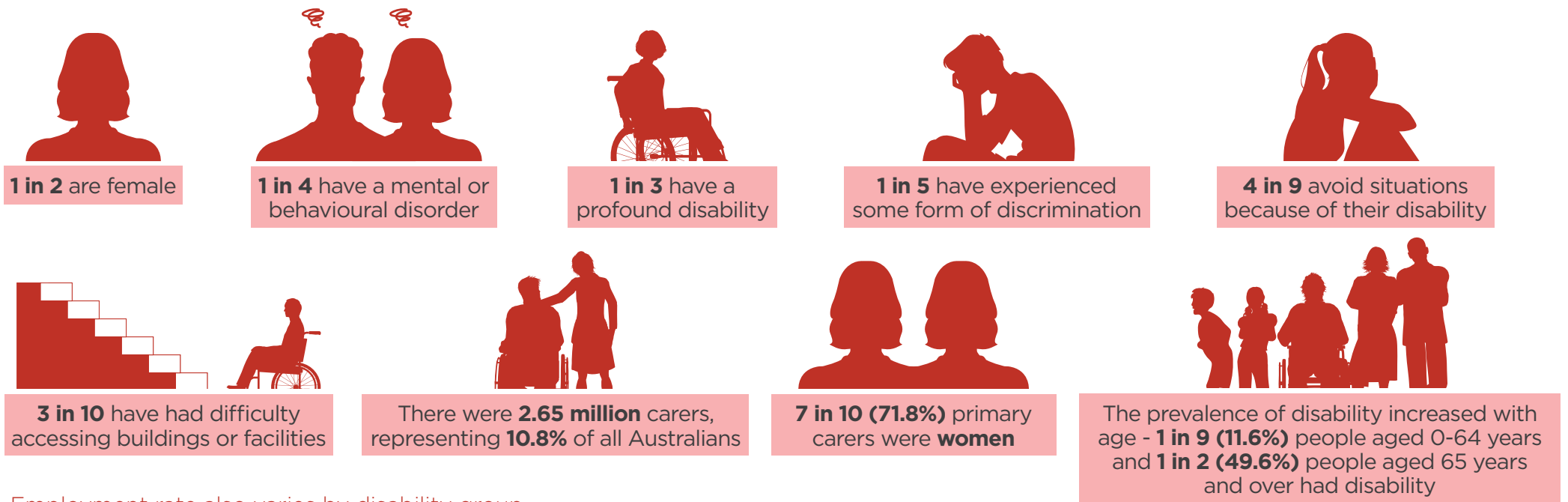
Our Disability Action Plan 2023 to 2026 is an important and necessary step to continue to demonstrate and be a party that not only values diversity and inclusion but actively shows this in how we engage and support with all our members and employees with a disability.

DISABILITY IN AUSTRALIA ¹

Disability in Australia is represented in approx. 18% or about 4.4 million people.

People with disability are diverse - having different types and levels of disability, coming from all demographic and socioeconomic groups, and having varying needs for assistance.

For example, of people with disability



Employment rate also varies by disability group.

For unemployed people with disability, the most common reason is their ill health or disability (45%).

88% of employed working age people with disability do not need to take regular time off work because of their disability and/or condition(s).

1. Disability Overview - Australian Institute of Health and Welfare (aihw.gov.au)

ACCESS & INCLUSION FRAMEWORK

Disability Action Plans provide a framework for meaningful action to enable greater outcomes and avoid unintentional discrimination for people with disability.

In the development of our plan, we have used the following definitions and legislative framing:-

Definition of Disability

The **United Nations (UN) Convention on the Rights of Persons with Disabilities** states that:

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which, in **interaction with various barriers**, may hinder their full and effective participation in society on an equal basis with others.

Social Model of Disability

As part of our commitment to removing barriers to membership and participation of people with disability in Victorian Labor, we are mindful of the distinction between the 'Social model of disability' and the 'Medical model of disability'.

- **Medical model** - The disability is the problem that needs to be **'fixed'** or **'cured'** by medical professionals. This model of disability is about what a person **cannot do and cannot be** because they have disability.
- **Social model** - There are **constraints that society creates** for people with disability. Removing these constraints results in eliminating the barriers to social or economic participation.

To assist our members and employees in understanding and implementing this Plan, our focus will be to ensure that we all play

a role in embedding access and inclusion in everything we do and being proactive in removing any barriers for people with disability.

Human Rights Model of Disability

The disability model based on Human Rights recognizes disability as an inherent aspect of human diversity, affirming that individuals with disabilities possess the same rights as everyone else.

This guarantees that people with disabilities are entitled to equal treatment and must not be subjected to any form of discrimination or limitation in exercising their rights on the basis of their impairment or any aspect of their disability.

Ableism

Ableism is a type of discrimination against people with disabilities. It means that some people believe that those with disabilities are not as important as those without disabilities.

Ableism can also involve using harmful stereotypes and language, and making false assumptions about what people with disabilities can and can't do. Sometimes, people might not even realize they are being ableist. When people act in an ableist way, it can create a work environment that is not safe for people with disabilities.

Intersectionality

Inclusion and diversity mean stopping discrimination and making sure that everyone feels safe in every environment. A crucial aspect of inclusion and diversity is recognizing intersectionality, which involves understanding how different parts of a person's identity, like their age, ethnicity, gender, or sexual orientation, can overlap and cause multiple forms of disadvantage.

We believe that these characteristics, when combined with disability, make up a person's whole identity.

Language

People with disability often have a personal preference on language, and this may be in the form of person-first language or identity first language.

Person-first language puts themselves as a person before their individual disability, such as being a person with disability.

Identity-first language connects with the concept of the social model of disability, where people are 'disabled' by society and prefer the term disabled person.

For the purpose of this plan, Victorian Labor will use person-first language, however we acknowledge and understand this is a personal preference.

Definition of Carer

Under the Carer Recognition Act 2010, a carer is an individual who provides personal care, support and assistance to another individual who needs it because that other individual:

- (a) has a disability; or
- (b) has a medical condition (including a terminal or chronic illness);
- (c) has a mental illness; or
- (d) is frail and aged.

Relevant Legislation

In developing and implementing a Disability Action Plan, there are multiple legislative frameworks and policies that guide and inform disability employment.

These include:

- United Nations Convention on the Rights of Persons with Disabilities
- Cth Disability Discrimination Act 1992
- The Australian Human Rights Commission Act 1986
- The Fair Work Act 2009
- Australia's Disability Strategy 2022
- Carers Recognition Act 2010 Guidelines
- United Nations - Sustainable Development Goals and Disability
- Disability Employment Supported Wage Systems Assessment Guidelines

FOCUS AREAS & ACTIONS

PRIORITY 1 - Inclusive Communication

Our aim is to ensure Victorian Labor demonstrates Access and Inclusion in all forms of communication with its members, potential members, employees and the broader community.

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
1.1	Update membership process to include accessibility requirements for individual members	Year 2	People with disability can provide accessibility needs in the initial contact with the party	All ongoing interactions with members can be developed with accessibility requirements
1.2	Ensure that information related to a member's disability is held in an appropriate database that considers privacy and is used to facilitate accessible member interactions when consent has been provided	Year 2	Events, communications, and all interactions can be designed with accessibility built in	Data is held securely and is used to design accessible and inclusive interactions
1.3	Ensure policies, formal documents and materials produced by Victorian Branch are provided in plain English and provided in accessible formats	Year 1	Increased knowledge and understanding for all members of the rules that govern party membership	The Rules are reviewed to ensure they are in plain English and in accessible formats
1.4	Update our website to include a message in relation to Victorian Labor's commitment to Disability Inclusion including a link to this plan and resources including training and guides that are available to support members	Year 1	Transparent and public commitment to including members with a disability to the party	Website is updated to reflect the party's commitment to members with a disability

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
1.5	Complete an Audit of the Australian Labor Party Victoria Branch official website (viclabor.com.au) to ensure it complies with Web Content Accessibility Guidelines (WCAG) Double A (AA)	Year 1	People with disability can access information about the party in an accessible and inclusive way	Our website meets Double A (AA) compliance to WCAG
1.6	Create a social media accessibility guide using existing assets such as Use social media - digital guide Victorian Government (www.vic.gov.au)	Year 1	People with disability can access information about the party in an accessible and inclusive way via all social media platforms	Our social media is accessible and inclusive to members and the broader public who have a disability
1.7	Train all social media managers in the party as well as encourage MPs' social media officers in the accessible social media	Ongoing from Year 2	People with disability can access information about the party in an accessible and inclusive way via all social media platforms	Our social media is accessible and inclusive to members and the broader public who have a disability
1.8	Create a guide for email accessibility using existing assets such as Accessibility guidelines for government communications Victorian Government (www.vic.gov.au)	Year 1	People with disability can access information about the party in an accessible and inclusive way via all emails from all sources in the party	Our emails are accessible and inclusive to members and the broader public who have a disability
1.9	Train and educate all who send emails in the party (head office, branch, MPs offices, prospective representatives, other interest groups) in accessible communications	Ongoing from Year 2	People with disability can access information about the party in an accessible and inclusive way via all emails from all sources in the party	Our emails are accessible and inclusive to members and the broader public who have a disability

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
1.10	Develop an Inclusive Language guide	Year 1	The party is consistent, inclusive, and respectful of how disability is acknowledged in all communications	An Inclusive Language guide is developed and implemented
1.11	Provide a central way for members to access help with technology that the party uses such as online meetings, WhatsApp etc in multiple accessible formats	Year 1	Members can easily access help with any technology used by the party to interact with members	Our technology used for communication with members is accessible and inclusive to members who have a disability
1.12	Develop and execute a communication plan for members in relation to the Disability Action Plan and the resources available to support members with a disability. Develop with multiple media to ensure all accessibility considerations are met	Ongoing from Year 1	Members are aware of the DAP and resources that are available to support members with a disability	A communication plan is developed and executed

PRIORITY 2 - Inclusive Meeting & Events

Our aim is to provide inclusive meetings and events so that all members can participate equitably.

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
2.1	Create an accessible meeting and event guide checklist to cover before / during / after each meeting. Include In person, virtual, hybrid meetings, State Conferences and social events	Year 1	Members with a disability have fair and equitable access to all activities	Develop and implement an accessible meeting guide for all activities
2.2	Ensure all meetings and events are hosted and held in accessible locations	Year 2	Members with a disability have fair and equitable access to all meetings and events	All events and meetings are held in accessible locations
2.3	Train all Chairs, meeting organisers and Secretaries in executing the Accessible Meeting Guide	Ongoing from Year 2	Members with a disability have fair and equitable access to all events and meetings	All Chairs and Secretaries of events and meetings are trained, and meetings are run in an accessible and inclusive manner
2.4	Provide accessibility status of physical locations in advance to meeting participants	Year 1	Members with a disability have fair and equitable access to all events and meetings	Members with a disability can attend physical locations with confidence knowing what the accessibility requirements are in advance
2.5	Ensure that accessibility is considered in how members contribute at State Conference including ensuring stage is physically accessible, option to bring a support person up on stage and ability to contribute via roving microphone	Ongoing from Year 2	Members with a disability have fair and equitable access to all events and meetings	The Party Rules are updated to consider accessibility in all methods of contribution in meetings and events

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
2.6	Provide information on accessible transport options to and from each event. For larger events this could be arranging a pre-order of maxi taxis and multiple accessible parking options	Year 1	Members with a disability have fair and equitable access to all events and meetings	Accessible transport information is provided
2.7	For larger events ensure there is an accessibility point of contact for members to access on the day for any accessibility requests or questions	Year 1	Members with a disability can seek additional support during an event if required	An accessibility concierge is available to members with a disability during a large event
2.8	For larger events when regional members travel provide a list of preferred places to stay that meet accessibility standards	Year 2	Regional members with a disability have fair and equitable access to all events and meetings	Accessible accommodation information is provided
2.9	Ensure that the social events are offered in a variety of locations and times and meet all accessibility requirements laid out in the accessible event guide	Year 2	Members with a disability have fair and equitable access to all events and meetings	A variety of social events are available to members to participate in
2.10	Investigate and implement a process at events for members with hidden disabilities to be supported. An example is the Sunflower Lanyard Scheme	Year 2	Members with hidden disabilities have fair and equitable access to all events and meetings	A process is implemented to support members with hidden disabilities

PRIORITY 3 - Inclusive Campaigning

Our aim is to create campaign tasks and actions that enable all members to participate and contribute.

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
3.1	Ensure all campaign staff including Campaign Managers, Booth Captains and prospective MPs are trained to be Disability Confident in dealing with co-workers, volunteers and the public	Ongoing from Year 2	Increased knowledge and understanding of disability in the membership and broader community	Training is delivered as part of on-boarding to role
3.2	Review IT Platforms used in campaigning ensuring they are Level AA WCAG Compliant	Year 2	Members with a disability have fair and equitable access to participate in campaign activities	Campaigning IT Platforms have been reviewed with a prioritised list for planned updates.
3.3	Enhance process recruiting volunteers for a campaign to ask for accessibility needs as part of sign-up process	Ongoing from Year 2	Increased satisfaction of volunteers with disability	Members with a disability can participate with support as required
3.4	Ensure information re accessibility of various locations used in an election campaign is communicated to members prior to attendance	Ongoing from Year 2	Members with a disability have fair and equitable access to participate in campaign activities	Information is communicated as part of the logistics for the campaign event
3.5	Ensure that each campaign has an Accessibility Concierge to provide a single point of contact for members with a disability to contact and engage with thru the campaign	Ongoing from Year 2	Members with a disability have fair and equitable access to participate in campaign activities	Accessibility Concierge is appointed for each campaign
3.6	Ensure all campaign communication is created using the Accessible Communication Guide	Ongoing from Year 2	Members with a disability and members of the public have fair and equitable access to participate in campaign activities	All campaign communication is created in an accessible and inclusive format

PRIORITY 4 - Pathways to employment & representation

Our commitment is to ensure that Victorian Labor values members with disability and supports our members to reach their full potential. In addition, Victorian Labor as an employer supports employee and potential employees with disability by ensuring they have the tools and resources to perform at their best within the party.

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
4.1	Develop and implement a mentoring and reverse program within Victorian Labor for members with a disability to enhance skills required for leadership and representation roles whilst raising awareness of access and inclusion with senior party members	Ongoing from Year 1	Increased awareness and opportunity for members with a disability	A mentoring program is developed and delivered
4.2	Sponsor the creation of a programme for members with a disability who would like to stand for public office	Ongoing from Year 1	Increased representation opportunities for people with disability	Members with a disability are represented in every place of influence in the party
4.3	Conduct a survey on Disability Employment on MP's offices. Report annually back on results to the Administration Committee	Ongoing from Year 1	Increased employment opportunities for people with disability	Employment of people with a disability is increased in MPs' offices
4.4	Develop and implement a Workplace Adjustment Policy and Process, including information about Job Access	Year 1	Increased satisfaction of employees with disability	A Workplace Adjustment Policy is developed and implemented
4.5	Review internal recruitment processes to ensure they are accessible	Year 2	Increased employment opportunities for people with disability	Recruitment processes and policies are accessible and inclusive for people with disability

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
4.6	Review the position descriptions and criteria requirements for roles to remove barriers for people with disability	Year 2	Increased employment opportunities for people with disability	Completed review of position descriptions are provided for consideration
4.7	Develop alternative flexible and accessible application and interview processes for people with disability	Year 2	Increased employment opportunities for people with disability	A process is in place to accommodate alternative application and interview requests
4.8	Promote employment opportunities within Victorian Labor to disability organisations who support the placement of people with disability, such as Disability Employment Providers, strategic partnerships with specialised organisations and advertising on disability job boards such as <i>TheField.jobs</i>	Year 3	Increased employment opportunities for people with disability	Disability Employment Service Providers and organisations are engaged to promote job vacancies
4.9	Review and update the employee on-boarding process with a disability lens	Year 2	Increased employment satisfaction of new employees with disability	On-boarding requirements for people with disability are embedded into the onboarding process

PRIORITY 5 - Inclusive Culture

Our commitment to create an inclusive disability culture that actively demonstrates our commitment to access and inclusion for all members and employees with a disability.

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
5.1	Ensure all members, MP's and governing committees have access to Disability Etiquette and Awareness training	Ongoing from Year 2	Disability knowledge and confidence increases in the party	Every party member invited to take part 100% of governing committee members complete the training
5.2	Provide regular reporting to the Administrative Committee on training participation	Ongoing from Year 2	Disability knowledge and confidence increases in the party	Reporting on training participation is provided to Administrative Committee
5.3	Develop a data collection and reporting framework within existing membership systems that complies with privacy requirements and member preferences to measure membership experience of people with a disability	Ongoing from Year 1	Increased visibility of membership experiences of people with a disability	An Annual reporting framework is developed and implemented with a baseline for improvement established in Year 1
5.4	Annual awareness events such as International Day of People with Disability are promoted and acknowledged. Use this day to promote and share stories of members who have a disability	Ongoing from Year 1	Increased knowledge and understanding of disability in the party	A yearly event is held for International Day of People with Disability on December 3
5.5	Review all training and associated support material with a disability lens and update as appropriate	Year 1	Access to training is enabled for all members with a disability. Disability awareness and confidence is reflected in all training provided	All training is reviewed and updated

PRIORITY 6 - Inclusive Governance

Our aim is to ensure Victorian Labor has the appropriate governance and administrative framework work to support members with a disability.

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
6.1	<p>Create a Disability Inclusion Sub-committee reporting to the Administrative Committee to consider and where relevant implement.</p> <ol style="list-style-type: none"> 1. Virtual and hybrid meetings with full member rights and responsibilities 2. Increased representation by people with disability in leadership positions, committees and in elected office. This is to be considered in conjunction with other diversity and inclusion aspirations and targets. 3. A review of the Party Rules via a disability lens 4. Formalising a Disability Member Network with appropriate terms of reference 5. Formalising a Disability Advisory Committee with appropriate terms of reference 	Year 1	Members with a disability have fair and equitable access to all elements of the party	A Disability Inclusion Sub-committee is formed
6.2	Create a Community Branch for members of a common interest in disability	Year 1	Members with a disability have fair and equitable access to all elements of the party	A Disability Inclusion Community Branch is formed

NO	ACTION	TIMELINE	OUTCOMES	SUCCESS MEASURES
6.3	<p>The implementation progress of the DAP is to be reported</p> <ul style="list-style-type: none"> ■ via an interim report to the Administration Committee in the year preceding State Conference and ■ via a substantial report to State Conference 	Ongoing	Progress of the DAP is reported in a transparent, regular and comprehensive way	Regular reporting on the progress of the DAP occurs
6.4	A detailed workplan will be developed to execute the recommendations in the Disability Action Plan. This will also establish accountabilities for each task	Year 1	A workplan is developed that will drive the completion of the recommendations in consideration of other activities that the party has underway	A detailed workplan is established

IMPLEMENTATION, MONITORING & EVALUATION

The implementation, monitoring and evaluation of the Disability Action Plan has been established to respond effectively to changes within the disability sector at a National and State level and to ensure progress is transparent with accountability arrangements considered.

The governance and accountability arrangements for this plan are as follows.

The DAP is the responsibility of the Administrative Committee

- A Steering Committee will be developed to meet on a quarterly basis to monitor the plans progress.
- The Steering Committee will be made up of 50% of members with lived experience of Disability.
- Annual reporting of action outcomes and progress will be presented to the Administrative Committee in the year prior to the State Conference.
- Annual reporting of action outcomes and progress will be presented at State Conference.
- Ongoing communications of the outcomes and progress of the DAP will be shared quarterly with members.

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