

Inclusive Victoria

State disability plan
midway report 2022–2024

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In this document, 'Aboriginal' refers to both Aboriginal and Torres Strait Islander people. 'Indigenous' or 'Koori/Koorie' is retained when part of the title of a report, program or quotation.

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Minister's foreword



Inclusive Victoria is our state disability plan for 2022–2026. It is all about making sure people with disability can take part in the community.

I am pleased to share this report on what we have done during the first 2 years of the plan.

We have made a lot of progress. However, there is still more to do. This midway review sets out what we will focus on over the next 2 years.

The state disability plan is making changes for people with disability in Victoria. We are giving people with disability more chances to join in. We are also breaking down the barriers that stop them.

Government departments are changing the way they do things. These changes are in 6 areas, which we call 'systemic reforms' in the plan.

The changes will improve how we support people with disability when we create policies, programs and services.

As we put these changes into practice, we recognise the need to give First Peoples with disability a say in matters that affect them.

We will also think about how we support all people with disability as they may experience more than one type of disadvantage.

Our work will use a co-design approach. This means people with disability will be involved in designing policies, programs and services.

I want to thank everyone who has helped with our work so far. This includes the Victorian Disability Advisory Council, disability sector agencies, advocates and the broader community.

In the next 2 years, we will keep working to make things better. The Disability Royal Commission and the Independent NDIS Review have made recommendations to governments for how we can do things better. This is a big chance for us to work together and create lasting change for people with disability.

Victoria continues to advocate for an agreed plan to implement disability reforms to be developed with input from people with disability.

When the state disability plan ends in 2026, we will use the work we have done as the foundation for a new state disability plan.

I want to celebrate what we have achieved so far, which has made life better for people with disability. I am excited to keep working together to make our plan's vision a reality: a fully accessible and inclusive society for all Victorians.

The Hon. Lizzie Blandthorn MP
Minister for Disability
Minister for Children

Message from the Victorian Disability Advisory Council

I want to assure you that Victorians with a disability have a very committed council of Victorians with a lived experience of disability.

The group includes Jen Hargrave, James Griffiths, Gabrielle Hall, Amir Brand-Abdi, Diana Piantedosi, Caitlin Syer, Laura Pettenuzzo, Martin Heng, Amanda Lawrie-Jones, Mija Gwyn, Akii Ngo, Samantha Lily and myself.

We all have experience of disability. All of us are advocates for people with disability. We use what we have learned to advise the Minister for Disability and the Victorian Government.

The previous council led by Dr George Taleporos helped design **Inclusive Victoria: state disability plan 2022–26**. We will make sure the plan continues to move forward. The recommendations of the Disability Royal Commission and the NDIS Review will also guide us.

Over the past 2 years, we have met with many Victorian Government departments to help them understand how **Inclusive Victoria** can be put into action.

As Chair, I thank my fellow councillors for sharing their stories and representing the views of the different disability communities they serve.

I am pleased to say we have made good progress on the 175 actions in the plan. However, there is still more to do.

The plan's focus on co-design means people with disability are having a say when the government makes decisions about services and programs that affect them.

We are seeing progress in health care and mental health programs. We are seeing universal design used in more infrastructure projects. We are seeing more workplaces becoming inclusive.

We will continue to provide our advice and guidance to the Minister for Disability. We want to make sure all people with disability – no matter who they are or where they live – are treated fairly in policy decisions.

We will help government departments finish the work they started. We will also help them deliver the recommendations of the Disability Royal Commission and the NDIS Review.

Next year, we will start planning for the new state disability plan. We know it will be ambitious. We are ready to bring the voices of Victorians with disability to the table.

Chris Varney

Chair

Victorian Disability Advisory Council

Acknowledgement of Country

We proudly acknowledge the First Peoples of Victoria as the Traditional Owners and custodians of the land, waters and skies on which we live and work. We honour and pay our respects to Elders past and present.

We recognise the strength and resilience of First Peoples in the face of historical and ongoing injustices, and the survival of their living cultures, knowledges and traditions. We also acknowledge the experiences and contributions of First Peoples with disability, and the crucial role of their families, communities and caregivers.

Pursuit of Treaty and Truth

The Victorian Government recognises that First Peoples have endured historical and ongoing injustices, including racism and discrimination, and have been excluded from social and economic opportunities.

We acknowledge that the systems and structures of colonisation have caused harm to First Peoples, including First Peoples with disability. We know we still have much to learn about the intersection of ableism, racism, dispossession and colonisation.

In working towards Treaty, we are committed to acknowledging the truth of Victoria's past and present through the work of the Yoorrook Justice Commission and the lived experience of First Peoples.

We know Truth and Treaty seek to enable self-determination for First Peoples in Victoria, including Traditional Owners. Victoria's pathway to Treaty recognises that First Peoples are best placed to make decisions about their own futures.

We will continue to listen and learn as we move forward with a shared understanding of our past and our present and work together towards better outcomes for all Victorians.

Key terms

Term	Explanation
Aboriginal self-determination	The ability for Aboriginal people to freely determine their political status and pursue their economic, social and cultural development. It also describes self-determination as a right that relates to groups of people, not only individuals.
Accessible communications	Developing whole-of-government strategies and approaches to ensure we meet the communication needs of people with disability.
Co-design	Co-design means working in partnership with people with disability when designing policies, programs and services.
Disability Royal Commission	Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (DRC).
Headline indicators	Headline indicators are the main indicators we use to provide a clear, and simple, high-level view of how an action has progressed.
Indicators	Indicators are statements that help us measure, track and report on outcomes for people with disability.
Intersectional approaches	The Victorian Government recognises and addresses the ways in which systems, structures and attitudes can lead to multiple and overlapping forms of structural discrimination and disadvantage.
NDIA	The National Disability Insurance Agency (NDIA) is the Commonwealth Government agency responsible for the operations of the NDIS.
NDIS	Jointly funded by the Commonwealth and state and territory governments, the National Disability Insurance Scheme (NDIS) provides access to disability supports for eligible people with disability.
People Matter survey	The People Matter survey is the Victorian public sector's annual employee opinion survey. It helps public sector organisations build positive workplace cultures with integrity that live the public sector values.

Term	Explanation
SDA	Specialist Disability Accommodation (SDA) funded by the NDIS.
Systemic reforms	These are areas of focus that are identified in Inclusive Victoria: state disability plan 2022–2026 . They are part of the Victorian Government working differently to deliver inclusion and access and uphold rights.
Universal design	Making spaces, policies and programs that are inclusive, accessible and can be used independently by all people.
VDAC	The Victorian Disability Advisory Council (VDAC) is a group of people with lived experience of disability who provide advice to the Minister for Disability about how to make Victoria more inclusive and accessible.

Overview

Inclusive Victoria: state disability plan 2022–2026

is a 4-year plan for the whole Victorian Government.

It sets out the actions the Victorian Government is taking to ensure our community is inclusive and accessible.

The plan puts the voices, experiences and aspirations of people with disability at its centre.

Inclusive Victoria has 175 original actions that involve all Victorian Government departments. It aims to transform the way the Victorian Government works by undertaking systemic reforms in 6 areas:

1. Co-design with people with disability – make sure people with disability are at the table in designing policies, services and programs
2. Aboriginal self-determination – work with Aboriginal Victorians with disability and listen to what works best for them
3. Intersectional approaches – recognise and address the intersection of ableism with other forms of discrimination
4. Accessible communications and universal design – build accessibility into everything the government does
5. Disability-confident and inclusive workforces – train workforces to understand the social and human rights model of disability, and employ more people with disability
6. Effective data and outcomes reporting – measure and share progress on the actions in **Inclusive Victoria**.



4 year plan



4 pillars

6

6 reform areas



175 actions

Midway review

In **Inclusive Victoria**, we said we would provide a review of our progress at the halfway point of the plan.

This document is our midway review.

We have organised the actions under the 4 pillars:

1. Inclusive communities (31 actions)
2. Health, housing and wellbeing (48 actions)
3. Fairness and safety (49 actions)
4. Opportunity and pride (47 actions).

Of these actions:

- 28 have been completed
- 139 are on track with 11 revised
- 8 are still to be progressed. The reasons some actions are still to be progressed include:
 - some actions have been completed in part, but not yet in full
 - some actions have been revised due to changes within Victorian Government departments
 - some actions need us to work with other states and territories at the national level.

11 new actions have been added.

The outstanding and new actions respond to identified needs and will be implemented in the final two years of **Inclusive Victoria** (July 2024 to June 2026).

The status of each action in **Inclusive Victoria**, at the midway point, is listed at the back of this report.

The Victorian Disability Advisory Council (VDAC) will continue to work with the Victorian Government to monitor progress of **Inclusive Victoria**. VDAC will also support departments to implement actions.

We will release a final report on **Inclusive Victoria** in 2026.

Disability reform context

Our work on **Inclusive Victoria** takes place in the context of the recommendations of:

- the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission)
- the Independent Review into the NDIS (NDIS Review).

These recommendations are an opportunity for all governments to work together to build a more inclusive society. We want to support people with disability to be independent and live free from violence, abuse, neglect and exploitation.

The Victorian Government will work with people with disability, their families and carers, the broader disability sector, the Commonwealth and state and territory governments.

Refresh of the outcomes framework

We developed an outcomes framework for the previous state disability plan **Absolutely everyone: state disability plan 2017–2020**. We used the outcomes framework to track our progress.

When we developed the outcomes framework, it aligned closely with the priority areas under the previous plan.

The current plan has 4 pillars. Across the 4 pillars, there are 14 outcomes that reflect the goals and objectives of **Inclusive Victoria**.

We have already done work to find out what is important to people with disability.

We wanted to simplify the outcomes framework.

We asked Melbourne University's Melbourne Disability Institute (MDI) to review the outcomes framework. MDI told us the outcomes framework is comprehensive and complex.

MDI worked with VDAC to develop new headline indicators. These now provide a simple, informative view of progress.

MDI have refreshed the indicators in the outcomes framework and have produced a midway outcomes report using readily available public data sources. The midway outcomes report provides a clearer and understandable story about whether or not we are making progress for people with disability.

MDI have also identified limitations in the available data and made recommendations to improve the outcomes framework. This includes engaging with Victorian Government departments to identify additional data sources and leveraging the development of the National Disability Data Asset (NDDA).

You can find out more about the refresh of the state disability plan outcomes framework and the outcomes report at the back of this document.

1

Pillar 1: Inclusive communities – 31 actions

- 4 actions completed
 - 26 actions are on track
 - 1 action is still to be progressed
-

Community attitudes – 5 actions

The Victorian Government is working with people with disability, along with disability sector providers and agencies, to co-design campaigns that change perceptions about inclusive employment, challenge views on family violence, and profile positive representation of LGBTIQ+, First Peoples, multicultural and multi-faith communities.

All 5 actions are on track.

Transport – 8 actions

The Department of Transport and Planning has appointed the Chief Accessibility Advocate. Since the appointment, the department has progressed strategies including a tram-stop rollout strategy and expansion of the Multi-Purpose Taxi program.

We are also considering ways to make sure National Disability Insurance Scheme (NDIS) participants who transition out of the Multi-Purpose Taxi Program can maintain appropriate access to wheelchair accessible vehicle services.

The department is also applying universal design principles to the planning of future infrastructure projects across the network. Co-design with people with disability will occur at the design and manufacturing stages for Next Generation Trams.

The implemented and planned upgrades to the transport network aim to improve whole-of-journey experiences for people with disability.

We have completed 3 actions. A further 5 actions are on track.

Digital inclusion – 3 actions

We have completed research on digital inclusion issues across Victoria. This work focused on people with disability, people living in regional and remote areas and other intersecting factors.

Improving digital inclusion is an ongoing action. Victoria is participating in various stakeholder forums to identify opportunities and priority areas to progress this action.

We continue to advocate to the Commonwealth to assist in addressing digital inclusion to foster more inclusive communities.

We have completed 1 action. A further 2 actions are on track.

Assistance animals – 2 actions

Victoria has endorsed the national guiding principles for the recognition of assistance animals. The guiding principles were co-designed with people with disability.

Victoria continues to advocate to all states and territories to support the national guiding principles.

1 action is on track. 1 action is still to be progressed. This is because we are continuing work to reach national agreement on the guiding principles.



Sport and recreation – 3 actions

Sport and Recreation Victoria's Together More Active 2023–2027¹ secured program investment of \$1.74 million to support 15 inclusive participation or workforce development projects. The funding has 4 streams:

- stream 1: foundation funding – to support the operations of 34 organisations and assist with planning, policy, and business development
- stream 2: sector capability funding – prioritise initiatives that support the capability of the sport and active recreation sector to create safe, welcoming and inclusive environments and increase inclusive participation opportunities
- stream 3: inclusive participation project funding – supports the development and delivery of programs that encourage inclusive participation for targeted groups
- stream 4: workforce development funding – will support the development and delivery of programs and initiatives that build an inclusive and diverse workforce, and its capability by recruiting, engaging, supporting and retaining volunteers and paid staff.

Sport and Recreation is also funding programs that are driving inclusion of people with disability by implementing systemic reforms:

- The Access for All Abilities (AAA) Play service 2023–2025 website is currently being redeveloped and co-designed with people with disability, delivering on the principles of accessible communication and universal design.²
- The Change Our Game Ambassador Program 2023–2024 aims to build greater visibility for women and girls in sport and active recreation, including those who have a broad range of lived experiences.³ Three ambassadors are people with disability. They use their platforms to influence social change so that women with disability have more opportunities through sport and active recreation.

All 3 actions are on track.

1 Together More Active 2023–27 guidelines

<<https://sport.vic.gov.au/funding/together-more-active>>.

2 Access for All Abilities Play <<https://www.aaaplay.org.au>>.

3 2023 Change Our Game Ambassador Program

<<https://changeourgame.vic.gov.au/leadership-centre/2023-change-our-game-ambassador-program>>.

Parks and tourism – 10 actions

Parks Victoria co-designed a number of nature-based and infrastructure programs with people with disability. These programs incorporated universal design principles. They will support more Victorians with disability to experience nature and the outdoor environment.

Parks Victoria partnered with Traditional Owners (Dja Dja Wurrung Clans Aboriginal Corporation). This project used the **Managing Country Together Framework** to design the physical accessibility of seating and picnic shelters. It incorporated cultural designs reflecting nature into amenities at several locations.⁴

Accessible tourism reporting includes co-design, accessible communications and universal design. Visit Victoria⁵ works with businesses to help them cater for people with disability and their access requirements.

Visit Victoria's Marketing Excellence Program and International Mentoring Program include a module on accessible tourism.⁶ The module covers:

- the importance of the accessible tourism market
- an explanation of all the accessible tourism markets (for example, sighted, hearing, physical accessibility et cetera)
- what businesses can do to become accessible tourism ready.

The objective is to raise awareness of opportunities associated with being accessible and increase the number of accessible products available in Victoria.

The *Experience Victoria 2033*⁷ strategic plan has guiding principles. These include accessible and inclusive tourism. This will be a key focus of the Regional Tourism and Events Fund Industry Uplift programs.⁸

Victoria is hosting the 2024 Accessible and Inclusive Tourism Conference.

All 10 actions are on track.

4 Managing Country Together Framework 2019, <<https://www.parks.vic.gov.au/managing-country-together/managing-country-together-framework>>.

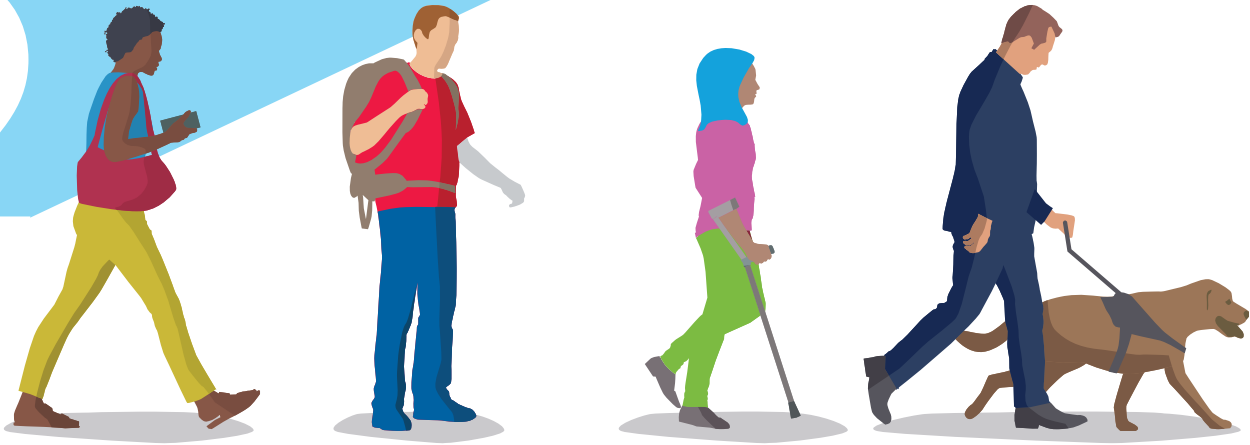
5 Visit Victoria, <<https://www.visitvictoria.com/>>.

6 The Access Agency (2022) 'Presenting accessible tourism within a context of marketing excellence', <<https://theaccessagency.com.au/work/visit-victoria-marketing-excellence/>>.

7 Experience Victoria 2033, <<https://tourism.vic.gov.au/about/experience-victoria-2033>>.

8 The Regional Tourism Investment Fund 2024, <<https://tourism.vic.gov.au/grants-and-support/regional-tourism-investment-fund>>

2



Pillar 2: Health, housing and wellbeing – 48 actions

- 10 actions completed
- 32 actions are on track
- 6 actions are still to be progressed

Health – 12 actions

Hospital and health services are changing their policies and procedures to provide improved health care for people with disability.

One such initiative is the Disability Liaison Officer (DLO) program, which started in 2020, and has now been evaluated.

From July 2021 to the end of April 2024, the DLO program responded to around 37,500 referrals from people with disability seeking support to access vital healthcare. Most people sought support to address barriers to booking appointments, arranging reasonable adjustments including mobility or physical supports, communication assistance and psychosocial support.

The program is also leading co-designed health service improvements. This includes trialling a disability identification question set in the electronic medical record system of some health services. This initiative supports people with disability to communicate their needs.

Many hospitals are also establishing disability champions as part of their disability action plans. These initiatives ensure hospitals and health services can provide support for people with disability while they receive health care. They can include forming specific disability inclusive committees, with the disability champion as the chair. They may also employ disability project officers to provide resources and training to staff across the organisation.

To address intersectional health care, health agencies have funded and engaged disability organisations to develop inclusive practice programs. Examples are health promotion and training materials about sexual and reproductive health for women with disability, and training toolkits which address stigma and unconscious bias for LGBTIQ+ and migrant communities.

These measures will ensure people with disability and other identified priority populations receive a more inclusive and safer health care experience.

We have completed 2 actions. A further 6 actions are on track.

We are still working on 4 actions:

- The Department of Health will explore opportunities to develop e-learning and other training packages that can provide disability awareness training to health services. This action has been implemented by several health services, who are already delivering disability awareness training.
- Some health services and their DLOs have started delivering training that includes a focus on inclusion of people with disability in health settings.
- The Department of Health will engage with peak bodies to work on professional development and disability awareness strategies.
- Some universities are already delivering disability awareness training as a pre-service qualification. The department will engage further with universities and professional bodies.

Mental health – 3 actions

Following the Royal Commission into Victoria's Mental Health System, the Victorian Government established the Diverse Community Working Group. This group included people with lived experience of disability. The final meeting of the working group was held on 28 February 2024, attended by the Minister for Mental Health.

The working group provided expert advice to guide the development of the **Diverse Communities and Mental Health Framework**. The framework is in the final stages of approvals. It aims to:

- deliver safe and inclusive mental health treatment, care and support
- better integrate community organisations including mental health and wellbeing services
- promote good mental health and wellbeing.

The framework is co-designed with people from diverse communities, organisations and services that represent and work to support and promote mental health and wellbeing. It is also informed by mental health service providers and organisations.

The Victorian Government allocated 3 years of funding from 2024–2027 towards a Mental Health Interface Program that will strengthen the interface between consumers, mental health inpatient services and the NDIS.

The program aims to:

- improve consumers' discharge outcomes (in both inpatient and community settings)
- build the capability of the clinical mental health workforce to support consumers and their carers and families to access the NDIS
- provide a contact point at state funded clinical mental health services for consumers and the NDIS
- proactively work with the NDIS to address both systemic issues and individual matters such as delayed discharge of NDIS applicants and/or participants from mental health inpatient services.

We have completed 1 action. A further 2 actions are on track.

Housing – 14 actions

The Department of Families, Fairness and Housing has integrated 4 of the systemic reforms into the Big Housing Build program. They are universal design, intersectional approaches, co-design and Aboriginal self-determination.

The department is using best practice universal design principles in social housing. This means houses and apartments will meet the Liveable Housing Design, Australian Building Codes Board (ABCB) Standard in accordance with the National Construction Code 2022. These homes will be built with higher accessibility standards. They can be adapted to meet the residents' changing needs.

The department also completed improvements and upgrades to 450 government-owned Specialist Disability Accommodation (SDA) homes in December 2022. This improved the quality and amenity of homes, supporting the independence of around 1,800 residents.

The Victorian Government as a SDA provider is no longer building group homes (SDA homes with 4 or more bedrooms). The department will continue to work with residents who want to move from larger homes to alternative and more contemporary accommodation.

Mana-na woorn-tyeen maar-tarkoot is a self-determined housing and homelessness framework. It was developed by First Peoples for First Peoples.⁹ The Aboriginal Housing and Homelessness Forum (AHHF) is part of the framework's governance. AHHF drives the Department of Families, Fairness and Housing's priorities for First People's housing. This includes a 10% target that all new housing funding should be for First Peoples. The Big Housing Build commits to leasing 400 homes to registered community housing organisations for First Peoples housing and for the eventual transfer of ownership to Aboriginal community-controlled housing organisations.

We have completed 3 actions. A further 9 actions are on track. We are still working on 2 actions involving the coordination of housing and supports.

Supporting a high-quality NDIS – 11 actions

The Victorian Government works with the Commonwealth and other states and territories as co-governors of the NDIS. The aim of this work is to secure the future of the NDIS and make sure the scheme stays true to its original intent.

We continue to advocate to the Commonwealth to ensure the NDIS's intersecting systems and structures are developed in ways that avoid discrimination and disadvantage.

We also continue to fund programs for people with disability who are not eligible for the NDIS. This includes work to ensure that people with disability can access the supports they need outside the NDIS.

The Disability Royal Commission and NDIS Review recommended significant changes to the way disability services are regulated. This includes changes to registration requirements for providers, adult safeguarding functions, and complaint handling.

The Victorian Government is committed to continuing to strengthen the regulatory framework for the benefit of people with disability.

We have completed 3 actions. A further 8 actions are on track.

⁹ *Mana-na woorn-tyeen maar-tarkoot: Every Aboriginal person has a home – the Victorian Aboriginal Housing and Homelessness Framework*, <<https://vahhf.org.au>>.

Children and families – 8 actions

The Department of Families, Fairness and Housing delivers programs for children and young people with disability and it also supports families to access the NDIS and necessary supports, with the goal of sustaining care in the home.

The Parenting Children with Complex Disability program supports families with children with complex needs to access the NDIS and to secure necessary supports. This includes advocacy and advice, practical support and/or material aid, counselling, parent–child interaction and community connection and social inclusion. The program helps to sustain care and is essential in preventing family breakdown.

The department funds 34 specialist disability practitioners. Practitioners support families with disability to access the NDIS and necessary supports. The program also boosts the capability of the child and family workforce to build skill and expertise.

The Steps to Confident Parenting program supports parents with cognitive disability. It is successful in sustaining care and keeping families together. Deakin University is evaluating how well the program performs against its stated objectives.

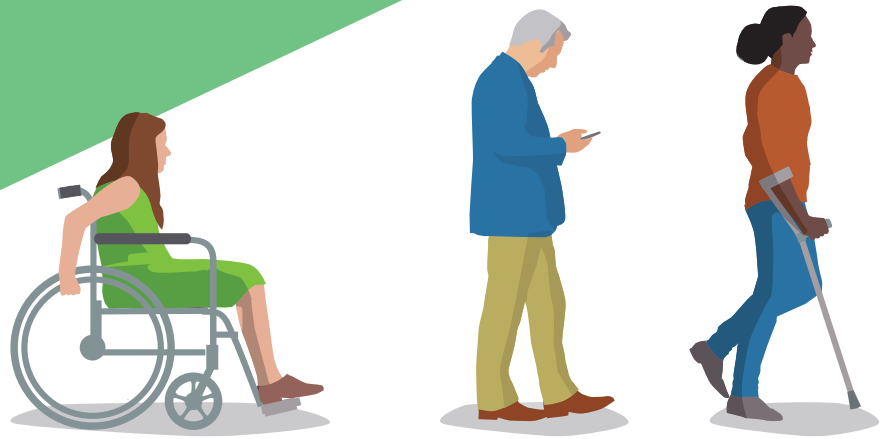
All these programs build skills and knowledge for children and families and create a disability confident, skilled and inclusive workforce. They also provide opportunities for us to gather effective data for outcomes reporting.

For children in out-of-home care services, the Victorian Government has:

- improved access to therapeutic supports for young people in residential care. Therapeutic specialists work with NDIS practitioners (where there is a NDIS plan) or support the young person’s care team to complete a NDIS access request (where the young person has a disability and there is no NDIS plan). As part of the assessment process, therapeutic specialists must also identify any additional assessments required and link children with other services as needed. This includes referring children for disability assessments if needed.
- improved health assessments and management plans through the statewide rollout of Pathway to Good Health. This helps us to identify the disability and health needs of children in the child protection care system. The health services that deliver this program can help children access services including the NDIS.

We have completed 1 action. A further 7 actions are on track.

3



Pillar 3: Fairness and safety – 49 actions

- 10 actions completed
- 38 actions are on track
- 1 action is still to be progressed

Safety in emergencies – 5 actions

Emergency Recovery Victoria uses co-design in its emergency response, relief and recovery planning. This includes involving more people with disability, their families, and experts when we plan community-led emergency relief and recovery efforts.

Emergency Management Victoria created a Senior Advisor for Accessible Communications role. This role supports accessible and public communications in emergency preparation, response and recovery. The role works closely with the Principal Advisor, Accessible Communication in Department of Premier and Cabinet. Both these roles work alongside the Emergency Management Victoria Diversity and Inclusion team.

In 2023–24, the Department of Families, Fairness and Housing undertook a State Crisis and Resilience Council priority project. This led to the development of the **Victorian emergency management planning toolkit for people most at risk**.¹⁰ The Planning Toolkit supports agencies and services to identify the most at-risk groups in different types of major emergencies (floods, fires et cetera). This information is at a group and not an individual level, so it is de-identified. It can be shared with other agencies and services to support people with disability to prepare for emergencies.

All 5 actions are on track.

¹⁰ Victorian emergency management planning toolkit for people most at risk, <<https://www.emv.vic.gov.au/responsibilities/emergency-management-planning/emergency-management-planning-resource-library-0/victorian-emergency-management-planning-toolkit-for-people-most-at-risk>>.

Disability advocacy – 6 actions

The Department of Families, Fairness and Housing is developing and co-designing the **Victorian Disability Advocacy Program outcomes framework** with advocacy sector agencies. Co-design and testing will ensure the measurement tool is fit for purpose. This includes making sure it captures future program directions and identifies intersectional approaches.

The Victorian Disability Advocacy Program continues to fund agencies that support systemic and self-advocacy for people with disability.

This includes funding for a diverse range of disability peer support and self-advocacy groups for 2024 and 2025. The groups' activities contribute to implementing state disability plan priorities, including celebrating disability pride.

All 6 actions are on track.

Preventing abuse and neglect – 9 actions

From 1 July 2024, the Victorian Government introduced a robust regulatory framework for social services. This will be enforced by a new independent Social Services Regulator.

This will improve the protection of service users from harm and neglect. It includes disability service providers funded by the Department of Families, Fairness and Housing.

- We have also developed an accredited micro-credential course, which improves the capacity and capability of Behaviour Support Practitioners. This ensures the practitioner's skill and knowledge align with the NDIS **Positive Behaviour Support Capability Framework**.¹¹

In addition, we are undertaking the adult safeguarding legislative review to respond to the abuse of elder Australians.

We are also strengthening compliance and reporting of safeguards for people with disability. This work includes:

- compliance with the National Framework for Reducing and Eliminating the Use of Restrictive Practices in the Disability Service Sector¹²

11 Positive Behaviour Support Capability Framework, <<https://www.ndiscommission.gov.au/providers/understanding-behaviour-support-and-restrictive-practices-providers/positive-behaviour>>.

12 National Framework for Reducing and Eliminating the Use of Restrictive Practices in the Disability Service Sector, <<https://www.dss.gov.au/our-responsibilities/disability-and-carers/publications-articles/policy-research/national-framework-for-reducing-and-eliminating-the-use-of-restrictive-practices-in-the-disability-service-sector>>.

- strengthening legislated frameworks under the *Residential Tenancies Act 1997*
- strengthening the Community Visitor Program and the role that it plays for NDIS participants.

We have completed 3 actions. A further 6 are on track.

Family and sexual violence – 8 actions

Family Safety Victoria has embedded universal design, intersectional approaches and disability confident and inclusive workforces into its policies and program planning for people with disability and their families who are victim survivors of family and sexual violence.

We have designed refuges and accommodation dwellings to take into consideration all intersecting aspects of a person's life. This includes complexities of disability, cultural background and gender identity to support all victim survivors.

Family Safety Victoria continues to co-design with disability service providers, both state and federally funded, to develop resources, practice guidance and tools to support people with disability and their families experiencing family violence, and those seeking crisis supports.

We are also continuing to develop the resources, best practice guidance and tools that will support the workforce to be more disability confident and inclusive. This also promotes a social and human rights model of care for people seeking help.

We have completed 1 action. A further 7 actions are on track.

Justice system – 19 actions

The justice system has implemented systemic reforms of co-design, intersectional approaches, Aboriginal self-determination and disability confident and inclusive workforces in a number of programs.

The Disability Advice and Response Team (DART) is being delivered by a non-government disability organisation in partnership with an Aboriginal community-controlled organisation. It operates in select locations of the criminal division of the Children's Court and at Marram-Ngala Ganbu (Koori Family Hearing Day) in Broadmeadows and Shepparton.

The Just Voices project has strengthened the capability of frontline justice staff to respond to service users with lived experience of disability. The project engaged people who had interactions with the justice system to co-design workforce guidance materials. This included a video and engagement plan to be incorporated into policy and practice by Youth Justice and Corrections.

The Disability Justice Operational Forums held in 2022–2023 will help the Department of Justice and Community Safety to include the voice of people with lived experience into policy design and service delivery.

The Intermediary Program is for children and adults with a cognitive impairment who are the complainant in sexual offence matters or are a witness to homicide. The program operates in Children's, Magistrates', County and Supreme Courts in Melbourne, Geelong, Bendigo and Warrnambool. It has received ongoing funding, and an impact evaluation is under way.

In 2024, Victoria Police launched the Disability Liaison Officer (DLO) program and 70 DLOs are now in place across the state. DLOs are responsible for building knowledge and skills of Victoria Police employees. They help to ensure consistent, fair, and accessible policing services for people with disability.

We have completed 6 actions. A further 12 are on track. 1 action is still to be progressed as part of phase 5 of the Aboriginal Justice Agreement (AJA5).

Right to expression of sexuality and gender identity – 2 actions

The Department of Families, Fairness and Housing has established an LGBTIQ+ Disability Inclusion Expert Advisory Group. The group will co-design and develop policies to enable people, including those living in supported accommodation, to connect and live well in all aspects of their life.

The Victorian Government continues to advocate to the Commonwealth and the National Disability Insurance Agency (NDIA) to end discriminatory policies and practices. This includes practices that disadvantage people with disability in relation to their expression of sexuality and gender identity.

2 actions are on track, although the following components are still to be progressed:

- The **Forensic Disability Practice Manual** is being updated to include a section on gender identity and sexuality.
- The LGBTIQ+ Disability Inclusion Expert Advisory Group is assisting government with ideas to improve experiences, wellbeing and connection for LGBTIQ+ people living with disability.

4



Pillar 4: Opportunity and pride – 47 actions

- 4 actions completed
- 43 actions are on track

Education – 17 actions

The Department of Education is using disability confident and inclusive workforces, co-design with people with disability and peak agencies, and universal design approaches to improve the achievement, participation, and wellbeing outcomes for students with disability.

Training, peer-to-peer discussions and funded supports assist educators and teachers to build capability, practice and confidence to better meet the learning and wellbeing needs of all students with disability from kindergarten to school.

The department continues to implement the Victorian Government's Disability Inclusion reform, which represents the biggest investment in disability support for Victorian government schools in the state's history.

Over a staged rollout between 2021 and 2025, Disability Inclusion is replacing the existing funding and support model for students with disability with a new strengths-based model.

The model's key features include:

- the new strengths-based Disability Inclusion Profile
- a facilitator workforce to administer the profile in schools statewide
- a new school-level funding allocation
- a new student-level funding allocation.

Victorian government schools are using Disability Inclusion funding to recruit and train staff and purchase and upgrade resources. This will strengthen schools' capacity to provide quality, differentiated and adjustable teaching practice for students with a disability.¹³

¹³ Disability Inclusion: inclusive education in practice, <<https://www.vic.gov.au/disability-inclusion-education-in-practice>>.

Implementation is on track. Over 1,240 Victorian government schools have transitioned to the new funding and support model, in line with the staged rollout.

Disability Inclusion also invests in capability-building initiatives to ensure that school workforces are equipped to meet the diverse learning needs of all students. These initiatives are now operating statewide. They include the Diverse Learners Hub, the Inclusion Outreach Coaching Initiative and other professional learning opportunities.

The department is also implementing intersectional approaches in schools. From April 2022 to April 2024, 11,234 school-based staff participated in whole-school 'Respectful Relationships' professional learning. The department is also updating its 'Resilience, Rights and Respectful Relationships' and 'Building Respectful Relationships' teaching and learning materials. This work supports schools to implement respectful relationships education in the Victorian curriculum. The updates will incorporate language that recognises intersectional experiences and is inclusive of all sexualities and genders.

In the Skills and TAFE sector work is progressing to develop education and training for people with disabilities including:

- Funding of \$36 million for the Gordon's Centre for Excellence for Disability Inclusion in the TAFE network
- The Hard-to-Reach program which provides foundation skills and accredited training to help people with disabilities into a job
- The Skills First Training Needs list including Auslan courses.

17 actions are on track.

Employment and economic participation – 12 actions

Across all government departments, the Victorian Government is co-designing programs and campaigns to attract diverse workforces to roles in the public sector. It is also developing mentoring programs, providing tailored pathways to employment and upskilling the public service to be more disability confident and inclusive.

For example, the Victorian Public Sector Commission co-designed a Neurodiverse Employment Toolkit to support the recruitment and include workplace adjustments for neurodivergent employees. This initiative continues the implementation of the Getting to Work public sector disability action plan.¹⁴ This plan is supported through the Jobs Victoria

¹⁴ Getting to work: Victorian public sector disability employment action plan 2018–2025, <<https://vpsc.vic.gov.au/workforce-programs/disability-employment/public-sector-action-plan/>>.

program, which is administered by the Department of Jobs, Skills, Industry and Regions.

In 2022–23, the Victorian Public Sector Commission provided training on mentoring for public sector employees with disability as part of the Leading Together program. In 2024, the Victorian Public Sector Commission also delivered the Victorian Graduate Program, from which 13% of the graduates who entered the public service had disability.

Other completed actions include:

- the Impact21 program that supported a number of adults with Down Syndrome into employment and built the capabilities of employers to confidently manage a diverse workforce.
- a microenterprise development grant program that funded groups, including people with disability, to participate as entrepreneurs or small business owners.

The above programs contributed to the systemic reform of disability confident and inclusive workforces.

We have completed 3 actions. A further 9 actions are on track.

Voice and leadership – 10 actions

Victorian Government agencies, including the Victorian Public Sector Commission, the Department of Families, Fairness and Housing and others, continue to work with the disability sector to co-design policies and programs that develop and elevate voice and leadership opportunities for people with disability.

By taking an intersectional approach, departments ensure representation from young people, LGBTIQ+ communities and First Nations people.

The Victorian Youth Congress (Youth portfolio), Regional Presence Project (Youth portfolio) and Qhub (Equity portfolio) among others support young people with disability to connect, engage in mentoring, speak out and gain knowledge and skills through policy and programs.

The Victorian Electoral Commission (VEC) employed and trained people with disability and people with lived experience of disability (Democracy Ambassadors) to participate in information sessions in the lead up to the 2022 State Election. Democracy Ambassadors provided peer-to-peer electoral information sessions for disability organisations and specialist schools and ran mock elections so participants learn how to vote and gain an understanding of how the votes are counted.

VECs Education and Inclusion team, together with the VEC Electoral Access Advisory Group, will design a resource to support people with disability to enrol to vote.

All 10 actions are on track.

Creative industries – 4 actions

Creative Victoria's Creative State 25 strategy has helped implement co-design, intersectional approaches and universal design principles.

State-owned creative organisations including the National Gallery of Victoria, State Library Victoria, Museums Victoria and Arts Centre Melbourne continue to be guided by disability plans. They routinely host accessible events.

Several of Creative Victoria's grants programs, including the Creators Fund, Music Works Grant Program and Creative Ventures program, have dedicated funding streams ensuring that at least 15% of funds go to artists and creatives with disability.

Grants were also provided to 22 artists and creatives with disability in partnership with Arts Access Victoria, and 72 in partnership with Regional Arts Victoria, through the Sustaining Creative Workers initiative.

In January 2024, Creative Victoria published the **Creative space design guides**.¹⁵ The guides provide detailed advice about designing and building creative spaces and include universal design principles and best practice.

All 4 actions are on track.

Pride and recognition – 4 actions

The Department of Families, Fairness and Housing is using accessible communication and universal design principles in its awards programs and disability pride and recognition communications.

In preparation for the Victorian Women's Honor Roll in 2024, 2 women with disability were members of the assessment panel. Of the 165 nominations received, 16 nominees (11% of total nominees), identified as having a disability. Of those, 5 women (3% of total nominees) identified as being a member of the LGBTIQ+ community.

None of the 16 nominees identified as being First Nations women with disability on the Victorian Honor Roll of Women.

The Department of Families, Fairness and Housing will continue to co-design the stakeholder engagement processes for future awards programs with the aim of increasing nominations of both women with disability and First Nations people with disability on Victorian Honor Rolls.

We have completed 1 action. A further 3 actions are on track.

¹⁵ Creative space design guides, <<https://creative.vic.gov.au/resources/creative-space-design-guides>>.

Systemic reforms

Victorian Government departments committed to 6 systemic reforms. These reforms aim to create positive changes to policies, programs and services and ensure the changes are integrated into organisational processes and systems. This will further **Inclusive Victoria's** goals of creating a fairer and more inclusive community for people with disability.

Co-design with people with disability

All Victorian Government departments have embraced co-design and use it in their work. Examples include:

- The Department of Health, Department of Justice and Community Safety and Victoria Police established committees and networks of people with lived experience to share knowledge and experiences. This informs policies, systems and processes.
- The Department of Families, Fairness and Housing worked with disability organisations to develop information campaigns, to challenge perceptions about employment and workplace opportunities for people with disability.
- Sport and Recreation Victoria's AAA Play¹⁶ program worked with people with disability and lived experience to make the active recreation sector more inclusive, whilst developing more disability confident workforces.
- Family Safety Victoria continued to develop programs with key sector networks to call out and prevent gender-based violence impacting women with disability.
- Emergency Recovery Victoria continued to embed co-design approaches across emergency response, relief and recovery planning. This includes proactively identifying pathways to increase the representation of people with disability, their families, and experts in community-led emergency relief and recovery planning.
- Disability Liaison Officers (DLOs) in health services have led a number of co-design projects including the following:
 - The Kyabram District Health Service DLO team partnered with people with disability in their local community to launch a Sunflower project, to support people with hidden disabilities. Alfred Health and St Vincent's Hospital have also joined the Sunflower network.
 - The Eastern Health DLO team partnered with Expression Australia to deliver mental health communication cards so that health service staff are better able to communicate with Deaf and hard of hearing patients while they wait for an Auslan interpreter.

¹⁶ Access for all abilities, <<https://sport.vic.gov.au/participation/access-for-all-abilities>>.

- The St Vincent's DLO team collaborated closely with lived experience consumers to develop the 'About Me' health passport tool which enables people with disability to communicate their care needs to the health service.

Highlights from Parks Victoria

Parks Victoria worked with disability organisations to ensure that people with disability can enjoy more of nature and the great outdoors. This included the following initiatives:

- Following a successful pilot program with Blind Sports and Recreation Victoria, the monthly Birding by Ear sensory walks at Westgate Park are led by a volunteer with low vision.
- Walks programs along 24 trails in 14 parks were supported by 65 trained volunteers. The volunteers undertook sighted guide training (facilitated by Blind Sports and Recreation Victoria) to build their confidence to lead walks for people who are blind or have low vision.¹⁷ Walks participants reported the walks had a positive impact on their physical health (84%), mental health (81%) and social health (80%).
- In 2024, the first Wheelchair Nature Scoot and Shoot (photography) event was led by volunteers using a powered wheelchair to guide visitors (both wheelchair users and ambulant walkers) at Churchill National Park. These events now occur once a month.
- The Active in Nature pilot program successfully engaged 265 young people (aged 16–24 years) who were less active due to social, physical and cultural barriers that led to less involvement in nature-based activities. Thirty-one per cent of Active in Nature participants had a disability (20% had an intellectual disability and 11% had a physical disability).¹⁸
- In 2023–24, 28 half-day nature-based activities were delivered across 5 parks (four metropolitan and one regional) with participants reporting an improvement in confidence, wellbeing, social connection, physical activity and connection to nature.

17 Birding by Ear, <<https://www.parks.vic.gov.au/things-to-do/birdwatching/birding-by-ear>>.

18 Helping young people get active in nature, <<https://www.parks.vic.gov.au/news/2024/04/02/23/24/helping-young-people-get-active-in-nature>>.

Aboriginal self-determination

Victorian government departments are committed to ensuring First Peoples with disability have power, control and decision-making over policies and programs that affect them. Examples of initiatives to implement Aboriginal self-determination across the Victorian Government from 2022–24 include the following:

- Sport and Recreation Victoria sought involvement by First Peoples with disability as part of a pilot with the Equity and Inclusion Community Consultation Group that provided input into policy and sport and recreation program design.
- The Department of Families, Fairness and Housing developed jobs and skills campaigns aimed at attracting First Peoples with disability to the workforce and supported this with disability and inclusion scholarships.
- The Department of Jobs, Skills, Industry and Regions promoted and encouraged cultural equity to fund creative organisations by implementing the 'First Peoples First' 4-year strategy.

Intersectional approaches

From 2022–24, a number of Victorian government departments focused on building capacity and frameworks that seek to address intersectional policy and program disparity, including the following:

- Fairer Victoria delivered a statewide grant program that celebrates and supports LGBTIQ+ communities, including people with disability. Through the Equality portfolio's new 2023–24 LGBTIQ+ Sector Strengthening program, Inclusive Rainbow Voices, Australia's only LGBTIQ+ organisation run by and for LGBTIQ+ people with disability, has been funded to:
 - further build organisational sustainability and the incorporation of a new fee-for-service income stream.
 - develop an intersectional LGBTIQ+ disability training program for organisations aligned with contemporary LGBTIQ+ disability frameworks.
- Research by the Department of Government Services into digital inclusion trends and barriers in 2022 and 2023 informs the Australian Digital Inclusion Index reports.¹⁹ The research will inform future policy and program considerations regarding digital inclusion barriers for people who experience multiple forms of disadvantage, including people with disability.

¹⁹ Australian Digital Inclusion Index 2023, <<https://www.digitalinclusionindex.org.au/>>.

- The Department of Health funded 12 Women’s Health Organisations that support health promotion, including Women with Disabilities Victoria. They provide training for women and other health professionals to provide suitable and safe sexual and reproductive health services for women with disability.
- The Royal Melbourne Hospital’s Disability Liaison Officer team established a partnership with the Hospital’s LGBTIQ+ Patient Liaison Officers, so they can jointly support LGBTIQ+ patients with disability. DLO teams in some other health services are now establishing similar partnerships.
- The Office for Youth have a number of programs for Victorian young people. Opportunities for young people with disability run by Fairer Victoria include the Regional Presence Project that enables:
 - rural and regional young people to access education and employment supports
 - capacity building of local services to provide young people-centred services
 - activities funded through the Engage! program, such as a mentoring program for Deaf or hard of hearing young people
 - access to the statewide youth programs including FReeZA, a program that focuses on career pathways in the music and creative arts industries and Youth Fest, which funds youth-led events to celebrate the achievements of young people during the month of September.
- The Youth portfolio also supports the annual Victorian Youth Parliament in partnership with ‘The Y Victoria’ to fund and prioritise young people with a disability to access and increase the accessibility of the program.

Two highlights from the Department of Families, Fairness and Housing

In June 2023, the department established the first LGBTIQ+ Disability Inclusion Expert Advisory Group to co-design more inclusive policies and inform decision making by government that recognises a person’s diverse identities and lived experience.²⁰

The Australian Broadcasting Corporation (ABC) in conjunction with other agencies, partnered with the department to deliver ABC Regional Takeover in Mildura in 2023. Winners of the ABC Regional Takeover the Latrobe Valley were announced in September 2024.²¹

20 Press release: LGBTIQ+ People to with Disability to Lead Advisory Group, <<https://www.premier.vic.gov.au/lgbtiqa-people-disability-lead-advisory-group>>.

21 ABC Takeover Latrobe Valley 2024, <<https://www.abc.net.au/takeover/programs/takeover-latrobe-valley>>.

Through the ABC Regional Takeover program, the ABC ran storytelling workshops in schools and co-produced youth-led stories, which featured across various ABC platforms.

This program allowed under-represented voices, including culturally and linguistically diverse, Indigenous and young people with disability, to be heard and spread awareness of their experiences and perspectives to the wider community.

Accessible communication and universal design

Accessible communication and universal design policies are being incorporated into Victorian Government ways of working.

Accessible communication

- The Department of Transport and Planning developed and delivered accessible guidelines for travel options, including modes of transport and the assistive technology available on the network, to inform people with disability so they can plan their journey prior to travelling.
- With student voice being a vital part of the Disability Inclusion reform being rolled out across Victorian government schools, the Department of Education has delivered a range of accessible resources to support students with disability to participate and have their voices heard in the Disability Inclusion Profile process. The resources were co-designed and developed with young people with disability and the Youth Disability Advocacy Service. The Department of Education has also developed information about the reform in a range of formats, in over 30 languages, including Easy-English and videos in Auslan.
- By re-developing the AAA Play service²² 2023–25 website, Sport and Recreation Victoria will ensure higher standards of compliance with website accessibility standards.
- The All-Abilities Workforce and Sector Support Program (AAWSSP) communications are accessible including:
 - program documentation such as program guidelines, webpages, virtual meetings are delivered with Auslan interpreters and captioning as well as providing transcripts / recordings post meetings
 - workforce projects will ensure development of an accessible web platform, training resources and place-based activities.

22 Access for All Abilities Play, <<https://www.aaaplay.org.au/>>.

- Victoria Police explored a range of options to develop policies to enhance police knowledge and skills to improve interactions with people with complex communication needs. Due to the mobile nature of Victoria Police, a disability training needs analysis is underway. The review is considering e-Learning and face to face training opportunities, as well as formal and informal learning opportunities to determine which training method best fits the various roles across the workforce.
- Department of Premier and Cabinet, Victorian Public Sector Commission, and Department of Families, Fairness and Housing partnered to deliver online information sessions for Victorian public servants for Accessible Communications Month, May 2024. This included 5 events, including 3 events focused on plain language. All events included Auslan interpreting and live captioning. Outcomes included:
 - 2,948 total registrations for 5 events with 1,790 people attending the sessions
 - 97% of attendees said they are likely to apply the learnings to their work
 - there was significant attendance across all Victorian government departments.
 - there was significant and widespread interest in continuing to learn about plain language and how to use it
 - a plain language Community of Practice was established after the events.
 - supported by the Victorian Public Sector Commission, resources will be stored on the Innovation Network for all Victorian public servants to access.

Universal design

- Creative Victoria is developing **Creative space and design guides** to provide detailed advice about designing and building creative spaces that incorporate the principles of universal design.
- Parks Victoria's Infrastructure, Planning and Operations division provided training forums for up to 80 staff in order to highlight good practice and embed Universal Design principles in park project planning.
- Parks Victoria are updating accessibility evaluation manuals and audit tools to focus on the 'visitor journey' (from pre-trip planning, arrival at a destination and getting around a venue). This will enable staff to identify and prioritise improvements at key visitor points.
- Department of Families, Fairness and Housing ran Changing Places and Universal Design Grant rounds, which encouraged applications from local councils and not-for-profit organisations to build and upgrade infrastructure to ensure community venues and facilities are universally accessible for all.

Highlights from the Department of Families, Fairness and Housing

- Upgrades and improvements were made to 450 government owned Specialist Disability Accommodation properties. The improvements provided improved quality and amenity of homes, including new accessible bathrooms, kitchens, revised floor plans and layouts, producing more inclusive and functional spaces to support resident independence.
- Housing Victoria's new social housing future builds will align with the Liveable Housing Guidelines, meeting universal design principles and ensuring that homes meet the diverse needs of residents throughout the property lifecycle.

Disability confident and inclusive workforce

The Victorian Government has been developing policies and programs to increase disability confident and inclusive workforces across the Victorian Public Service including:

- Parks Victoria facilitated 4 Licensed Tour Operator (LTO) Forums for businesses registered with Parks Victoria. These forums were held in Melbourne, Morwell, Alexandra and Halls Gap and included strategies to improve the inclusiveness of tourism experiences.
- In 2023, 49% of Parks Victoria's registered LTOs were offering accessible tourism experiences, which has now increased to 55% in 2024. A further 35% of LTOs are seeking further training opportunities to increase accessibility of their experiences.
- LTOs registered with the NDIS have increased by 5% in 12 months (2023 to 2024).
- The Impact21 work and readiness program run by Department of Jobs, Skills, Industry and Regions saw a number of young adults living with Down syndrome gain employment and built the readiness of employers to sustain a diverse workforce.
- The Department of Education has employed Inclusion Outreach Coaches to assist schools to set up schoolwide systems to build capability, practice and confidence for teachers and other staff to meet the learning and wellbeing needs of all students with disability. Inclusion Outreach Coaches have partnered with more than 322 mainstream schools.
- Through the Diverse Learners Hub, the Department of Education is building capability across all schools in Victoria to meet diverse learners' needs, including students with autism, ADHD and learning difficulties. The Diverse Learners Hub regional workforce has engaged with over 120 mainstream schools.
- Department of Health encouraged health services to establish Disability Champion models in their current disability action plans. The level of implementation varies across the sector. For example:
 - as noted in Alfred Health's Disability and inclusion action plan 2023–26, the Director of Allied Health has been appointed the Alfred Health Disability Champion and is chair of the Disability Committee. Alfred Health has also appointed Disability Project Officers who will provide disability expertise and resources to support departments across the organisation to achieve the actions to which they have committed.

- DLO teams in health services have been leading a range of initiatives to build workforce capacity. For example:
 - The Austin Health DLO team delivered 19 education sessions for 600 staff in 2023-24 on how to support patients with disability.
 - The Monash Health DLO team coordinated the delivery of 8 Deaf cultural competency training sessions for clinical staff in 2023-24 that highlighted the need for booking and using Auslan interpreters for Deaf patients.
 - The Eastern Health DLO team delivered 32 training sessions for health service clinical staff in 2021-22 and 2023-24 using informed and best practice treatment processes when caring for people with autism and intellectual disability in healthcare settings.
 - The Northeast Health Wangaratta DLO team in partnership with the Office of the Public Advocate delivered the Healthy Discussions project²³ to health practitioners, seeking to improve communication and informed decision making by people with disability.
 - The St Vincent's DLO team established an online disability resource hub for health service staff which includes training and resources as well as information about reasonable adjustments. The hub has had 271 visits since January 2024.
- Family Safety Victoria's Gender and Disability Workforce Development Program has developed resources including:
 - a Taking Action Guide, which is a micro webinar series, a self-paced online course
 - the Resistance and Backlash to Gender, Disability Inclusive Practice resource.
 - the Preventing Violence Against Women with Disabilities from Multicultural Communities resource, developed by Women with Disabilities Victoria. This program builds capacity of the prevention workforce to deliver interventions which meet the needs of women with disability and empower women with disability to also lead this work.
- The Victorian Public Sector Commission ran a number of programs in order to build a confident and inclusive diverse public sector. A number of highlights include:
 - delivering mentoring programs for public sector employees with disability in 2022-23 and coordinated tailored mentoring for emerging leaders with disability as part of the 'Leading together' program in 2023-24

²³ Healthy Discussions project – Office of the Public Advocate, <<https://www.publicadvocate.vic.gov.au/opa-s-work/healthy-discussions-project>>.

- supporting the Neurodiverse Confident Services panel, a panel of 5 organisations that provide counselling and awareness training to employees, managers and teams
- publishing a policy and a range of resources to support workplace adjustments on its website
- continuing to convene the Deputy Secretary Disability Champion Round Table (quarterly) to drive cultural change and whole of government actions.

Effective data and outcomes reporting

We are making it easier to collect and report information across the Victorian Government. This information helps us create better policies and programs.

Here are some examples:

- National Disability Data Asset. This national project brings together information from different government agencies about Australians with disability and without disability. It helps us understand the experiences of people with disability
- Health services' annual reports. These reports help health services make disability action plans
- Independent Third Person Program – Victoria Police collects and reports on people using this program. The program helps people with disabilities during police interviews.
- Department of Education - The department is improving the way it collects and uses information about children with disability. It also has a new data project about children in kindergarten with developmental concerns. This project will help us give these children the right support.
- The Victorian Public Sector Commission (VPSC) also collects data about people with disability employed in the Victorian public service. In 2023, 8.5% of the Victorian public service said they have a disability. The VPSC shares this information every year on its website.

Status of actions



Explanatory notes

Inclusive Victoria: state disability plan 2022–2026 is a 4-year plan for the whole Victorian Government.

It sets out the actions the Victorian Government is taking to ensure our community is inclusive and accessible. The plan puts the voices, experiences and aspirations of people with disability at its centre.

Inclusive Victoria has 175 original actions that involve all Victorian Government departments.

We have organised the actions into 4 pillars and present them in a table.

1. Inclusive communities (31 actions)
2. Health, housing and wellbeing (48 actions)
3. Fairness and safety (49 actions)
4. Opportunity and pride (47 actions).

Of these actions:

- 28 have been completed
- 139 are on track, with 11 revised
- 8 are still to be progressed. The reasons some actions are still to be progressed include:
 - some actions have been completed in part, but not yet in full
 - some actions have been revised due to changes within Victorian Government departments
 - some actions need us to work with other states and territories at the national level.

11 new actions have been added.

All outstanding and new actions respond to identified needs and will be implemented in the final two years of **Inclusive Victoria** (July 2024 to June 2026).

Status of actions table

Community attitudes actions

Action number	Action description	Status	Agency responsible
1.1.1	Identify and share evidence-informed approaches to changing community attitudes including through The Attitude Foundation and the Amaze 'Change your Reactions' campaign	On track	Department of Families, Fairness and Housing
1.1.2	Ensuring activities to change community attitudes including efforts to build disability-confident and inclusive workforces highlight the experiences of people with disability who are not well understood or considered including people from under-serviced communities or with invisible disability	On track	Department of Families, Fairness and Housing
1.1.3	Developing a social marketing behaviour change campaign to help prevent family violence against people with disability to be rolled out as part of a series of family violence prevention campaigns	On track	Respect Victoria
1.1.4	Partnering with the youth sector and media outlets to tackle discrimination and increase the positive representation and visibility of young people in the media and public discussions. This includes young people with disability who are LGBTIQ+ Aboriginal and/or from multicultural and multifaith communities	On track	Department of Families, Fairness and Housing
1.1.5	Delivering a state-wide education and awareness-raising campaign to celebrate and support LGBTIQ+ communities including LGBTIQ+ people with disability	On track	Department of Families, Fairness and Housing

Transport actions

Action number	Action description	Status	Agency responsible
1.2.1	Appointing a Chief Accessibility Advocate for 3 years to oversee the development and implementation of policies, programs and strategies with key stakeholders to improve inclusion and access. The Chief Accessibility Advocate will monitor implementation of the Department of Transport's responsibilities to provide inclusive and accessible transport services	Completed	Department of Transport and Planning
1.2.2	Developing and releasing a tram stop rollout strategy that streamlines the design and construction of accessible tram stops and prioritises the construction of tram stop upgrades across the network	Completed	Department of Transport and Planning
1.2.3	Developing and releasing an overarching transport accessibility strategy to identify the most significant barriers to universal accessibility in the transport system and prioritise responses that remove these barriers	On track	Department of Transport and Planning
1.2.4	Investing in level-access tram stops and safety improvements including constructing seven pairs of level-access tram stops to ensure people with disability can have accessible and reliable connections to the new Metro Tunnel stations	On track	Department of Transport and Planning

Action number	Action description	Status	Agency responsible
1.2.5	Designing and manufacturing 100 Next Generation Trams to enable the retirement of older high-floor trams, making our public transport network more accessible for all Victorians (the Next Generation Trams will be co-designed with people with disability)	On track	Department of Transport and Planning
1.2.6	Identifying gaps in accessibility and exploring other transport options, including new and emerging transport solutions through the Accessible public transport in Victoria action plan 2020-2024	On track	Department of Transport and Planning
1.2.7	Continuing to expand the Multi-Purpose Taxi Program to other operators	Completed	Department of Transport and Planning
1.2.8	Considering mechanisms to enable Multi-Purpose Taxi Program users who are NDIS participants to continue accessing the lifting fee for wheelchair accessible vehicles	On track	Department of Transport and Planning

Digital inclusion actions

Action number	Action description	Status	Agency responsible
1.3.1	Improving digital access through the Connecting Victoria program that will invest in better mobile coverage and broadband across the state. Locations will be selected based on economic uplift, digital inclusion and community input to help identify where services are not meeting user needs. The first locations to receive upgrades or new infrastructure will be announced in early 2022 with more to follow across the state. Engagement for this program provides community members including people with disability, an opportunity to indicate places where current digital connectivity is not meeting user needs with these locations to be considered for improvement	On track	Department of Government Services
1.3.2	Undertaking a research project that builds on the annual Australian Digital Inclusion Index report. This work will inform the government's understanding of the digital inclusion issues experienced by people across the state including people with disability, people living in regional and rural areas, people from lower socio-economic communities and older people	Completed	Department of Government Services
1.3.3	Exploring opportunities to increase digital inclusion building on existing program offerings and learnings from the pandemic.	On track	Department of Government Services

Assistance animals actions

Action number	Action description	Status	Agency responsible
1.4.1	Actively representing and advocating for Victoria in the Commonwealth's Assistance Animals Working Group	On track	Department of Energy, Environment and Climate Action
1.4.2	Advocating for the views and needs of Victorians when developing any standards to support the national guiding principles	Still to be progressed	Department of Energy, Environment and Climate Action

Sport and recreation actions

Action number	Action description	Status	Agency responsible
1.5.1	Supporting sport and active recreation outcomes for people with disability through program investments, inclusive participation opportunities and sustainable policies and business practices	On track	Department of Jobs, Skills, Industry and Regions
1.5.2	Applying universal design principles throughout sport and recreation infrastructure and program design and delivery	On track	Department of Jobs, Skills, Industry and Regions
1.5.3	Promoting attitudinal change through the Fair Play Code, which outlines the standards of behaviour expected for everyone involved in sport and recreation and provides guidance on the responsibilities for those involved	On track	Department of Jobs, Skills, Industry and Regions

Action number	Action description	Status	Agency responsible
1.5.4	Implement the All-Abilities Workforce and Sector Support Program (AAWSSP) to educate and upskill the sport and active recreation workforce in regional Victoria and provide more opportunities for people with disability to participate on and off the field.	New action	Department of Jobs, Skills, Industry and Regions

Parks and tourism actions

Action number	Action description	Status	Agency responsible
1.6.1	Significantly increasing the number of parks designed in line with universal design principles. The principles will be applied in the planning and provision of park access, settings and facilities to ensure all parts of the users' experience are accessible and inclusive	On track	Parks Victoria
1.6.2	Ensuring Park information and communications are provided in a range of accessible formats	On track	Parks Victoria
1.6.3	Advocating, educating, inspiring and collaborating with tourism stakeholders (including licensed tour operators and lease holders) to increase the range and quality of accessible tourism products and experiences in parks and waterways	On track	Parks Victoria
1.6.4	Identifying and implementing partnerships and opportunities that grow inclusive volunteering and employment in parks	On track	Parks Victoria

Action number	Action description	Status	Agency responsible
1.6.5	Increasing opportunities and partnerships for more inclusive nature-based and outdoor recreation programs that contribute to health and wellbeing	On track	Parks Victoria
1.6.6	Increasing opportunities and partnerships for more inclusive nature-based experiences through education and interpretation services	On track	Parks Victoria
1.6.7	Engaging with people with disability to find out what specific information is required about parks to support them to better prepare for, and respond to, an emergency while using parks or engaging in outdoor recreation activities	On track	Parks Victoria
1.6.8	Promoting accessible tourism opportunities to businesses across Victoria through industry forums, workshops and newsletters focusing on the business benefits and low-cost changes	On track	Department of Jobs, Skills, Industry and Regions
1.6.9	Supporting consumers to connect with accessible tourism businesses through showcasing via Visit Victoria and encouraging the regions to promote accessible and inclusive experiences	On track	Department of Jobs, Skills, Industry and Regions
1.6.10	Working with regions on their accessibility projects and identifying new opportunities for collaboration	On track	Department of Jobs, Skills, Industry and Regions
1.6.11	Ensure an accessible version of the First Peoples Tourism Plan is drafted.	New action	Department of Jobs, Skills, Industry and Regions

Health actions

Action number	Action description	Status	Agency responsible
2.1.1	Evaluating the Disability Liaison Officer program in health services to inform system improvements and workforce development opportunities	Completed	Department of Health
2.1.2	Establishing a framework for health services to share their disability action plans with their community and report on outcomes	Completed	Department of Health
2.1.3	Developing 'disability champion/lead' models in each health service partnership to promote/guide knowledge, professional development, and capacity-building	On track	Department of Health
2.1.4	Supporting health services to enhance referral pathways at key intake points to recognise and respond to the needs of people with disability	On track	Department of Health
2.1.5	Developing design guidelines and assessment tools to ensure autistic people can access inclusive hospital emergency departments that meet their needs	On track	Department of Health
2.1.6	Working within the Victorian Health Building Authority to implement the universal design policy and charter and build workforce capacity to deliver good practice. This includes a review of the Australasian health facilities guidelines to strengthen application of universal design principles in health facilities	On track	Department of Health

Action number	Action description	Status	Agency responsible
2.1.7	Looking for opportunities to develop e-learning and other training packages and courses that are co-designed with people with disability, and which promote inclusion, foster a culture of respect and change attitudes towards people with disability	Still to be progressed	Department of Health
2.1.8	Leveraging broader work around community attitude campaigns and Disability Liaison Officers in health services to include a focus on attitudes towards people with disability in health settings	Still to be progressed	Department of Health
2.1.9	Working with relevant peak bodies to promote workforce development strategies	Still to be progressed	Department of Health
2.1.10	Investigating opportunities for training to be included in pre-service qualifications	Still to be progressed	Department of Health
2.1.11	Working to identify barriers to inclusive sexual and reproductive health and viral hepatitis health care for people with disability, including LGBTIQ+ people with disability, recently arrived migrants with disability and other identified priority populations	On track	Department of Health
2.1.12	Identifying good practice in inclusive sexual and reproductive health services, including co-design and training delivery with people with disability, to ensure health professionals support people with disability to exercise their rights to make decisions for themselves	On track	Department of Health

2.1.13	DLOs build disability competency within their health services through coordinating education opportunities for health service staff.	New action	Department of Health
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Mental health actions

Action number	Action description	Status	Agency responsible
2.2.1	Convening a diverse community working group to give expert advice and guidance on developing of a diverse communities' mental health and wellbeing framework and a blueprint for action	Completed	Department of Health
2.2.2	Co-designing a diverse communities mental health and wellbeing framework that: delivers safe and inclusive mental health treatment, care and support; better integrates community organisations and mental health and wellbeing services; and promotes good mental health and wellbeing	On track	Department of Health
2.2.3	Building the capacity of specialist mental health services and the capability of the mental health workforce to engage and support people with disability and carers throughout the NDIS access, planning, plan implementation and review processes	On track	Department of Health

Housing actions

Action number	Action description	Status	Agency responsible
2.3.1	Collaborating with the building and construction industry and disability advocates to transition to the new minimum accessible housing standards that are planned to come into effect through the National Construction Code in 2022	Completed	Department of Energy, Environment and Climate Action
2.3.2	Ensuring all new social housing dwellings delivered as part of the Big Housing Build will meet a minimum silver rating and incorporate key elements of the Liveable Housing design guidelines gold standards	On track	Homes Victoria
2.3.3	Ensuring five per cent of the social housing constructed by Homes Victoria have a high level of physical accessibility to meet the needs of Victorians with significant disability. Drop-off areas, paths, lifts, and car parking will be included to make all homes easily accessible. Inside the home, kitchens, bathrooms, and storage will also be accessible	On track	Homes Victoria
2.3.4	Ensuring that at least 50 per cent of remaining homes are designed as 'adaptable' in line with the Apartment design guidelines for Victoria	On track	Homes Victoria
2.3.5	Creating and designing outdoor spaces that provide access to all residents, including adequate spaces and functionality for people with disability. Accessible dwellings will also accommodate electric wheelchair and scooter access, storage and charging within the entry area	On track	Homes Victoria

Action number	Action description	Status	Agency responsible
2.3.6	Supporting the implementation of accessibility standards in social housing dwellings delivered under the Big Housing Build to ensure properties not constructed by Homes Victoria still prioritise good design and quality builds. We will do this through procurement and grant evaluation processes and by working with other agencies and industry to support implementation of the standards	On track	Homes Victoria
2.3.7	<p>Ensuring the needs of people with disability are recognised in the 10-year strategy for social and affordable housing that will be released in early 2022. This includes building upon the commitments around Specialist Disability Accommodation and universal design.</p> <p>This action has been reviewed and revised to:</p> <p>Ensuring the needs of people with disability are recognised in approaches to delivering social and affordable housing. This includes building upon the commitments around universal design.</p>	On track	Homes Victoria
2.3.8	Aligning social housing approaches defined within Mana-na woorn-tyeen maar-takoort: Every Aboriginal person has a Home - The Victorian Aboriginal housing and homelessness framework that sets the direction to increase housing outcomes for Aboriginal Victorians, including Aboriginal people with disability.	On track	Homes Victoria

Action number	Action description	Status	Agency responsible
2.3.9	<p>Promoting compliance with new laws under the recently reviewed Residential Tenancies Act which state that:</p> <ul style="list-style-type: none"> • rental providers must not unreasonably refuse disability-related modifications under the Equal Opportunity Act without good reason • renters no longer have to provide private information protected in the Equal Opportunity Act when applying for a rental property - this includes information about their disability, ethnicity or gender identity • rental agreement forms must include an information statement that educates applicants, rental providers and agents about unlawful discrimination. 	On track	Department of Government Services
2.3.10	<p>Allocating the \$38.51 million funded in the 2021–22 Victorian State Budget over four years to provide tailored wellbeing sup-ports for people living with psychosocial disability housed through the 2,000 supported housing dwellings for people living with mental illness, with funding held in contingency subject to dwelling completion schedules.</p> <p>This action has been reviewed and revised to:</p> <p>Allocation of funding to provide tailored wellbeing supports for people living with psychosocial disability.</p>	Still to be progressed	Homes Victoria Department of Health

Action number	Action description	Status	Agency responsible
2.3.11	<p>Ensuring that supported homes for adults living with mental illness (including psychosocial disability) are:</p> <ul style="list-style-type: none"> • prioritised for adults living with mental illness, through the reforms to the Victorian Housing Register that better identify people who are living with mental health challenges. This may include adults with psychosocial disability who have access to NDIS or State funded psychosocial supports • delivered in a range of housing configurations including standalone units, self-contained units with shared amenities and various forms of clustered independent units on a single-site property • appropriately located, provide for people living with mental illness and are co-designed by Homes Victoria, representatives appointed by the Mental Health and Wellbeing Division and people with lived experience of mental illness • accompanied by an appropriate level of integrated, multidisciplinary and individually tailored mental health and wellbeing treatment, care and support. <p>This action has been reviewed and revised to:</p> <p>Ensuring that social housing for adults living with mental illness (including psychosocial disability) is:</p>	Still to be progressed	Homes Victoria Department of Health

Action number	Action description	Status	Agency responsible
	<ul style="list-style-type: none"> • prioritised for adults living with mental illness, through the reforms to the Victorian Housing Register that better identify people who are living with mental health challenges. This may include adults with psychosocial disability who have access to NDIS or State funded psychosocial supports • delivered in a range of housing configurations including standalone units, self-contained units with shared amenities and various forms of clustered independent units on a single-site property • appropriately located, provide for people living with mental illness and 500 homes are purpose-built and informed by the adult supported housing co-design project • accompanied by an appropriate level of mental health and wellbeing support. 		
2.3.12	Allocating \$30 million to upgrade and improve 450 existing government-owned specialist disability accommodation (SDA) properties throughout Victoria	Completed	Homes Victoria
2.3.13	Completing upgrades and improvements to 450 current government-owned SDA properties	Completed	Homes Victoria
2.3.14	Initiating an ambitious renewal, replacement and growth program to improve the range and quality of Government-owned SDA in Victoria	On track	Homes Victoria

Supporting a high-quality NDIS action

Action number	Action description	Status	Agency responsible
2.4.1	Continuing to advocate to the Commonwealth Government and the National Disability Insurance Agency (NDIA) and by directly supporting opportunities for meaningful input from people with disability to any proposed changes to the NDIS	On track	Department of Families, Fairness and Housing
2.4.2	Supporting the Victorian NDIS Community Advisory Council in its role to provide advice about the operation and implementation of the NDIS in Victoria	Completed	Department of Families, Fairness and Housing
2.4.3	Representing and advocating for the needs of Victorians with disability in all forums including the Disability Reform Ministers meetings and the Victorian Executive Steering Committee, as a joint funder of the NDIS	On track	Department of Families, Fairness and Housing
2.4.4	Working with the NDIA on shared responsibility to support more coordinated and person-centred responses for people accessing support across and within service systems	On track	Department of Families, Fairness and Housing
2.4.5	Pursuing research to identify barriers that result in some NDIS participants not making full use of their plan and to support disability policy through advanced research and analysis	Completed	Department of Families, Fairness and Housing

Action number	Action description	Status	Agency responsible
2.4.6	Continuing to work with the Commonwealth and other states and territories to ensure the NDIS continues to be based on lifetime insurance principles and provides equitable access for all eligible Victorians with disability	On track	Department of Families, Fairness and Housing
2.4.7	Continuing to support groups of at-risk Victorians with disability who are ineligible for the NDIS	On track	Department of Families, Fairness and Housing
2.4.8	<p>Continuation of working across the Victorian Government to ensure employment, jobs and skills initiatives result in positive outcomes for the disability workforce. This includes:</p> <ul style="list-style-type: none"> • the formation of Parliamentary Secretary led Disability Workforce Working Party bringing together sector leaders, union and government departments to undertake exploratory work identifying issues for disability workforce in Victoria, levers and relevant stakeholders to mitigate and address • targeted recruitment campaigns to promote disability career opportunities: Disability Scholarships Program and Inclusion Scholarships including encouraging more Aboriginal and multicultural workers into the disability sector • the Community and Social Services Graduate program connecting employers to qualified graduates and providing enhanced career entry support to graduates 	Completed	Department of Families, Fairness and Housing

Action number	Action description	Status	Agency responsible
2.4.9	Supporting skills and training authorities to design and deliver educational programs and resources tailored to the needs of disability workers and promote best practice and culturally responsive service delivery outcomes for people with disability	On track	Department of Jobs, Skills, Industry and Regions
2.4.10	<p>Advocating to ensure NDIS pricing is adequate to provide disability employers and workers with the conditions needed to attract, train and retain a quality NDIS workforce, including in regional and rural areas</p> <p>This action has been reviewed and revised to:</p> <p>Deliver projects to support disability employers and workers to attract, train and retain a quality workforce.</p>	On track	Department of Families, Fairness and Housing
2.4.11	<p>Identifying service gaps and service system interface issues to inform strategies that will support development of a thriving disability workforce and market</p> <p>This action has been reviewed and revised to:</p> <p>Strengthening the approach to identifying service needs to inform projects that will support development of an effective disability workforce.</p>	On track	Department of Families, Fairness and Housing
2.4.12	Support the Victorian NDIS Community Advisory Council to provide advice to the Victorian Executive Steering Committee on the operation of the Scheme in Victorian during the period of implementation of the disability reforms.	New action	Department of Families, Fairness and Housing

Children and families actions

Action number	Action description	Status	Agency responsible
2.5.1	Building the capacity of parents and families to help prevent children with complex disability support needs from requiring care outside of their family home. The types of support may include advocacy and advice, practical support and/or material aid, counselling, parent-child interaction and community connection and social inclusion. This includes providing culturally safe support to Aboriginal families and children	On track	Department of Families, Fairness and Housing
2.5.2	Helping families to navigate the NDIS. We will help parents develop skills to advocate for NDIS plans that contain parenting and disability support that help maintain and improve family functioning and the sustainability of family-based care	On track	Department of Families, Fairness and Housing
2.5.3	Building on the learnings from the funding of 34 specialist disability practitioner roles across 17 departmental areas to support vulnerable families with disability in order to build disability inclusion and NDIS capacity across the sector in future	On track	Department of Families, Fairness and Housing

Action number	Action description	Status	Agency responsible
2.5.4	Building on the learnings from the Steps to Confident Parenting program, which has provided flexible and tailored support to parents with cognitive impairment/disability with a child or children at risk of requiring care. The types of support have included: intensive home-based and case management responses through a multidisciplinary team of dedicated family services, early parenting and disability practitioners. This includes providing culturally safe support to Aboriginal parents with cognitive impairment/disability	On track	Department of Families, Fairness and Housing
2.5.5	Delivering disability practice advice teams, comprising two positions in each of four departmental operational divisions, who work with child protection practitioners to improve outcomes for children with disability who are subject to child protection involvement. This includes supporting assessments and decision making in relation to individual children in all phases of child protection involvement and capacity building across the workforce to ensure children receive optimal disability support through the NDIS. The teams also provide a strategic liaison role with the NDIA in relation to children with complex disability support needs involved with child protection	On track	Department of Families, Fairness and Housing
2.5.6	Working with parents with disability and advocacy agencies to identify program and service improvements, including for those navigating the child protection system	On track	Department of Families, Fairness and Housing

Action number	Action description	Status	Agency responsible
2.5.7	Bolstering the care services system to better support children with disability, with a specialist approach that draws on improved partnership with the NDIS	On track	Department of Families, Fairness and Housing
2.5.8	Building the capacity of child protection practitioners in supporting families with children with disability with complex needs, including through a dedicated professional development package	Completed	Department of Families, Fairness and Housing

Safety in emergencies actions

Action number	Action description	Status	Agency responsible
3.1.1	Preparing a needs assessment to understand additional support measures needed for at risk communities across the built environment. We will do this in partnership with government agencies, social services sector and communities	On track	Department of Energy, Environment and Climate Action
3.1.2	Improving accessible and culturally responsive information for at risk communities. This will include enhancing government communication and outreach procedures to meet the needs of diverse communities	On track	Department of Energy, Environment and Climate Action

Action number	Action description	Status	Agency responsible
3.1.3	Identifying pathways to increase the representation of people with disability, their families, and experts in municipal, regional, and state level emergency management planning. We will do this by listening to people with disability, exploring professional development opportunities to broaden our knowledge and working with the Emergency Management Inclusion and Diversity Leadership Group to ensure better representation of people with disability across emergency management sector organisations	On track	Department of Justice and Community Safety
3.1.4	Improving accessibility and representation of people with disability in public communications provided through Emergency Management Victoria. We will do this by working with people with disability to make communications more accessible and by ensuring representation is strength based and reflects the community. We will then share these practices with emergency management sector partners through forums including the Emergency Management Inclusion and Diversity Leadership Group	On track	Department of Justice and Community Safety
3.1.5	Advocating for data sharing from the Commonwealth of aged care, Home and Community Care, and NDIS client data	On track	Department of Families, Fairness and Housing

Disability advocacy actions

Action number	Action description	Status	Agency responsible
3.2.1	Working with the sector to finalise and implement a new outcomes framework for the Victorian Disability Advocacy Program. This framework will build a stronger evidence base and guide future program direction to maximise the impact and reach of the program	On track	Department of Families, Fairness and Housing
3.2.2	Building the evidence base, knowledge and intersectional capacity of the Victorian disability advocacy sector to better support the needs of all people with disability	On track	Department of Families, Fairness and Housing
3.2.3	Working with advocacy agencies to determine service gaps and identify improvements to ensure all eligible Victorians can access the NDIS	On track	Department of Families, Fairness and Housing
3.2.4	Identifying opportunities through the new Victorian Disability Advocacy Program outcomes framework to highlight and strengthen the important work of self-advocacy groups in speaking up for the rights of people with disability	On track	Department of Families, Fairness and Housing
3.2.5	Working with advocacy agencies and self-advocacy groups to explore ways to ensure more people with disability know about their rights and feel confident speaking up for themselves	On track	Department of Families, Fairness and Housing
3.2.6	Strengthening peer support groups for people from diverse and underserved communities through the Disability Self Help Grants program	On track	Department of Families, Fairness and Housing

Preventing abuse and neglect actions

Action number	Action description	Status	Agency responsible
3.3.1	Continuing to involve people with disability in designing the new Social Services Standards, which will set out compliance obligations under the new Social Services Regulator. The new scheme will replace existing regulatory obligations, including compliance with the Human Services Standards. This includes engaging with the Victorian Disability Advisory Council, disability advocacy agencies and disabled people's organisations	Completed	Department of Families, Fairness and Housing
3.3.2	Strengthening protections for people with disability accessing social services by developing options to improve social services complaints functions	On track	Department of Families, Fairness and Housing

Action number	Action description	Status	Agency responsible
3.3.3	<p>Co-designing with people with disability an online accessible safeguards information hub about preventing violence, abuse and neglect of people with disability. This will include resources developed over the past four years with key stakeholders and be targeted towards people with disability, their families, carers, and disability advocates</p> <p>This action has been reviewed and revised to:</p> <p>Providing online accessible safeguards information about preventing violence, abuse and neglect of people with disability through the Victorian Disability webpage for the Department of Families, Fairness and Housing. This will include resources developed over the past four years with community and sector stakeholders. In addition, Victoria will actively participate in national work, to be led by the Commonwealth Government, to create a centralised online platform to provide information on locally available supports and services, as well as safeguarding information.</p>	On track	Department of Families, Fairness and Housing
3.3.4	<p>Identifying opportunities to strengthen safeguards to better protect people with disability who are at risk of abuse or neglect. This includes undertaking the Adult Safeguarding Legislative Review to support the National plan to respond to the abuse of older Australians (elder abuse) 2019 – 2023</p>	Completed	Department of Families, Fairness and Housing

Action number	Action description	Status	Agency responsible
3.3.5	Strengthening the authorisation process for restrictive practices and ensuring Victoria continues to meet the national principles for restrictive practice authorisation	On track	Department of Families, Fairness and Housing
3.3.6	Working with the Commonwealth, states and territories to improve the capacity and capability of behaviour support practitioners to ensure high-quality behaviour support plans are developed and implemented	Completed	Department of Families, Fairness and Housing
3.3.7	Identifying and working to address gaps in legislative residential rights and protections for residents of, and people requiring, disability supported accommodation	On track	Department of Families, Fairness and Housing
3.3.8	Working with the Commonwealth, states and territories towards nationally consistent residential rights and protections for people living in SDA across all jurisdictions	On track	Department of Families, Fairness and Housing
3.3.9	Establishing a set of principles and functions to guide and modernise the role of community visitors within the context of the NDIS, as well as strengthening the role for state-based disability services through legislative reform	On track	Department of Families, Fairness and Housing

Family and sexual violence actions

Action number	Action description	Status	Agency responsible
3.4.1	Developing practice resources to support the disability sector and others in primary prevention of violence against adults and children with disability in the home, building on action research	On track	Family Safety Victoria
3.4.2	Strengthening the capability of the primary prevention, disability, and social service workforces in disability-inclusive primary prevention activity through Women with Disabilities Victoria's Gender and Disability Workforce Development Program	On track	Family Safety Victoria
3.4.3	Piloting the family violence and disability practice leader roles in The Orange Door areas between 2021 and 2023. Three initial pilots are underway, with additional practice leaders to be funded. These roles will build the capacity of family violence and sexual assault services to provide inclusive and culturally safe support to people with disability, including stronger linkages and referral pathways with disability services. Practice leader learnings will be documented and shared with specialist family violence services and sexual assault services statewide to inform systemic capacity building in delivering family violence and sexual assault services to improve outcomes for people with disability	On track	Family Safety Victoria
3.4.4	Ensuring all core and cluster refuge redevelopment specifications align with the standards referenced in the Disability Discrimination Act	Completed	Family Safety Victoria

Action number	Action description	Status	Agency responsible
3.4.5	Continuing to build professionals' understanding of different risk factors for people with disability experiencing or at risk of family violence as part of the rollout of the Multi-Agency Risk Assessment and Management (MARAM) Framework	On track	Family Safety Victoria
3.4.6	Exploring the role of disability service providers in identifying and responding to family violence risk as part of implementing the MARAM Framework	On track	Family Safety Victoria
3.4.7	Continuing to implement the Family Violence and Disability Crisis Response initiative	On track	Family Safety Victoria
3.4.8	Continuing to inform, shape, and improve family violence and sexual assault policy and practice to include adults, children and young people with disability	On track	Family Safety Victoria

Justice system actions

Action number	Action description	Status	Agency responsible
3.5.1	Including people with disability in corrections policy and program design	On track	Department of Justice and Community Safety
3.5.2	Driving integration across the corrections system (custodial and community) with other agencies including the Forensic Disability Program and the NDIA	On track	Department of Justice and Community Safety

Action number	Action description	Status	Agency responsible
3.5.3	Embedding disability awareness and responsiveness in the corrections workforce	On track	Department of Justice and Community Safety
3.5.4	Improving access to appropriate therapeutic options for women and young people with cognitive disability involved in the criminal justice system. This will include exploring dedicated forensic disability residential treatment and specialist accommodation services	On track	Department of Families, Fairness and Housing
3.5.5	Fostering mechanisms to co-design and continually improve policies, programs and services with people with cognitive disability with lived experience of the criminal justice system through the Forensic Disability Program	On track	Department of Families, Fairness and Housing
3.5.6	Working with people with disability and partner organisations to better understand the prevalence, characteristics, pathways and experiences of people with disability involved in, or at risk of involvement in, the criminal justice system through the Forensic Disability Program	On track	Department of Families, Fairness and Housing
3.5.7	Convening the Disability Justice Operational Forum four times a year. The forum will provide a collaborative environment for Victorian and NDIS stakeholders working at the operational level to meet with people with disability who have experience of the justice system to learn together, share resources and identify ways to consider the voice of lived experience in policy and service design	Completed	Department of Justice and Community Safety

Action number	Action description	Status	Agency responsible
3.5.8	<p>Continuing the work of the youth justice case managers and specialist disability advisors to ensure young people with disability have timely access to appropriate services and support including specialist disability services and other support services. This includes a position dedicated to supporting Aboriginal young people and children with disability</p> <p>This action has been reviewed and revised to:</p> <p>Continue the work of Senior and Specialist Disability Advisors to provide secondary consultation and advice to youth justice staff and care teams. This work is designed to improve youth justice supervision and ensure young people with disability have timely access to appropriate services and supports, including the NDIS. This includes a position dedicated to supporting Aboriginal young people and children with disability.</p> <p>Senior/Specialist Disability Advisors to deliver Youth Justice face-to-face training, including induction programs for new staff, which contains training related to the impact of disability and use of effective strategies to support children and young people with disability in the justice system, including people with a diagnosis of autism</p>	On track	Department of Justice and Community Safety

Action number	Action description	Status	Agency responsible
3.5.9	Establishing the Disability Advice and Response Team (DART) within the Children’s Court of Victoria. DART will provide on-the-spot advice to the court in relation to a young person’s disability and the support they require, with the aim of diverting the young person out of the justice system at the earliest point. An Aboriginal DART worker will be available to the Koori Children’s Court and at Marram-Ngala Ganbu (Koori Family Hearing Day)	Completed	Department of Justice and Community Safety
3.5.10	Delivering the Just Voices project which aims to strengthen the capability of frontline justice workforces, including within the adult and youth justice systems, to support people with disability by engaging people with lived experience of the justice system to co-design workforce development initiatives	Completed	Department of Justice and Community Safety
3.5.11	Providing the Intermediary Program, which assists adults with cognitive disability and children to communicate their evidence through the criminal justice process. The Intermediary Program helps police, lawyers, and judges to plan their questioning so victims can understand, participate, feel more confident and provide better quality evidence. We will consult with people who use the program to undertake an impact evaluation and ensure their feedback informs future service development	Completed	Department of Justice and Community Safety

Action number	Action description	Status	Agency responsible
3.5.12	Developing accessible information for clients in the Forensic Disability Program in formats appropriate to their needs. This will support them to better understand their rights and responsibilities and to participate in decisions related to them including treatment and behaviour support plans	On track	Department of Families, Fairness and Housing
3.5.13	Working with Aboriginal community partners to enhance responses to Aboriginal people with disability under the Victorian Aboriginal Justice Agreement through developing its next phase	Still to be progressed	Department of Justice and Community Safety
3.5.14	Embedding cultural safety in all aspects of the Forensic Disability Program's services and promoting opportunities for self-determination for Aboriginal residents. This will include access to support from the Aboriginal liaison officer and exploring options for Aboriginal community-controlled specialist forensic disability accommodation services for adults and young people	On track	Department of Families, Fairness and Housing

Action number	Action description	Status	Agency responsible
3.5.15	<p>Working in partnership with Scope Australia to provide police with the knowledge and skills to improve interactions with people with complex communication needs</p> <p>This action has been reviewed and revised to:</p> <p>Working in partnership with a range of Communication Access organisations to provide police with the knowledge and skills to improve interactions with people with complex communication needs.</p>	On track	Victoria Police
3.5.16	<p>Updating and promoting the Voluntary Disclosure Process. This process allows people with disability to give police information about their support needs and how police can best engage with them</p>	On track	Victoria Police
3.5.17	<p>Establishing a network of police employees with knowledge and understanding of disability to champion good practice and services that respond to the needs of people with disability</p>	Completed	Victoria Police
3.5.18	<p>Working with people with disability to co-design initiatives under the Victoria Police disability action plan</p>	On track	Victoria Police
3.5.19	<p>Working with victim's services and the Office of the Public Advocate to increase policy awareness and use of intermediaries and independent third persons</p>	Completed	Victoria Police

Action number	Action description	Status	Agency responsible
3.5.20	Support the Children’s Court Clinic to undertake assessments that may identify autistic children and parents and lead to referrals to appropriate support services.	New action	Department of Justice and Community Safety
3.5.21	Ensure that people demonstrating signs of autism in the corrections system, including Community Correctional Services and young people in youth justice, are appropriately identified so that, where required, further functional assessments can be organised and the person engaged with the appropriate disability supports.	New action	Department of Justice and Community Safety
3.5.22	Continuing to drive improved coordination and service integration with disability services to ensure the appropriate supports are in place, facilitate the continuity of services and supports for offenders in corrections and young people in youth justice.	New action	Department of Justice and Community Safety
3.5.23	Continue to ensure the provision of housing information and advice for vulnerable people, including those with autism, transitioning from prison to release in the community.	New action	Department of Justice and Community Safety
3.5.24	Identify and support young people with disability in the justice system through early intervention at point of entry to select Children’s Courts, through the newly established Disability Advice and Response Team (DART). This includes a Koori DART worker.	New action	Department of Justice and Community Safety

Right to expression of sexuality and gender identity actions

Action number	Action description	Status	Agency responsible
3.6.1	Working with people with disability, the disability sector, the NDIA and the NDIS Quality and Safeguarding Commission to address barriers to expression of sexuality and gender identity in group homes and other settings	On track	Department of Families, Fairness and Housing
3.6.2	Advocating to the Commonwealth Government and the NDIA and working with the disability sector to ensure people with disability can access sexual supports	On track	Department of Families, Fairness and Housing

Education actions

Action number	Action description	Status	Agency responsible
4.1.1	Continuing the ongoing provision of the Kindergarten Inclusion Support program including for funded three-year-old kindergarten enrolments	On track	Department of Education
4.1.2	Providing flexible opportunities through School Readiness Funding including professional learning options and capacity building for educators provided by allied health professionals such as psychologists and speech therapists	On track	Department of Education
4.1.3	Drawing on the experiences of families with young children with disability or developmental delay	On track	Department of Education
4.1.4	Exploring options to build the knowledge and capability of the educator workforce in Victorian funded kindergarten services in supporting learning for children with disability	On track	Department of Education
4.1.5	Further developing transition-to-school processes and support for children with disability	On track	Department of Education
4.1.6	Improving how we use data to understand and respond to factors affecting access and inclusion	On track	Department of Education
4.1.7	Implementing the nearly \$1.6 billion disability inclusion reforms across Victorian government schools including introducing a tiered funding model to ensure equitable access to education for students with disability. This will include universal, school-level, formula-based and student level funding.	On track	Department of Education

Action number	Action description	Status	Agency responsible
4.1.8	Introducing the Disability Inclusion Profile, a new strengths-based process to determine a student’s functional access needs and the adjustments required to enable access, participation, and engagement at school. The Disability Inclusion Profile will determine personalised funding allocations for students with high support needs and provide trained facilitators to guide students, schools and families through the new approach	On track	Department of Education
4.1.9	Increasing access to specialist expertise, coaching, professional learning and support for government school staff, as well as Department of Education regional and area-based staff. Initiatives include inclusion outreach coaching for mainstream schools, the Diverse Learners Hub, and support for postgraduate study in inclusive education	On track	Department of Education
4.1.10	Continuing to support all Victorian government schools and participating Catholic and independent schools to implement and embed Respectful Relationships	On track	Department of Education
4.1.11	Developing resources to support career education and career planning for students with disability	On track	Department of Education
4.1.12	Developing resources to support workplace learning for students with disability	On track	Department of Education

Action number	Action description	Status	Agency responsible
4.1.13	<p>Piloting the Industry Engagement for Priority Cohorts initiative for students with disability in three areas. This initiative will provide opportunities for students with disability in mainstream and specialist schools to gain exposure to a wide variety of industries and career pathways. This will be done through a range of activities, including mentoring by employers, workplace visits and bringing industry into the classroom.</p> <p>This action has been reviewed and revised to:</p> <p>Piloting the Work-Based Learning for Priority Cohorts initiative to provide additional career counselling sessions and supported access to work experience opportunities for approx. 2,200 students experiencing disadvantage. This includes students with disability in years 9 and 10 in mainstream and non-mainstream schools.</p>	On track	Department of Education

Action number	Action description	Status	Agency responsible
4.1.14	<p>Delivering a TAFE disability inclusion strategy to establish a high-level policy framework to give coherence to, and guide activity across, the TAFE Network. The strategy will give visibility to disability issues and ensure they are considered and included in developing and implementing TAFE policy that affects people with disability.</p> <p>This action has been reviewed and revised to:</p> <p>A more cohesive and coordinated approach to disability inclusion in the TAFE Network will be delivered through the development of the Gordon’s Centre for Excellence for Disability Inclusion which will embed best practice, research and evidence to improve access to education and the enhance the experience of students with disabilities.</p>	On track	Department of Jobs, Skills, Industry and Regions
4.1.15	<p>Implementing recommendations from the ‘TAFE as a disability inclusive workplace’ and ‘Improving access and achievement for students with disability’ reviews, led by the TAFE Disability Inclusion Working Group.</p> <p>This action will combined with updated 4.1.14 and reported as part of that action in 2026.</p>	On track	Department of Jobs, Skills, Industry and Regions
4.1.16	<p>Considering findings of the final report from the parliamentary inquiry into access to TAFE for learners with disability to further improve support available for TAFE students and to strengthen connections with Learn Locals for these students</p>	On track	Department of Jobs, Skills, Industry and Regions

Action number	Action description	Status	Agency responsible
4.1.17	Continuing to offer and subsidise AUSLAN courses through the Skills First program	On track	Department of Jobs, Skills, Industry and Regions
4.1.18	Investing \$207 million over four years to deliver the Fighting for Students with Disability and their Families package, to better support students with disability and their families attending Victorian government specialist and mainstream schools. The package comprises a range of initiatives to provide enhanced assistance to families and carers, allowing them to better access the assistance they require for their children’s education and broader support.	New action	Department of Education
4.1.19	Piloting targeted supports for young people with disability aged 16 and under who have left school early. This will support secure connections and engagement with post-school education, training and employment pathways. Supports will be piloted from 2025.	New action	Department of Education

Employment and economic participation actions

Action number	Action description	Status	Agency responsible
4.2.1	Supporting people looking for work, including people with disability, through Jobs Victoria services and creating jobs through the Jobs Victoria Fund	On track	Department of Jobs, Skills, Industry and Regions
4.2.2	Building work readiness and supporting participants to transition into meaningful employment through the Impact21 initiative, a job readiness program for adults with Down syndrome or intellectual disability	Completed	Department of Jobs, Skills, Industry and Regions
4.2.3	Supporting an increase in direct government spend under the social procurement framework to benefit people with disability by: <ul style="list-style-type: none"> • working with government purchasers to better support their understanding and awareness of the social procurement framework and its objectives • providing advice and encouraging departments and agencies to include the 'Opportunities for Victorians with disability' objective as part of their approaches to market and in their social procurement strategies • supporting a clearer understanding of how to meet the social procurement framework's 'Opportunities for Victorians with disability' objective by developing materials for industry(suppliers) to promote and replicate examples of good practice, case studies and resources. 	On track	Department of Government Services

Action number	Action description	Status	Agency responsible
4.2.4	Exploring the capacity of the Microenterprise Program to deliver a dedicated stream for people with disability to support greater entrepreneurship and small business ownership	Completed	Department of Jobs, Skills, Industry and Regions
4.2.5	Holding a series of roundtables or meetings with stakeholders from the social enterprise sector. These meetings will focus on employment opportunities and support for people with disability to identify resource and capability needs and support their growth through implementing the new social enterprise strategy 2021 – 2025 and other opportunities including social procurement	Completed	Department of Jobs, Skills, Industry and Regions
4.2.6	Providing appropriate supports and resources for businesses around employing people with disability and addressing employer attitudes or perceived barriers. We will leverage relationships with existing stakeholders that work directly with employers such as Jobbank and Social Traders	On track	Department of Jobs, Skills, Industry and Regions
4.2.7	Developing, promoting and sharing best practice employee life-cycle resources to support inclusive recruitment, employment and career progression of employees with disability	On track	Victorian Public Sector Commission
4.2.8	Expanding opportunities for young people with disability in the Victorian public service through the Jobs Victoria Youth Employment Scheme	On track	Department of Jobs, Skills, Industry and Regions

Action number	Action description	Status	Agency responsible
4.2.9	Growing the Victorian Government graduate program disability pathway and scoping new pathways to employment for people with disability into the public sector	On track	Victorian Public Sector Commission
4.2.10	Creating a mentoring program for public sector employees with disability	On track	Victorian Public Sector Commission
4.2.11	Strengthening the collection of disability information and publishing progress toward the Victorian Government's disability employment target of 12 per cent by 2025	On track	Victorian Public Sector Commission
4.2.12	Developing and expanding education and employment pathways for forensic disability clients targeted to their goals and aspirations through partnerships with vocational organisations	On track	Department of Families, Fairness and Housing

Voice and leadership actions

Action number	Action description	Status	Agency responsible
4.3.1	Building on earlier work to ensure people with disability, including those from diverse and underserved groups, are represented on Victorian public sector boards and committees.	On track	Victorian Public Sector Commission
4.3.2	Strengthening connections between the Victorian Disability Advisory Council and local government advisory committees to build coordinated efforts on emerging issues	On track	Department of Families, Fairness and Housing

Action number	Action description	Status	Agency responsible
4.3.3	Holding a series of roundtables or meetings with stakeholders from the social enterprise sector. These meetings will focus on employment opportunities and support for people with disability to identify resource and capability needs and support their growth	On track	Department of Families, Fairness and Housing
4.3.4	Working with the youth and community sectors to position the voices of diverse young people, including young people with disability, as key evidence in decision making across policy, practice and governance across a range of tertiary and acute services	On track	Department of Families, Fairness and Housing / Fairer Victoria Engagement and Coordination
4.3.5	Developing an evidence-based menu of youth engagement and youth led action models including a focus on young people with disability. All government departments and local government will draw on this to enable effective youth participation and leadership in government decision making	On track	Department of Families, Fairness and Housing / Fairer Victoria Engagement and Coordination
4.3.6	Establishing and expanding peer mentoring and support programs in rural and regional and outer suburban areas. This will focus on providing opportunities for young people from low socio-economic communities, Aboriginal young people, young people from refugee backgrounds, young people with disability, and young people with lived experience of unemployment, the care system and mental illness	On track	Department of Families, Fairness and Housing / Fairer Victoria Engagement and Coordination

Action number	Action description	Status	Agency responsible
4.3.7	Forming a partnership with a training organisation to provide a leadership program for people with disability. The aim will be to support new and emerging leaders to promote active citizenship and participation in elections	On track	Victorian Electoral Commission
4.3.8	Supporting leadership graduates (from action 4.3.7) to apply for paid roles as Victorian Electoral Commission Democracy Ambassadors. The roles will provide education and share their knowledge about democracy, how to vote, understanding the value of voting and how democratic processes affect service delivery requirements for people with disability	On track	Victorian Electoral Commission
4.3.9	Delivering peer-led electoral education sessions across Victorian NDIS-approved services, specialist accommodation services and Australian disability enterprises.	On track	Victorian Electoral Commission
4.3.10	Co-designing an electoral education resource with people with disability to inform people with disability about active citizenship, democracy and the support available when enrolling and voting.	On track	Victorian Electoral Commission

Creative industry actions

Action number	Action description	Status	Agency responsible
4.4.1	<p>Improving access to employment opportunities and promoting access and participation in the creative industries for people with disability through the Creative State 25 strategy by:</p> <ul style="list-style-type: none"> • involving people with disability in designing Creative Victoria programs • offering dedicated funding streams that allow for access requirements, assessed by peers with disability • piloting alternative models of support with peak disability arts organisations such as Arts Access Victoria • improving access to cultural experiences through programs delivered by state-owned creative organisations such as audio-described, Auslan and autism-friendly cultural experiences and accessible digital content • continuing to support and explore inclusive approaches to recruitment and employment for people with disability • championing the content of people with disability through disability arts programs and events held by state-owned creative organisations • developing and applying universal design principles for use by creative facilities and for all future state cultural infrastructure developments to improve access to physical and digital spaces 	On track	Department of Jobs, Skills, Industry and Regions

Action number	Action description	Status	Agency responsible
4.4.2	Reviewing the accessibility and inclusiveness of Creative Victoria’s business processes including communications, grant applications and assessments, events and recruitment	On track	Department of Jobs, Skills, Industry and Regions
4.4.3	Developing diversity and inclusion targets and standards for Creative Victoria programs and a measurement framework to monitor progress.	On track	Department of Jobs, Skills, Industry and Regions
4.4.4	Encouraging and promoting cultural equity across government-funded creative organisations.	On track	Department of Jobs, Skills, Industry and Regions

Pride and recognition actions

Action number	Action description	Status	Agency responsible
4.5.1	Developing whole-of-government strategies to ensure awards and recognition initiatives are inclusive, accessible and actively target people with disability.	Completed	Department of Families, Fairness and Housing
4.5.2	Engaging with people with disability to determine the best approach to fostering and promoting pride within the disability community including celebrating important days of recognition	On track	Department of Families, Fairness and Housing
4.5.3	Working with people with disability to understand community preference and good practice in the language used to describe disability. We will promote people's preferences across government and in the wider community as a tool to shift attitudes, foster inclusion and promote disability pride	On track	Department of Families, Fairness and Housing
4.5.4	Acknowledging the contributions made by Aboriginal people with disability through formal recognition on the Victorian Aboriginal Honour Roll and women with disability through formal recognition on the Victorian Honour Roll of Women	On track	Department of Families, Fairness and Housing

Inclusive Victoria

State disability plan outcomes framework report

Acknowledgment

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The State disability plan outcomes framework report

Executive summary

The Department of Families Fairness and Housing (the department) engaged the University of Melbourne to undertake two things:

1. To refresh the State disability plan outcomes framework and
2. Apply the refreshed outcomes framework to produce an outcomes report for the current plan.

This refresh is necessary to ensure that the outcomes framework aligns with **Inclusive Victoria: state disability plan 2022–2026** (the current plan). It also ensures we are using the best possible measures to monitor progress.

The research team worked in collaboration with the department and the Victorian Disability Advisory Council.

This section is in two parts:

Part 1 – Methodology for reviewing the State disability plan outcomes framework

Part 2 – The State disability plan midway outcomes report 2024.

Part 1 – Methodology for reviewing the State disability plan outcomes framework

Development of the original outcomes framework

The original outcomes framework was developed to help the Victorian Government understand if progress was being made for Victorians with disability under **Absolutely everyone: state disability plan 2017–2020** (the old plan).

It was designed to measure, track and report on outcomes for people with disability. It aligned to the 4 pillars in the old plan.

The 4 pillars reflect areas in life that people with disability told us are important:

- Pillar 1 – Inclusive communities. Actions under this pillar aim to improve access, inclusion and participation in the community.
- Pillar 2 – Health, housing and wellbeing. Actions under this pillar aim to improve health and wellbeing outcomes.
- Pillar 3 – Fairness and safety. Actions under this pillar aim to uphold and protect the rights of people with disability. They also ensure high-quality and strong safeguards are in place.
- Pillar 4 – Contributing lives ('Opportunity and pride' in the current plan). Actions under this pillar aim to ensure that people with disability have the benefit of good education and training and contribute to the economy as consumers, employees and employers.

The research team at the time developed outcomes, indicators and measures.

- Outcomes are the things people with disability wanted to achieve.
- Indicators assess the positive change we want for an outcome. For example, 'People with disability report improved physical health' was an indicator for the health outcome.
- Measures described how changes in the Indicators will be assessed using data.

Refreshing the outcomes framework

In March 2022, **Inclusive Victoria: state disability plan 2022–2026** (the current plan) was launched. We needed to consider whether we could use the outcomes framework for the old state disability plan to assess progress against the outcomes under the current plan.

We also needed to make sure the outcomes framework is accessible and understandable.

The outcomes framework is comprehensive, with 14 outcomes, 37 indicators, and many more measures that are used for monitoring.

With so many indicators and measures, it was challenging to produce a useable and understandable report on progress against the aims of the current plan.

There was a risk that reporting measures for all indicators could lead to a data deluge. This could make the outcomes framework difficult to apply and understand in a meaningful way.

Methodology for refreshing the outcomes framework

We found that the old plan and the current plan share many of the same pillars and that the outcomes are almost identical between the 2 plans.

We also found that the indicators in the old plan were the same as the indicators in the current plan, aside from some realignment of indicators to different outcomes and pillars.

Overall, we found strong overlap in the indicators between the old and current plans.

This meant we could use the outcomes framework as the starting point for monitoring progress for the current plan.

However, we wanted to simplify the presentation of the outcomes framework.

We met with VDAC to discuss the project. We formed a VDAC outcomes framework subcommittee.

We met with the VDAC subcommittee 3 times during July and early August 2024 to work through the 37 existing indicators line by line. We aimed to select one headline indicator for each of the 14 outcomes in the current plan.

This was not always possible, as sometimes more than one indicator was an important headline summary for an outcome.

We recommend keeping indicators we did not choose as headline indicators in the framework.

In some cases, the decision not to make an indicator a headline indicator was due to a lack of data for this reporting period. For others, we need to explore whether we could use administrative data, such as the National Disability Data Asset, in the future.

We note where VDAC highlighted an indicator was important, but where the indicator was not made a headline indicator this was because there was no readily available and suitable data.

The refreshed outcomes framework

We worked to incorporate VDAC's expertise with our own expert input and knowledge of available data sources. This included updating headline indicators and accompanying measures. This involved investigating the availability and relevance of potential data sources and identifying specific variables within data sources.

We also assessed if variables were appropriate to measure changes in the relevant indicators and were consistent with VDAC's feedback.

In addition, we investigated how variables and scales have been used in the wider literature to ensure consistency and robustness.

This process of converting the headline indicators into quantifiable measures involved experts in data science. It has produced transparent, reproducible results that can be replicated for reporting against the current plan in the future.

The aims of the refresh were to ensure that the outcomes framework is:

- streamlined – moving from 37 indicators to 19 headline indicators
- simple to understand – we removed and amended language that was potentially confusing, based on feedback from VDAC and the research team
- consistent with VDAC's advice – VDAC's assessment about what is most important for people with disability now and into the future was incorporated into Headline Indicator selection
- measurable – we focused on selecting headline indicators where suitable data is likely to be readily available.

Table 1 shows a summary of the outcomes framework refresh.

The columns in Table 1 below have the following titles:

- **Outcome** – outcome areas as set out in the current plan
- **Indicators** – indicators as set out in the current State disability plan
- **Headline indicator** – this column includes the headline indicators selected. For the 14 outcomes, the research team and VDAC selected headline indicators that provide an understandable summary of progress against the outcome. We have reworded some indicators for clarity. This column also provides a rationale for why an indicator was not chosen as a headline indicator
- **Measures** – this column summarises the measures used. Full technical details of all measures are provided in the outcome report that follows this methodology report.

Where an indicator has not been selected as a headline indicator, that row is greyed out in Table 1. We recommend that future iterations of the outcomes framework explore alternative sources of data to report against these indicators.

Table 1: Summary of the outcomes framework refresh

Outcome #	Outcome title	Indicator	Headline indicator	Measures
1	Connection	People with disability report increased social connections	Headline indicator: social connection There was only one indicator. VDAC advised making this the headline indicator.	Access to social support
2	Inclusion	People with disability report increased activity in the community	Headline indicator: activity in the community VDAC advised making this the headline indicator.	Participation in community events Satisfaction with community participation
2	Inclusion	An increase in positive community attitudes towards people with disability	Not chosen due to lack of data	–
2	Inclusion	People with disability report increased connections to culture and community	Not chosen because too similar to the preferred headline indicator.	–
2	Inclusion	Local neighbourhoods are more inclusive	Not chosen as headline indicator due to lack of data.	–

Outcome #	Outcome title	Indicator	Headline indicator	Measures
3	Accessibility	Public transport is more accessible	Headline indicator: accessible transportation VDAC advised that accessible transport is an important indicator.	Use of public transport
3	Accessibility	More spaces and places with universal design	Headline indicator: spaces and places with universal design VDAC advised that accessible transport is only effective if destinations are accessible too. This indicator captures accessibility of places.	Access to buildings and facilities
3	Accessibility	More accessible or adapted footpaths and crossings	Not chosen as headline indicator due to lack of data.	–
3	Accessibility	Increased access to transport	Not chosen as headline indicator due to most data sources used previously are not available or do not cover the current reporting period.	–

Outcome #	Outcome title	Indicator	Headline indicator	Measures
4	Mobility	People with disability report greater mobility	Headline indicator: mobility There was only one indicator, and VDAC advised that we should elevate it to headline status.	Affordable transportation
5	Housing	More people with disability have access to affordable housing	Headline indicator: affordable housing VDAC advised that cost of living was important.	Affordable housing Capacity to pay bills
5	Housing	More people with disability have access to suitable housing	Headline indicator: suitable housing VDAC advised that a headline indicator for housing needs to consider suitability.	Housing satisfaction
5	Housing	More people with disability have access to stable and secure housing	VDAC advised this indicator is closely related to the headline indicator chosen.	–
6	Health	People with disability report improved physical health	Headline indicator: physical health VDAC deemed each indicator in the health domain is important.	Good general health
6	Health	People with disability report an increase in healthy living	Headline Indicator: healthy living	Smoking Affordable healthcare

Outcome #	Outcome title	Indicator	Headline indicator	Measures
6	Health	People with disability report improved mental health	Headline indicator: mental health	Psychological distress
7	Wellbeing	People with disability report increased overall life satisfaction	Headline indicator: life satisfaction VDAC advised that life satisfaction should be a headline indicator	Satisfied with life
7	Wellbeing	People with disability report increased resilience	VDAC stated that this indicator puts the onus back on people with disability to cope with structural inequities they experience.	–
8	Respect	People with disability experience less unfair treatment	Headline indicator: unfair treatment VDAC wants to capture discrimination that may occur for many reasons, across diverse demographics. Please note that because data availability is limited, constructing measures for this indicator that cover the monitoring period is not possible.	Experiences of discrimination

Outcome #	Outcome title	Indicator	Headline indicator	Measures
8	Respect	People with disability experience less disability-related discrimination	There is limited data for this indicator.	–
9	Safety	People with disability experience less interpersonal violence	Headline indicator: interpersonal violence VDAC advised that future development of data needs to consider that unsafe circumstances, environments and events are often not reported. Understanding what progress looks like needs to consider this underreporting.	Physical violence Sexual violence
9	Safety	People with disability report increased community safety	Data not available	–
9	Safety	People with disability report less bullying	Data not available	–
9	Safety	People with disability experience less abuse and neglect	Data not available	–

Outcome #	Outcome title	Indicator	Headline indicator	Measures
10	Education and skills	Increased educational engagement of students with disability	Headline indicator: educational engagement VDAC advised that engagement was an important indicator and should be elevated to headline status.	Continuing education
10	Education and skills	Increased education achievement of students with disability	VDAC advised this is not a good indicator. People with disability face systemic barriers to completing education. Overall, this is an outcome area that needs data development.	–
10	Education and skills	Increased wellbeing of students with disability	Data not available. VDAC advised that wellbeing of students is important and should be prioritised in future data development.	–
10	Education and skills	Increased engagement of Victorian children with disability in state-funded kindergarten	Data not available	–

Outcome #	Outcome title	Indicator	Headline indicator	Measures
10	Education and skills	Increased wellbeing of Victorian children with disability at school entry	Data not available	–
11	Employment	Increased employment	<p>Headline indicator: employment</p> <p>VDAC advised that each of the employment indicators was important. However, it was critical to understand where the gaps in the data are. For example, if data from closed workplaces cannot be included then it is important to acknowledge this limitation in our reporting.</p>	<p>Employment to population ratio</p> <p>Labour force participation</p> <p>Unemployment</p>
11	Employment	Increased job quality	<p>Headline indicator: job quality</p> <p>VDAC advised that an overall job quality indicator should be elevated to headline indicator status.</p>	Employment satisfaction

Outcome #	Outcome title	Indicator	Headline indicator	Measures
11	Employment	Increased positive attitudes towards people with disability in the workplace	Data not available	–
11	Employment	Increased job flexibility and job design adjustment	Data not available. However, there is some overlap in the measures for inclusive employment we used for outcome 14 (see below).	–
12	Economic independence	Improved financial stability and economic	Headline indicator: financial stability and economic independence Cost of living was raised as a priority throughout consultation with VDAC.	Household income Emergency funds Food insecurity
13	Influence and recognition	Increased involvement in civic activities	Headline indicator: civic activities No data was available for the other indicator for this objective, so this indicator was elevated to headline status.	Civic activities
13	Influence and recognition	Increased leadership opportunities	Data was not available	–

Outcome #	Outcome title	Indicator	Headline indicator	Measures
14	Opportunity	People with disability report increased opportunities to pursue and achieve aspirations	<p>Headline indicator: opportunities to pursue and achieve aspirations</p> <p>This was the only indicator for this outcome. There is some data available, so it was elevated to headline status.</p>	<p>Inclusive employment potential</p> <p>Satisfaction with employment opportunities</p>

Future development of the outcomes framework

In our discussions with VDAC there were some key themes that emerged about the gaps in the outcomes framework that need to be addressed.

Indicators that capture the experience of children need to be further developed

While we tried to keep data availability and headline indicator selection separate, there is a lack of available data for the 'Education' outcome. This meant we could not include measures on childhood experiences of the education system.

This is also an outcome area where VDAC had concerns about how measures could reinforce some of the disadvantage and stigma children with disability face in the education system.

We recommend working with VDAC to co-design some new indicators. This should include a thorough data audit is undertaken to help construct appropriate measures.

This further work will be undertaken in consultation with Victorian Government departments, including the development of any new measures and indicators.

Furthermore, our main source of data, HILDA: Household, Income and Labour Dynamics in Australian survey only covers people aged 15 years and over. This meant that many measures do not reflect the experiences of children.

Use best practice from elsewhere

There are a number of other outcomes frameworks in Australia that could be adapted for the state disability plan.

For example, the Australian Disability Strategy (ADS) has an outcomes framework. There is potential to see if ADS Indicators could be utilised.

Consideration of diversity and intersectionality

VDAC members discussed how differences in people's social circumstances and contexts can influence their experience of the indicators.

For example, people with disability living in rural areas are likely to experience greater barriers to accessing public transportation than people with disability living in metropolitan areas.

VDAC also emphasised that people with disability are not a homogenous group. The VDAC subcommittee had concerns with indicators and measures that did not consider intersecting identities, such as gender, age, location and socioeconomic status.

We have discussed this further and included this as a recommendation in the outcomes report.

Be responsive to a changing world

The outcomes framework was developed in 2017.

VDAC discussed how the world has changed substantially since then (for example the impacts of the COVID-19 pandemic, and the rising cost of living).

Committee members were concerned that the indicators and measures did not adequately capture these changes.

We have attempted to capture this feedback in the development of cost of living measures such as 'food insecurity'.

It also includes measures that may capture the impact of COVID-19 on flexible working such as 'employment satisfaction'.

However, more work needs to be done in this domain.

Exclusion of people with disability from data collection is a limitation

Some groups of people with disability are routinely excluded from available survey data.

This includes people living in group homes and those experiencing homelessness.

These data sources also lack information on important lived experience. This includes people with disability working in environments that are not part of open employment (for example, Australian Disability Enterprises).

There is more detail in the outcomes report on the measures where this is an issue.

Part 2 – The State disability plan midway outcomes report 2024

Introduction

The research team worked with the Victorian Disability Advisory Council (VDAC) to refresh the outcomes framework. This work aims to ensure the outcomes framework aligns with the current plan and is accessible and understandable.

The outcomes framework was streamlined by selecting 19 headline indicators from the 37 indicators in the outcomes framework.

In this outcome report, we present the results of our analysis using the 28 measures in the refreshed outcomes framework. We also provide pertinent technical information and key definitions to explain the measures, how they were constructed and what each measure represents.

We also make 4 recommendations for future directions to ensure the next outcomes framework builds on this project and incorporates some of the broader advice provided by VDAC.

Technical detail: measures

For most of the headline indicators, there are 2 measures:

Percentages

Where data is available, we present the percentage of people with and without disability who have the outcome relevant to the measure.

For example, the measure of high social support shows the number of people who have high social support for every 100 people.

So, if 45% of people with disability and 65% of people without disability have high social support, this means if you had 100 people with disability and 100 people without disability, there would be 20 more people without disability that have high levels of social support.

Relative inequality

Relative inequality is a way of comparing people with and without disability. It is the percentage measure for people with disability, divided by the percentage measure for people without disability. In other words, it tells you how many people with disability have the quantity of interest (for example, high social support) for every one person without disability.

Using the measure of 'high social support' as an example:

A **relative inequality of 1** (or close to 1) means that people with and without disability are equally likely to have high levels of social support.

A **relative inequality greater than 1** means that people with disability are more likely to have high social support than people without disability.

For example, a relative measure of 2 means that for every person without disability with high social support, there are 2 people with disability with high social support.

A **relative inequality of less than 1** means that people with disability are less likely to have high social support than people without disability.

For example, a relative measure of 0.6 means that for every person without disability with high social support, there 0.6 people with disability with high social support.

Please note that relative measures, also referred to as relative inequalities in the broader monitoring literature, need to be interpreted carefully.

We recommend looking at them alongside the overall trends in the measure for people with disability, in comparison to people without disability.

Technical detail: defining disability

We use a definition of disability in the report based on the International Classification of Functioning.²⁴ This conceptualises disability as a multidimensional concept relating to body functions and health, activity limitations, the environment in which people live and personal factors.

Overall, each of the data sources used in this report defines disability as a limitation, restriction or impairment that restricts everyday activities and has lasted or is likely to last for 6 months or more.

However, the question(s) used to ascertain this are asked slightly differently across surveys.

For example, the Survey of Disability Ageing and Carers had 152 questions to identify people with disability. However, it has limited information that can be used for outcomes monitoring, and limited information on people without disability.

In contrast, the Household Income and Labour Dynamics in Australia survey (HILDA) uses a single question, and showcard, that lists specific examples of physical, sensory, psychological, intellectual impairments and functional limitations to help prompt people responding.

While the information on disability itself is limited in HILDA, there is rich detail about other life outcomes. This information is also collected for people without disability, so we are able to make comparisons with people without disability.

Technical detail – defining the Victorian population

The analysis in this report is based on people who lived in Victoria at the time of the survey.

Summary of results

Below we provide a summary of the results for each outcome. We focus on whether there has been progress for people with disability in the review period (2018–2020, for most measures). We also look at whether the gap between people with and without disability is closing.

Connection

Social support received from other people has remained stable for people with disability.

While there was a slight close in the gap between people with and without disability, this has come from a decline in social support for people without disability.

24 World Health Organization [WHO]. (2001). International classification of functioning, disability and health: ICF. Geneva: World Health Organization <<https://www.who.int/standards/classifications/international-classification-of-functioning-disability-and-health>>.

Inclusion

The proportion of people with disability attending community events has fallen.

This is also the case for people without disability, meaning that the gap between people with and without disability has remained stable.

The COVID-19 pandemic is likely to have affected this measure.

Satisfaction with community participation has increased slightly for people with disability.

While people with disability are still less likely to be satisfied with community participation, the gap between people with and without disability has become smaller.

Accessibility

Data for the measures selected for this outcome was not accessible for the whole review period. However, we had access to data on accessibility using the 2018 Survey of Disability Ageing and Carers.

For people with disability who left their home, 86.4% were able to use all forms of transport.

For people with disability who left their home and had difficulty or needed assistance with communication or mobility, 76.6% had no difficulty accessing buildings or facilities.

Mobility

About 1 in 8 people with disability spend more than 10% of their income on transport costs. This proportion has remained stable in the reviewed period. While people with disability are more likely to spend an excessive amount of their income on transport than people without disability, the gap has not widened.

Housing

Housing affordability improved slightly for people with disability between 2018 to 2022. The proportion of people with disability spending more than 30% of their income on housing costs fell.

While housing unaffordability remains an issue for people with disability, by this measure there is only a small difference in housing affordability between people with and without disability.

However, people with disability remained twice as likely to be unable to pay their utility bills on time.

And while housing satisfaction increased for people with and without disability, people with disability are less satisfied with their home than people without disability.

Health

Around 1 in 5 people with disability report very good or excellent health, and this proportion has slightly increased in the review period.

Our findings show that people with disability are much less likely to report very good or excellent health than people without disability. This inequality has not improved over time.

People with disability are more likely to smoke than people without disability. This inequality had widened by 2022.

Healthcare has become slightly less affordable for people with disability, as the proportion of people with disability spending more than 10% of their income on health costs had increased, to 12.2% by 2022.

Importantly, the mental health of people with and without disability has worsened significantly over the review period.

In 2017, over half of people with disability reported experiencing psychological distress (compared to around 1 in 3 people without disability). This proportion increased to nearly 2 in 3 people with disability by 2022 (compared to over half of people without disability.) These results could be affected by the COVID-19 pandemic and subsequent lockdowns and restrictions.

Wellbeing

Life satisfaction has improved slightly for people with disability. More than half of people with disability reported being satisfied with their lives.

While more people without disability report being satisfied with their life, the gap between people with and without disability is stable.

Respect

Data for this outcome was not accessible for the review period.

Based on data and analysis previously presented for the outcomes report in 2018, around 1 in 4 people with disability reported experiencing general discrimination or unfair treatment in 2014, compared to 1 in 6 people without disability.

Safety

The research team did not have access to data for the review period for this outcome.

However, in 2018 people with disability were more than twice as likely to experience physical violence and nearly three times as likely to experience sexual violence in the previous 12 months than people without disability.

Education and skills

The proportion of adults with disability studying for a qualification has increased slightly to around 8% by 2022.

While adults with disability are less likely to be studying than people without disability, this gap has decreased.

Employment

Across a range of employment measures, we found that people with disability are less likely to participate in the labour force and are more likely to be unemployed than people without disability.

However there has been some progress – the proportion of people with disability in the labour force has increased with nearly half of people with disability in the labour force in 2022.

Unemployment has remained stable though, and inequality has increased with unemployment falling for people without disability.

For those in employment, the proportion of people with disability satisfied with their job and hours has increased.

Economic independence

The proportion of people with disability living in lower income households has fallen.

However, there is still substantial inequality, with people with disability remaining 1.6 times more likely to be in a lower income household than people without disability.

People with disability remain 1.6 times more likely than people without disability to be unable to access emergency funds, if there is an unexpected cost they need to cover.

The proportion of people with disability who went without meals because of a lack of money has increased and is over 4 times higher than people without disability. In 2022, almost 1 in every 10 people with disability went without meals because of money.

Influence and recognition

The proportion of people with disability who regularly participate in civic activities has fallen slightly, with only one in four reporting participation in 2022.

However, participation for people without disability has also decreased, likely reflecting the impacts of COVID-19.

So, while people with disability remain less likely to participate in civic activities, this inequality has improved slightly.

Opportunity

There has been some progress in employment opportunities for people with disability – but only 59% of people with disability reporting that they were satisfied with their employment opportunities in 2022.

And while fewer people with disability than people without disability report satisfaction with their employment opportunities, inequality is closing.

Results

Below we present the results of our analysis for each of the 19 headline indicators and 28 measures in the refreshed outcomes framework.

As detailed above, in the executive summary, we predominantly present 2 measures in each table:

- the percentage measure for people with and without disability (where data is available)
- the relative inequality measure, which is the percentage for people with disability divided by the percentage for people without disability.

We also present the following key technical information:

- a definition of the percentage measure, to explain how the measure was calculated
- the data source and availability, to explain the frequency at which the data can be analysed
- a technical note that explains the survey questions used, and key details regarding data preparation and calculations to construct the measure.

In the results section for each table we present the high-level results, followed by more detailed complex technical information.

Outcome 1: Connection

Headline indicator 1.1: Social connection

Measure: Access to social support

Measure 1	Proportion of people with high social support			
Rationale	Social support reflects if an individual is having their needs for social connection met. Social support is associated with many outcomes (for example, physical and mental health) and is commonly measured and reported.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	44.9%	65.3%	0.69
	2022	44.7%	60.6%	0.74
Description of results	<p>In 2018, the proportion of people with disability with access to high social support was 44.9%. By 2022, access to high levels of social support remained stable at 44.7%.</p> <p>In comparison to people without disability, people with disability have gone from being 0.69 times less likely to 0.74 times less likely to have high social support. While this represents a slight close in the gap between people with and without disability, this has come from a decline in social support for people without disability.</p>			
Definition	<p>This measure is estimated separately for people with and without disability.</p> <p>Denominator: People aged 15+ years</p> <p>Numerator: People with social support of 8 or more on the social support scale</p>			
Data source	Household, Income and Labour Dynamics in Australia (HILDA)			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	<p>Social support is based on 10 questions where people describe the level of support they get from others.</p> <p>It includes positive scenarios, such as: 'When I need someone to help me out, I can usually find someone'. It also includes negative scenarios, such as 'I have no one to lean on in times of trouble'.</p> <p>People receive one point each time they 1) agree with a positive scenario or 2) disagree with a negative scenario, resulting in a score ranging from 0 to 10.</p> <p>We consider a score of 8 or higher as indicative of high social support.</p>			

Outcome 2: Inclusion

Headline indicator 2.1: Activity in the community

Measure: Participation in community events

Measure 1	Proportion of people who regularly attend community events			
Rationale	Community events include those which are free to attend, encompassing a wider range of participation.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	36.4%	45.1%	0.81
	2022	31.5%	39.8%	0.79
Description of results	<p>In 2018, the proportion of people with disability who regularly attended community events was 36.4%. By 2022 regular attendance at community events had fallen to 31.5% for people with disability.</p> <p>In comparison to people without disability, people with disability have gone from being 0.81 times less likely to 0.79 less likely to regularly attend community events.</p> <p>This shows a declining trend in community event participation for both people with and without disability over the 4-year period.</p> <p>Please note the monitoring period includes the COVID-19 pandemic when there were fewer community events. That said, the results highlight the ongoing gap in participation rates, with individuals with disability consistently less likely to attend community events compared to those without disability.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People who attend community events sometimes, often, or very often</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	This measure is based on the report of how often someone attends events that bring people together – such as fetes, shows, festivals or other community events.			

Outcome 2: Inclusion

Headline indicator 2.1: Activity in the community

Measure: Satisfaction with community participation

Measure 2	Proportion of people satisfied with their community participation			
Rationale	Satisfaction with community participation identifies if an individual's participation in the community is meeting their needs.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	36.9%	44.9%	0.82
	2022	39.4%	43.2 %	0.91
Description of results	<p>In 2018, 36.9% of people with disability reported they were satisfied with their community participation. By 2022, the proportion of people with disability who were satisfied with their community participation had increased to 39.4%.</p> <p>In comparison to people without disability, people with disability have gone from being 0.82 times less likely to 0.91 times less likely to be satisfied with community participation. The data show a potential narrowing inequality in satisfaction with community participation between people with and without disability.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People with a community participation satisfaction score of 8 or more</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	We use satisfaction with community participation as a proxy measure for the extent to which people with disability feel included with community activities. To measure satisfaction with community participation, people are asked to rate, between 0-10 the extent to which they are satisfied with 'feeling part of your local community?'			

Outcome 3: Accessibility

Headline indicator 3.1: Accessible transportation

Measure: Use of public transport

Measure 1	Proportion of people who can use public transport with no difficulty			
Rationale	VDAC recommended reflecting mobility and accessibility in two separate headline indicators. This item is intended to reflect the concept of mobility, which refers to the ability to move freely throughout the environment.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	86.4%	-	-
	2022	Not accessible for this review	-	-
Description of results	In 2018, 86.4% of people with disability who left their home were able to use all forms of transport.			
Definition	<p>This item was only asked of people with disability within the Survey of Disability, Ageing and Carers (SDAC).</p> <p>Denominator: All people aged 15+ years who leave their home</p> <p>Numerator: People who could use all forms of transport</p>			
Data source	SDAC			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Next available in SDAC 2022 release</p>			
Technical note	<p>The most recent release of SDAC (SDAC 2022) became available to researchers in July 2024. This release requires a project proposal, incurs fees, and can only be accessed through a secure data environment with vetting procedures. We were unable to access this data for this report.</p> <p>In the available SDAC data (SDAC 2018), this measure has a highly specific denominator. This makes the measure difficult to replicate and challenging to understand, as it is not entirely clear who is (and is not) included in the denominator.</p> <p>Additionally, this measure has a focus on individual difficulties instead of accessible infrastructure for people with disability. Without proper care, this can assign the onus of lack of accessible infrastructure to people with disability. Therefore, we recommend the development of a better measures of use of public transport in future monitoring work.</p>			

Outcome 3: Accessibility

Headline indicator 3.2: Spaces and places with universal design

Measure: Access to buildings and facilities

Measure 2	Proportion of people who had no difficulty accessing buildings or facilities in the last 12 months			
Rationale	VDAC recommended reflecting mobility and accessibility in two separate headline indicators. This item reflects accessibility of places and spaces.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	76.6%	-	-
	2022	Not accessible for this review	-	-
Description of results	In 2018, 76.6% of people who disability who left their home and who had difficulty or required assistance with communication and/or mobility had no difficulty accessing buildings or facilities due to their disability.			
Definition	<p>This item was only asked of people with disability.</p> <p>Denominator: People aged 15+ years who leave their home and who need assistance or have difficulty with communication with someone they do not know because of disability or need assistance or have difficulty with mobility because of disability</p> <p>Numerator: People who had no difficulty accessing buildings or facilities due to disability in the last 12 months</p>			
Data source	SDAC			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Next available in SDAC 2022 release</p>			

Technical note

The most recent release of SDAC (SDAC 2022) became available to researchers in July 2024. This release requires a project proposal, incurs fees, and can only be accessed through a secure data environment with vetting procedures. We were unable to access this data for this report.

In the SDAC data available to us (SDAC 2018), this measure has a highly specific denominator. This makes the measure challenging to understand, as it is not entirely clear who is (and is not) included in the denominator.

Additionally, this measure has a focus on individual difficulties instead of accessible infrastructure for people with disability. Without proper care, this can assign the onus of lack of accessible infrastructure to people with disability. Therefore, we do not recommend this measure and urge development of a better measure of accessibility of buildings in future monitoring work.

Outcome 4: Mobility

Headline indicator 4.1: Mobility

Measure: Affordable transportation

Measure 1	Proportion of people who spend more than 10% of their income on transportation costs			
Rationale	This measure indicates if a person is spending an excessive amount of money on transportation needs. This may be particularly relevant for people with disability who may incur extra costs and have specific transport needs.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	13.3%	8.8%	1.51
	2022	13.0%	8.4%	1.55
Description of results	<p>In 2018, the proportion of people with disability who spent more than 10% of their income on transportation costs was 13.3%, remaining stable through to 2022, where 13.0% of people with disability spent more than 10% of their income on transportation costs.</p> <p>In comparison to people without disability, people with disability were 1.5 times more likely to spend more than 10% of their income on transportation costs. This data illustrates that a consistently higher proportion of people with disability spend more than 10% of their income on transportation costs.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People living in households in which transportation costs exceed 10% of household disposable income</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	<p>Transportation costs include 1) public transport, taxis and ride-sharing services (for example, Uber or DiDi); 2) Motor Vehicle fuel (petrol, diesel, LPG) and engine oil; 3) Motor vehicle repairs and maintenance (including regular servicing). Transportation costs do not include purchase of a car for this measure. Disposable income refers to 'disposable regular income' as reported by the HILDA survey. It is total income minus estimated income taxes. Regular income excludes irregular components of income such as inheritance.</p>			

Outcome 5: Housing

Headline indicator 5.1: Affordable housing

Measure: Affordable housing

Measure 1	Proportion of people who spend more than 30% of their income on housing costs			
Rationale	Spending more than 30% of income on housing is a standard way of considering housing affordability.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	16.1%	15.5%	1.04
	2022	13.8%	12.8%	1.08
Description of results	<p>In 2018, the proportion of people with disability who spent more than 30% of their income on housing costs was 16.1%. By 2022, this had fallen slightly, with 13.8% for people with disability spending more than 30% of their income on housing costs.</p> <p>For both people with and without disability the proportion of people spending more than 30% of their income on housing costs has decreased slightly from 2018 to 2022. But relative differences between people with and without disability have remained stable</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People living in households in which housing costs exceed 30% of household disposable income</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	<p>HILDA is a household survey. By design it does not include people experiencing homelessness or those living in communal homes, hotels, hospitals, nursing homes, and other non-private dwellings. This is an important limitation of our headline measures, as they do not include people with disability in non-private dwellings.</p> <p>Disposable income refers to “disposable regular income” as reported by the HILDA survey. It is total income minus estimated income taxes. Regular income excludes irregular components of income such as inheritance.</p>			

Outcome 5: Housing

Headline indicator 5.1: Affordable housing

Measure: Capacity to pay bills

Measure 2	Proportion of people not able to pay their utility bills on time			
Rationale	Paying bills on time reflects if a person has money available at the time that they need it. This may likewise affect housing security.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	15.7%	7.6%	2.07
	2022	14.9%	6.9%	2.15
Description of results	<p>In 2018, 15.7% of people with disability reported they were unable to pay their utility bills on time. By 2022 this had remained largely stable with 14.9% of people with disability reporting they were not able to pay their utility bills on time.</p> <p>Compared to people without disability, people with disability were twice as likely to not be able to pay their bills on time at both time periods. The data therefore indicate a consistently higher proportion of people with disability are unable to pay their utility bills on time.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People who could not pay electricity, gas or telephone bills on time</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	<p>By design, the HILDA survey – a household-based survey – does not include people experiencing homelessness or those living in communal homes, hotels, hospitals, nursing homes, and other non-private dwellings. This is an important limitation of our headline measures, as they do not include people with disability in non-private dwellings.</p> <p>Participants in HILDA were asked if, in the year of the survey, they had been unable to pay their electricity, gas, or telephone bills on time due to a shortage of money.</p>			

Outcome 5: Housing

Headline indicator 5.2: Suitable housing

Measure: Housing satisfaction

Measure 1	Proportion of people who are satisfied with their home			
Rationale	Housing satisfaction reflects if a person's house meets their housing needs and is an indicator of suitable housing.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	66.5%	70.9%	0.94
	2022	70.8%	75.3%	0.94
Description of results	<p>In 2018, 66.5% of people with disability reported being satisfied with their home. By 2022, 70.8% of people with disability were satisfied with their home.</p> <p>Housing satisfaction has increased for both groups, so the inequality in housing satisfaction has stayed stable – people with disability are 0.94 times less likely to be satisfied with their home. This data show that there still remains a gap in housing satisfaction between people with and without disability.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People with a home satisfaction score of 8 or more</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	<p>HILDA, by design does not include people experiencing homelessness or living in communal homes, hotels, hospitals, nursing homes, and other non-private dwellings. This is an important limitation, as it means the data does not include people with disability in non-private dwellings. We don't have specific data on suitable housing conditions for people with disability. We do not know if physical access to the home or its layout and amenities are suitable for individuals. Instead, we are using housing satisfaction as an approximation of suitable housing. Housing satisfaction refers to how satisfied individuals are with their housing conditions, influenced by factors such as the physical quality of the home, neighbourhood characteristics, and the alignment of these with personal expectations and needs.</p>			

Outcome 6: Health

Headline indicator 6.1: Physical health

Measure: Good general health

Measure 1	Proportion of people who report very good or excellent health			
Rationale	Self-rated health is a standard health measure and is associated with many health outcomes, including mortality risk.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	21.6%	61.8%	0.35
	2022	22.4%	60.2%	0.37
Description of results	<p>In 2018, the proportion of people with disability who reported very good or excellent health was 21.6%. By 2022, general health was largely unchanged, with 22.4% of people with disability reporting very good or excellent self-rated health.</p> <p>Compared to people without disability, people with disability in 2018 were 0.35 times less likely, and in 2022 0.37 times less likely to report very good or excellent self-rated health. This data show that people with disability are much less likely to report very good or excellent general health than people without disability, and this inequality has not closed over time.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People who report very good or excellent health</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	Self-rated health is a valid measure of health status and studies have shown that it can predict both mortality and chronic diseases, such as diabetes and stroke.			

Outcome 6: Health

Headline indicator 6.2: Healthy living

Measure: Smoking

Measure 1	Proportion of people who smoke			
Rationale	Smoking causes preventable deaths and decreased health and wellbeing.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	18.7%	14.9%	1.25
	2022	18.3%	11.8%	1.55
Description of results	<p>In 2018, the proportion of people with disability who smoked was 18.7%. In 2022, the proportion of people with disability who smoked remained stable at 18.3%.</p> <p>Compared to people without disability, in 2018 people with disability were 1.25 times more likely to smoke and by 2022 the inequality had widened with people with disability 1.55 times more likely to smoke than people without disability. The data indicates a widening inequality in smoking between people with and without disability.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People who smoke cigarettes or other tobacco products</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	Smoking was determined based on the question 'Do you smoke cigarettes or any other tobacco products?' We classified participants who answered, 'Yes, I smoke daily', 'Yes, I smoke at least weekly (but not daily)', and 'Yes, I smoke less often than weekly' as smokers.			

Outcome 6: Health

Headline indicator 6.2: Healthy living

Measure: Affordable healthcare

Measure 2	Proportion of people who spend more than 10% of their income on health costs			
Rationale	Spending more than 10% of income on health costs is deemed 'catastrophic healthcare expenditure'.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	11.7%	4.1%	2.88
	2022	12.2%	4.9%	2.48
Description of results	<p>In 2018, the proportion of people with disability spending more than 10% of their income on health costs was 11.7%. In 2022, the proportion of people with disability spending more than 10% of their income on health costs had increased, to 12.2% among people with disability.</p> <p>Compared to people without disability, people with disability were 2.88 times more likely in 2018 and 2.48 times more likely in 2022 to spend more than 10% of their income on health costs. Caution should be taken when assessing the gap between the two groups. It has closed slightly, but not because spending levels have decreased, but because more people without disability are spending more than 10% of their income on health costs.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People living in households in which health costs exceed 10% of household disposable income</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			

Technical
note

People with disability may be more likely to have serious health issues which incur significant costs. Health costs include private health insurance; fees paid to health practitioners; and medicines, prescriptions, pharmaceuticals, and alternative medicines.

Disposable income refers to 'disposable regular income' as reported by the HILDA survey. It is total income minus estimated income taxes. Regular income excludes irregular components of income such as inheritance.

Outcome 6: Health

Headline indicator 6.3: Mental health

Measure: Psychological distress

Measure 1	Proportion of people who report psychological distress			
Rationale	Psychological distress is a standard measure with a clinically significant interpretation.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2017	56.5%	35.7%	1.58
	2021	63.2%	52.0%	1.22
Description of results	<p>In 2017, the proportion of people with disability who reported psychological distress was 56.5%. By 2022, mental health had worsened, with 63.2% of people with disability reporting psychological distress.</p> <p>Even though the relative difference has fallen – people with disability have gone from 1.58 to 1.22 times more likely to experience psychological distress – people with disability report substantially higher levels of psychological distress than people without disability. Mental health is getting worse for both people with and without disability.</p> <p>Caution should be taken when assessing just the gap between the two groups; it has closed not because mental health has improved, but because mental health has declined more for people without disability than people with disability.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People with moderate to very high levels of psychological distress</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2017</p> <p>Frequency: K10 in HILDA is collected every other year</p>			

Technical
note

Psychological distress is a form of emotional suffering marked by symptoms of depression and anxiety. It is measured with a tool called the Kessler Psychological Distress Scale. People are asked how often they have felt negative feelings like nervousness or depression in the past 4 weeks. Based on their answers, they receive a score from 10 (indicating fewer negative feelings) to 50 (indicating more negative feelings). Aligned with the literature, a score of 16 or higher to be indicative of moderate psychological distress.

Outcome 7: Wellbeing

Headline indicator 7.1 Life satisfaction

Measure: Satisfied with life

Measure 1	Proportion of people who are satisfied with their life			
Rationale	Life satisfaction is a standard measure that allows individuals to consider components of their life that they value and assess their overall quality of life.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	54.1%	71.9%	0.75
	2022	56.3%	75.6%	0.74
Description of results	<p>In 2018, the proportion of people with disability who reported being satisfied with their life was 54.1%. By 2022, self-reported life satisfaction had improved slightly, increasing to 56.3% for people with disability.</p> <p>Compared to people without disability, people with disability were 0.75 times less likely to report being satisfied with their life in 2018, and this remained stable through to 2022. This data shows persistent, but stable inequalities in life satisfaction when comparing people with and without disability over the 2018–2022 time period.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People with a life satisfaction score of 8 or more</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	Life satisfaction refers to an individual's overall assessment of their quality of life. It is a subjective measure that reflects how individuals feel about their lives as a whole, including aspects such as their physical health, emotional well-being, social relationships, employment, income, and personal achievements.			

Outcome 8: Respect

Headline indicator 8.1: Unfair treatment

Measure: Experiences of discrimination

Measure 1	Proportion of people who experienced discrimination in the last 12 months			
Rationale	Discrimination indicates a lack of social inclusion and negatively influences mental and physical health and socio-economic participation.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2014	24.9%	16.3%	1.53
	2025	Not available	Not available	-
Description of results	<p>For this outcome, we must use data and analysis previously presented for the old outcomes framework. In 2014, 24.9% of people with disability reported experiencing general discrimination or unfair treatment, compared to 16.3% of people without disability.</p> <p>This inequality could have closed or widened since 2014. It is highly unlikely (given what we know about the lived experience of people with disability and the patterns across the range of measures in this report) that this inequality will no longer be present in Victoria.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: Proportion of people who experienced general discrimination or unfair treatment in the last 12 months.</p>			
Data source	General Social Survey (GSS)			
Data availability	<p>Baseline year: 2014</p> <p>Frequency: The next GSS is scheduled for 2025</p>			
Technical note	The General Social Survey (GSS) was conducted in 2014 and 2020. The 2020 estimates are not representative at the state level, according to the ABS, and can only be accessed through special agreement with the ABS in their datalab environment. Therefore, no new estimates are presented.			

Outcome 9: Safety

Headline indicator 9.1: Interpersonal violence

Measure: Physical violence

Measure 1	Proportion of people who experienced physical violence in the last 12 months			
Rationale	Physical violence is a standard measure of violence that includes both physical assault and threats.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	7.7%	3.3%	2.33
	2022	Not accessible for this review	Not accessible for this review	-
Description of results	For this outcome we must use data and analysis previously presented for the old outcomes framework. In 2018, 7.7% of people with disability experienced physical violence in the last 12 months, in comparison to 3.3% of people without disability.			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 18+ years</p> <p>Numerator: People experiencing physical violence in the last 12 months</p>			
Data source	Personal Safety Survey (PSS)			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Next available in the 2021–22 PSS release</p>			
Technical note	<p>We recommend using the Personal Safety Survey (PSS) for estimates, as it is the best current survey for collecting information on experiences of violence in Australia. Survey reports, such as the PSS, generally show higher rates of violence compared to administrative data such as police records, as many people who experience violence may not report it to the authorities.</p> <p>Because collecting violence data involves many important technical and ethical considerations, the PSS was the best option available. That said, we cannot directly request access to PSS microdata. Any further analyses must be requested through the ABS, which offers specialist consultancy services.</p>			

Outcome 9: Safety

Headline indicator 9.2: Interpersonal violence

Measure: Sexual violence

Measure 2	Proportion of people who experienced sexual violence in the last 12 months			
Rationale	Sexual violence is a standard measure of violence that includes both sexual assault and threats. Sexual violence is associated with poorer short and long term physical and mental health outcomes for victims/survivors, as well as their families and communities.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	3.4%	1.2%	2.83
	2022	NA	NA	-
Description of results	For this outcome, we have to use data and analysis previously presented for the old outcomes framework. In 2018, 3.4% of people with disability experienced sexual violence in the last 12 months, in comparison to 1.2% of people without disability.			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 18+ years</p> <p>Numerator: people experiencing sexual violence in the last 12 months</p>			
Data source	PSS			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Next available in the 2021-22 PSS release</p>			
Technical note	<p>We recommend using the Personal Safety Survey (PSS) for estimates, as it is the gold standard for collecting information on experiences of violence in Australia. Survey reports, such as the PSS, generally show higher rates of violence compared to administrative data such as police records, as many people who experience violence may not report it to the authorities.</p> <p>Because collecting violence data involves many important technical and ethical considerations, the PSS was the best option available. That said, we cannot directly request access to PSS microdata. Any further analyses must be requested through the ABS, which offers specialist consultancy services.</p>			

Outcome 10: Education and skills

Headline indicator 10.1: Educational engagement

Measure: Continuing education

Measure 1	Proportion of people studying for a qualification			
Rationale	Studying for a qualification reflects engagement in education beyond secondary level.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	5.4%	13.2%	0.41
	2022	7.9%	12.3%	0.64
Description of results	<p>In 2018, the proportion of people with disability aged 18+ studying for a qualification was 5.4%. By 2022, this had increased slightly for people with disability to 7.9%.</p> <p>Compared to people without disability, people with disability have gone from 0.41 times less likely to 0.64 times less likely to be studying for a qualification. This data show that inequality in studying for a qualification has narrowed slightly, due to the increase in continuing education among people with disability.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 18+ years</p> <p>Numerator: People currently studying for a qualification</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	<p>This measure includes any studies beyond secondary education, such as attending universities, technical colleges, industry skills centres and other educational institutions.</p> <p>We created this measure based on two key factors. First, VDAC found measures of educational attainment problematic, and while there was more positivity around other potential indicators – such as engagement and wellbeing – we did not settle on a consensus for an alternative headline indicator. Engagement in the education system was emphasised as being important by VDAC members. Second, the Attitudes to School Survey – was not available to the research team.</p> <p>And even if it was, from reviewing its documentation, we are unsure if it could be used for monitoring.</p>			

Outcome 11: Employment

Headline indicator 11.1 Employment

Measure: Employment to population ratio

Measure 1	Proportion of people in employment			
Rationale	The employment to population ratio is a standard employment measure, which measures the proportion of all population in work, regardless of age, retirement, and intention to work.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	40.1%	77.7%	0.52
	2022	45.8%	78.8%	0.58
Description of results	<p>In 2018, the proportion of people with disability in employment was 40.1%. By 2022 this had increased for people with disability to 45.8%.</p> <p>Compared to people without disability, in 2018 people with disability were 0.52 times less likely to be employed. By 2022 this inequality had closed slightly so that people with disability were 0.58 times less likely to be employed than people without disability.</p> <p>This data shows the inequality in employment between people with and without disability has narrowed slightly. However, the proportion of people with disability in employment is substantially lower than for people without disability.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People in employment</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	This measure is similar to the 'employment to population ratio' calculated by the Australian Bureau of Statistics. It should be interpreted with caution, since the denominator is based on the entire population – including those who no longer wish or have intention to work (for example, those who retired).			

Outcome 11: Employment

Headline indicator 11.1: Employment

Measure: Labour force participation

Measure 2		Proportion of people in the labour force		
Rationale	Labour force participation is a standard employment measure. Labour force participation can be associated with increased mental and physical health and greater social participation.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	43.4%	81.0%	0.54
	2022	48.4%	80.7%	0.60
Description of results	<p>In 2018, the proportion of people with disability in the labour force was 43.4%. By 2022, this had increased for people with disability to 48.4%.</p> <p>Compared to people without disability, in 2018 people with disability were 0.54 times less likely to be in the labour force. By 2022 this inequality had closed slightly so that people with disability were 0.6 times less likely to be in the labour force than people without disability.</p> <p>This data shows the inequality in labour force participation between people with and without disability has narrowed slightly. However, the proportion of people with disability in the labour force is substantially lower than for people without disability.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People in the labour force</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	This measure is similar to the 'participation rate' calculated by the Australian Bureau of Statistics. People in the labour force are those who are a) employed or b) not employed, but actively looking for work and available to start work.			

Outcome 11: Employment

Headline indicator 11.1: Employment

Measure: Unemployment

Measure 3	Proportion of people who are unemployed			
Rationale	The unemployment rate is a standard measure. Unemployment is associated with poorer health and socioeconomic outcomes.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	5.5%	4.6%	1.22
	2022	5.6%	2.3%	2.45
Description of results	<p>In 2018, 5.5% of people with disability who were in the labour force were unemployed. In 2022, the proportion remained stable for people with disability, with 5.6% of people with disability in the labour force being unemployed.</p> <p>In comparison to people without disability, people with disability were 1.2 times more likely to be unemployed than people without disability, increasing to 2.45 times as likely in 2022. This increase in inequality occurred as the proportion of people without disability who were unemployed fell from 4.6% to 2.3%</p> <p>This shows that there is a gap in the unemployment rate between people with and without disability, and this inequality widened between 2018 and 2022.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: People in the labour force aged 15+ years</p> <p>Numerator: Unemployed people</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	Unemployment reflects individuals who are not currently employed, are actively looking for work, and are available to start work. This is a standard way of measuring unemployment.			

Outcome 11: Employment

Headline indicator 11.2: Job quality

Measure: Employment satisfaction

Measure 1	Proportion of people satisfied with their jobs and work hours			
Rationale	Satisfaction with one's job and work hours act as a proxy for whether a job is a suitable fit for an individual. Poorer quality employment and underemployment are associated with poorer health, decreased life satisfaction, and financial stress.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	43.0%	46.9%	0.92
	2022	46.8%	49.0%	0.96
Description of results	<p>In 2018, the proportion of people with disability who were employed and satisfied with their jobs and work hours was 43.0% for people with disability. By 2022, employment and job satisfaction had increased for people with disability to 46.8%.</p> <p>Compared to people without disability, people with disability were 0.92 times less likely to be satisfied with their jobs and work hours in 2018, and 0.96 less likely in 2022.</p> <p>This data show that people's employment and satisfaction with their jobs and hours has increased between 2018 and 2022, and that while there is still a gap between people with and without disability, it has closed slightly.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: Employed people aged 15+ years</p> <p>Numerator: People who are satisfied with their jobs and work hours</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	This is a composite measure. Based on all employed people, it is considered positive for individuals who report being satisfied with both their job and their number of work hours. The inclusion of work hours accounts for underemployment, where people work fewer hours than they would like.			

Outcome 12: Economic independence

Headline indicator 12.1: Financial stability and economic independence

Measure: Household income

Measure 1	Proportion of people living in lower income households			
Rationale	Cost of living was raised by VDAC as an important issue facing people with disability. Lower income reflects a basic measure of income inequality. Values above 40% indicate that the group is poorer than the general Australian population.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	59.4%	35.5%	1.67
	2022	55.2%	33.5%	1.65
Description of results	<p>In 2018, the proportion of people with disability living in lower income households was 59.4%. By 2022, this had decreased slightly for people with disability to 55.2%</p> <p>In comparison to people without disability, people with disability were 1.67 times more likely to be in lower income households in 2018, and 1.65 times more likely by 2022. This data show that, while the number of people with disability living in lower income households has fallen slightly, people with disability are considerably more likely to live in a lower income household than people without disability.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People living in households in the lower 40% of Equivalised Disposable Household Income</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	<p>If Australia was made up of 100 households, lined up from lowest income to highest income, 'lower income households' are the first 40 households. For this measure, income refers to equivalised disposable income. Disposable household income after tax is the money available for day-to-day living. Equivalised means we adjust income based on the number and age of people in the household. We include only regular income, excluding irregular sources of income such as receiving an inheritance.</p>			

Outcome 12: Economic independence

Headline indicator 12.1: Financial stability and economic independence

Measure: Emergency funds

Measure 2	Proportion of people without accessible emergency funds			
Rationale	This measure captures whether people have the means to financially cope with unexpected costs.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	26.4%	16.5%	1.60
	2022	27.3%	16.7%	1.64
Description of results	<p>In 2018, the proportion of people with disability without accessible emergency funds was 26.4%. By 2022 this was similar, with 27.3% of people with disability not able to access emergency funds.</p> <p>In comparison to people without disability, in 2018 people with disability were 1.6 times more likely to be unable to access emergency funds, and 1.64 times more likely in 2022.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People who could not raise money in an emergency or would need to do something drastic (\$4000 in 2022 and \$3000 in 2018)</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	<p>The question in HILDA asks, 'Suppose you had only one week to raise \$3000 [in 2018] / \$4000 [in 2022] for an emergency. Which of the following best describes how hard it would be for you to get that money?'. People were deemed to not have access to emergency funds if they had to do something drastic or were unable to raise them.</p>			

Outcome 12: Economic independence

Headline indicator 12.1: Financial stability and economic independence

Measure: Food insecurity

Measure 3	Proportion of people who went without meals because of lack of money			
Rationale	This measure reflects a serious level of deprivation driven by very low income. It has been included reflecting VDAC's advice that the cost of living was currently an important issue for people with disability.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	7.8%	2.4%	3.20
	2022	8.7%	2.0%	4.34
Description of results	<p>In 2018, 7.8% of people with disability went without meals because of a lack of money. By 2022, this had risen to 8.7% of people with disability going without meals because of a lack of money.</p> <p>Compared to people without disability, people with disability were 3.2 times more likely to go without meals because of a lack of money, rising to 4.3 times more likely in 2022. These data indicate growing inequalities in people with disability going without meals because of a lack of money.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People who went without meals because of lack of money</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	This measure is based on a question that asks people if they went without meals because of a lack of money during that year.			

Outcome 13: Influence and recognition

Headline indicator 13.1: Civic activities

Measure: Civic activities

Measure 1	Proportion of people who regularly participate in civic activities			
Rationale	This measure is based on the literature and includes various forms of public participation that contribute to the democratic process and community well-being.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	27.6%	32.3%	0.85
	2022	24.3%	27.2%	0.89
Description of results	<p>In 2018, the proportion of people with disability who regularly participated in civic activities was 27.6%. By 2022 this had decreased slightly for people with disability to 24.3%.</p> <p>The gap between people with and without disability decreased slightly, but only because civic engagement decreased more for people without disability than for people with disability.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People who participate in civic activities sometimes, often or very often</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	<p>Civic activities are defined broadly to include various forms of public participation that contribute to the democratic process and community well-being. This can encompass actions like involvement in unions, political parties, or advocacy groups, volunteering on boards, and organizing committees for clubs or non-profit organizations.</p> <p>In the measure, civic activities include 1) getting involved in activities for a union, political party, or group that is for or against something; 2) volunteering on boards or organising committees of clubs, community groups or other non-profit organisations; 3) encouraging others to get involved with a group that's trying to make a difference in the community; and 4) getting in touch with a local politician or councillor about concerns.</p>			

Outcome 14: Opportunity

Headline indicator 14.1: Opportunities to pursue and achieve aspirations

Measure: Inclusive employment potential

Measure 1	Proportion of people who could work if accommodations were provided			
Rationale	Employment is a key pathway for pursuing individual aspirations. People with disability who could work if provided with appropriate accommodations are a group with potential to join the workforce and that would benefit from direct intervention.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	6.6%	-	-
	2022	Not accessible for this review	-	-
Description of results	In 2018, 6.6% of people with disability who are permanently unable to work, responded that they could work if accommodations were provided.			
Definition	<p>This item was only asked of people with disability within the Survey of Disability, Ageing and Carers.</p> <p>Denominator: People aged 15+ years who are permanently unable to work</p> <p>Numerator: People who could work if accommodations were provided</p>			
Data source	SDAC			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Next available in SDAC 2022 release</p>			
Technical note	<p>The most recent release of SDAC (SDAC 2022) became available to researchers in July 2024. This release requires a project proposal, incurs fees, and can only be accessed through a secure data environment with vetting procedures. We were unable to access this data for this report.</p> <p>This measure is based on a question that asks people who are permanently unable to work what their requirements are that could enable them to work. These include training, equipment and working from home.</p>			

Outcome 14: Opportunity

Headline indicator 14.1: Opportunities to pursue and achieve aspirations

Measure: Satisfaction with employment opportunities

Measure 2		Proportion of people satisfied with employment opportunities		
Rationale	This measure considers if people feel they are getting employment opportunities that are appropriate and in line with their expectations.			
Results (numbers)	Year	People with disability	People without disability	Relative inequality
	2018	47.8%	63.1%	0.76
	2022	58.8%	71.2%	0.83
Description of results	<p>In 2018, 47.8% people with disability were satisfied with their employment opportunities. By 2022 this had increased to 58.8% of people with disability being satisfied with their employment opportunities.</p> <p>In comparison to people without disability, people with disability were 0.76 times less likely to be satisfied with their employment opportunities in 2018, and 0.83 times less likely in 2022. While these data show clear inequalities at both time points, there is improving satisfaction with job opportunities for people with and without disability, and the gap is closing slightly.</p>			
Definition	<p>Each measure is estimated separately for people with and without disability where data is available.</p> <p>Denominator: All people aged 15+ years</p> <p>Numerator: People with an employment opportunities satisfaction score of 8 or more</p>			
Data source	HILDA			
Data availability	<p>Baseline year: 2018</p> <p>Frequency: Annual</p>			
Technical note	<p>We are using satisfaction with employment opportunities as a proxy measure for the extent to which people with disability feel they are getting opportunities to pursue and achieve their aspirations.</p> <p>People are asked to rate, between 0-10 the extent to which they are satisfied with things happening in their life. For this measure respondents are asked if they are satisfied with their "employment opportunities?"</p>			

Opportunities to improve outcomes reporting

New data

The Commonwealth is investing \$31 million to develop the National Disability Data Asset (NDDA). This will present many opportunities to improve outcome monitoring for people with disability in Victoria.

The development of large, person-level linked data assets means that now is the time to accelerate investment in research and analysis that aims to use these datasets to monitor outcomes for people with disability. This includes evaluating the effectiveness of social policy on improving the lives of people with disability in Victoria.

The NDDA will include a series of linked datasets from the Commonwealth and state governments. It will provide insights on service-use pathways and outcomes for people with disability across government service systems. In a secure datalab environment, it will provide detailed, unidentified individual-level information on interactions with government services (for example, NDIS, Disability Support Pension (DSP) and tax data), and key life events (for example, deaths and hospitalisations).

However, it is vital that we understand what can and cannot be done with such data.

The NDDA will have complete coverage of those who use a specific service. For example, NDIS data in the NDDA will accurately reflect everyone who uses the scheme at a given time, and since its roll out. Linking this information to hospital records, for example, will allow researchers to assess whether NDIS services and supports enable people to return home from hospital promptly.

The NDDA will allow more granular analysis of key events in people's lives. For example, after a health event, such as hospitalisation due to a heart attack, what factors predict NDIS participants' return to work and recovery? Further, how can NDIS services be better used to aid participants return to their income prior to the event?

However, the NDDA will not have total coverage of all Victorians with a disability. Because data assets, such as the NDDA, are largely made up of administrative datasets, the main sources of information on disability will be services (NDIS) and payments (DSP) people receive related to disability.

We know that not everyone with disability uses the NDIS or receives DSP. So, if we relied solely on NDIS and/or DSP payments for outcome monitoring in the NDDA, there will be sections of the population with disability who are missing.

There is potential, if the Census is linked to the NDDA, to use the Census question on disability to find people who have a disability but do not receive disability services or payments. But the limitation of this approach is the Census captures just people with severe and profound disability, and only a snapshot at one point in time.

This is not to say that the NDDA will not have immense value – it will allow researchers to answer policy relevant questions that, to date, they have not been able to. Rather, it should be used to add detail, nuance and policy-pertinent information that cannot be supplied by social surveys or identifying people with disability using medical information alone, which is not best practice.

Our recommendation is that when using linked data assets, such as the NDDA and PLIDA for outcome monitoring, it is made clear who is included in the analysis, and which groups are potentially missing.

The linked data can then be used alongside surveys (such as HILDA) to add richness to our understanding of how people with disability in Victoria are faring and how social policy can be optimised to improve outcomes.

Future work should also include engagement with Victorian Government departments to understand what data sources might be relevant and accessible for outcomes monitoring for **Inclusive Victoria: state disability plan 2022–2026**, and future iterations of the plan.

Intersectionality and diversity

Population data used in projects like this almost always contains information on key sociodemographic characteristics of individuals. For example, the main data source used in this project was the Household Income and Labour Dynamics of Australia (HILDA) survey. This contains information on gender, income, age, remoteness, education and other characteristics.

These identities and social positions intersect with disability, creating unique challenges in achieving the goals outlined in the current plan. In short, disability is not the only factor that determines good (or bad) employment outcomes, or good (or bad) health.

We know from the literature, our expert knowledge and discussions with VDAC that sociodemographic factors influence the measures.

Intersectionality and the diverse experiences of people with disability was a common theme in our discussions with VDAC.

For this project, we examined various intersecting social identities and characteristics.

For example, we found that psychological distress is significantly higher among young people with disability: 85% of young people with disability experience psychological distress.

Food insecurity is also more prevalent among people with disability living in outer regional Victoria (21%) compared with those in major cities (8%).

Investigating these intersections can help to better target and tailor the current plan and related government actions.

We recommend that future iterations of the outcomes framework adopt an intersectional approach by:

- including case studies in future State Government reports on specific intersections of interest
- incorporating intersectional reporting in the standard outcomes reports, possibly using icons to indicate associations with gender, income, age and other important intersecting factors, where data permits, such as Indigenous status and people from a diverse background. Please note we recommend that intersectional analysis of these groups should be developed closely with the communities the monitoring focuses on
- producing a special report examining on intersectionality.

Better measurement of progress

In this report, we have slightly adjusted how the results are reported to focus on change over time. Previously, in the old monitoring framework, it was noted that:

- Absolute measures describe the situation for people with disability only. Relative measures describe the situation for people with disability relative to people without disability. Relative measures allow us to determine if changes in the wellbeing of the population are equally shared by people with and without disability.

In most circumstances this is correct when you are considering just one point in time. However, there are 2 key problems with this approach that need addressing.

First, inequality changes (either widens or closes), but not because of a change (improvement or worsening) in the measure for people with disability. For example, if smoking rate drops among people without disability but remains the same for people with disability, the inequality may change.

Second, inequality widens according to the relative measure, but the difference in the percentage closes (or vice versa).

For example, if the outcomes go from 40% to 20% for people with disability, and from 25% to 10% for people without disability, this shows that there has been a larger reduction in the outcome for people with disability and a closing of the gap between people with and without disability.

However, if you calculate the relative inequality at the 2 time points, the relative measure has increased from 1.6 (40% / 25%) to 2 (20% / 10%).

The above paragraph is technical, and potentially hard to understand.

But it matters, because, using the same data, one inequality measure appears to show progress, however the other appears to show that things are worsening.

In this report we guarded against this by adding a text description of the result. VDAC also requested this to aid interpretation of the results by a broad audience.

There is clearly work to be done in how we assess progress. We recommend road-testing a range of presentation methods and inequality metrics for future outcomes framework reports.

Timing of reporting and data availability

One of the challenges of producing this report was the availability of data.

For example, the Survey of Disability Ageing and Carers (SDAC), was most recently completed during 2022, but only became available to researchers in July 2024.

As a result, we could not include this data in this report.

We recommend that future reporting for the outcomes framework consider the timing of data releases.

One option could be for the Victorian Government to maintain data access to the main data collections required for this work, like the PLIDA, the NDDA and NDIS unit record data.

If researchers are then commissioned to help analyse results and produce reports, arrangements should be made to facilitate their access to the data via an amendment to the data sharing arrangements.

