



Government
of South Australia

Department for Housing
and Urban Development

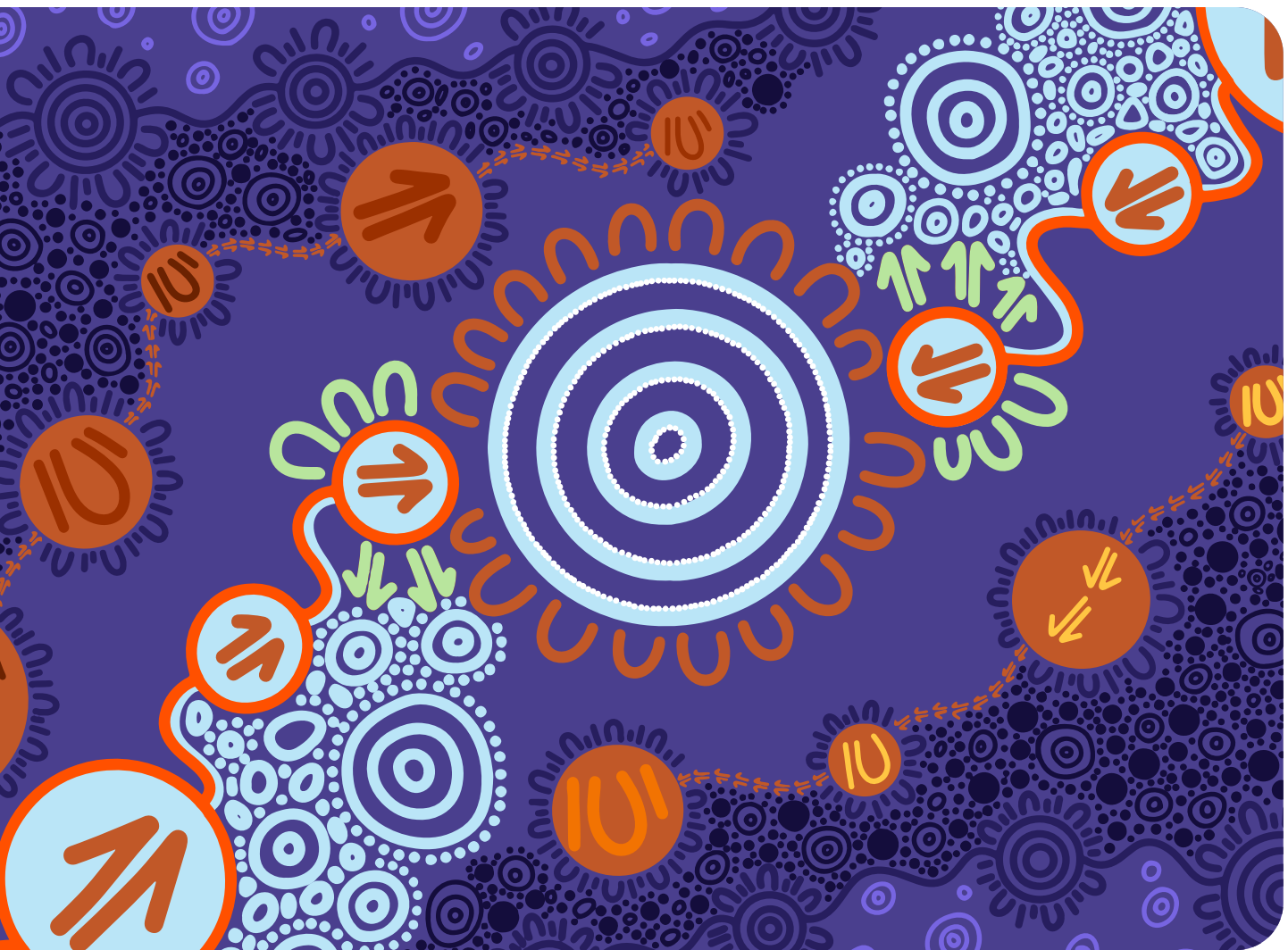
Disability Access and Inclusion Plan 2026–2030



Acknowledgement of Country

We acknowledge the Kurna people as the Traditional Owners and Custodians of the Adelaide Plains, on which the Department for Housing and Urban Development is based. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

We are committed to walking alongside Aboriginal and Torres Strait Islander peoples across South Australia in a spirit of respect, recognising their enduring cultural, spiritual and heritage connections to Country.



'Journey' by Ngarrindjeri, Narungga, and Kurna artist, Gabriel Stengle.

Message from the Chief Executive



At the Department for Housing and Urban Development, we are dedicated to fostering a workplace where everyone feels welcome, valued and included.

Our **Disability Access and Inclusion Plan (DAIP) 2026–2030** is central to this commitment. It sets out practical actions to remove barriers and promote fairness, ensuring people with disability can fully participate in all aspects of our work – whether as employees or service users.

Our DAIP aligns with the Disability Inclusion Act 2018 (SA) and the State Disability Inclusion Plan 2025–2029 and its five domains and priority areas, providing clear accountability through measurable outcomes. It sets out the actions we will undertake over the next four years to remove barriers and strengthen inclusion, supported by annual reporting to demonstrate transparency and track progress across government.

While the DAIP guides our disability access and inclusion priorities, our commitments relating to neurodivergence, including autism, continue to be progressed through the State Autism Action Plan, which sits alongside and complements this work.

This plan has been shaped through consultation with people with lived experience of disability and feedback from our staff. It goes beyond physical access to address social and systemic barriers and recognises that experiences are influenced by factors such as culture, gender, age and location. Our goal is to reflect the diversity of the communities we serve and create environments that enable everyone to thrive.

David Reynolds PSM
Chief Executive

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Contact details

The **Disability Access and Inclusion Plan (DAIP) 2026–2030** is available on the Department for Housing and Urban Development website:

www.dhud.sa.gov.au/daip

If you require this plan in an alternative format, please contact us at

dhud.reception@sa.gov.au

*Please note: The previous DAIP (2020–2024) was published under the name Department for Trade and Investment. Following our name change to **Department for Housing and Urban Development**, this new plan reflects our updated name.*

About us

The Department for Housing and Urban Development (DHUD) works across government and industry to deliver planning outcomes, invest in essential infrastructure such as water and wastewater, and complete government-led housing developments.

At the heart of our mission is a commitment to building vibrant, inclusive communities where every South Australian can thrive. We are dedicated to making a real and lasting difference by supporting people into safe, affordable housing and ensuring everyone has access to clear, accessible information about their options.

Through the South Australian Housing Roadmap, our department is focused on delivering homes and a range of housing solutions for South Australians. By collaborating with government and industry, we are also unlocking faster housing delivery by removing barriers for the private sector, ensuring that more South Australians can access secure and stable homes sooner.

We apply disability access and inclusion principles across service design, communication and engagement to ensure people with disability can access information on our service offerings equitably.

We recognise the importance of access and inclusion in all our activities and actively align our work with plans that support diversity and equity. This includes workforce strategies focused on employment, training, and retention of people living with disability, in line with our Diversity, Equity and Inclusion Framework.

Our guiding plans include:

- Australia’s Disability Strategy 2021–2031
- Disability Discrimination Act 1992
- SA Disability Inclusion Act 2018
- SA Autism strategy 2024–2029
- State Disability Inclusion Plan 2025–2029
- Anti-Racism – Strategy 2023–2028
- South Australian Multicultural Charter
- DHUD ‘Innovate’ Reconciliation Action Plan (2024–2026)
- DHUD Diversity Equity and Inclusion Framework (2025–2027)

These connections ensure the DAIP contributes to a coordinated approach to accessibility, diversity, and respect across all areas of our work. We’re proud to be making a genuine impact for all South Australians.

Actions included in this DAIP reflect areas where DHUD can meaningfully contribute and where responsibilities have been identified through the State Disability Inclusion Plan 2025–2029.

Priority areas that are not referenced are those where DHUD does not have a direct role or where actions are more appropriately progressed through broader whole-of-government approaches led by other areas of the South Australian Government. This ensures the DAIP remains focused, relevant and aligned with DHUD’s remit while supporting coordinated, statewide outcomes.

Our vision

We are committed to creating a workplace and community where everyone belongs, is valued, and can thrive. We embrace the diverse talents, experiences, and perspectives of our workforce and are dedicated to supporting employees with disability, neurodivergence, and caring responsibilities to fully participate and succeed.

Through this **Disability Access and Inclusion Plan (DAIP) 2026–2030**, our strategic goals are to:

- Embed accessibility and inclusion across our culture, policies, processes and services
- Remove barriers to participation
- Ensure people with disability have equitable access to employment, information and services delivered by DHUD.

Our DAIP goes beyond compliance – it is a roadmap for cultural and systemic change. It reflects our commitment to upholding the rights of people with disability in South Australia, aligns with the South Australian public sector disability employment target, and supports DHUD’s aspiration to be an employer of choice and a trusted service provider, where everyone can participate, thrive and make a meaningful impact.

Our workplace

The Department for Housing and Urban Development is committed to providing an inclusive, respectful and accessible workplace that enables people with disability to fully participate in employment and contribute to organisational outcomes. We value diversity and are committed to equity, dignity and respect for all employees, including diversity in age, ethnicity, gender, religion, ability, and sexual orientation.

We support flexible working arrangements and provide reasonable workplace adjustments to remove barriers to participation for people with disability, including those with neurodiverse conditions. These supports are designed to promote choice, independence and wellbeing, and to ensure employees can perform their roles safely and effectively.

As of December 2025, DHUD employs approximately 352 staff. Approximately 1.4 percent of employees have chosen to self-identify as having a disability.

We actively implement our Disability Access and Inclusion Plan (DAIP) in conjunction with broader workforce strategies to support the attraction, recruitment, development and retention of people with disability. This includes embedding inclusive practices across employment, learning and development, and workplace culture to ensure fair and equitable access to opportunities.

We are continuing to strengthen our workforce data collection and reporting processes to better understand diversity across the organisation and inform continuous improvement. Above all, we are committed to fostering a workplace culture where people feel safe, respected and supported to disclose their disability or access needs, should they choose to do so.

Accessible emergency procedures and safety planning are in place to support employees and visitors with disability, with individual needs considered through workplace adjustments where required.

Strategic context

In addition to alignment with the State Disability Inclusion Plan 2025–2029 (State Plan), our DAIP also aligns with key national and state frameworks that uphold the rights of people with disability and guide inclusive practices. This ensures our work meets legislative requirements and reflects best practice.

- **United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)** – Affirms the rights of people with disability and underpins our commitment to removing barriers and enabling full participation.
- **Australia’s Disability Strategy 2021–2031** – Sets a national agenda for inclusion, accessibility, and equity, driving systemic change across all sectors.
- **Disability Inclusion Act 2018 (SA)** – Establishes the legal foundation for advancing participation, access, and equality for people with disability in South Australia.
- **National Agreement on Closing the Gap and the South Australian Closing the Gap Action Plan** – While DHUD is not a lead agency for these commitments, our DAIP actions align with and support the Agreement’s priority reforms by strengthening accessibility, cultural safety and equitable participation across our services and workforce.
- **State Disability Inclusion Plan 2025–2029** – Provides a roadmap for embedding inclusive practices so people with disability can fully participate in the workforce, community life, and decision-making.
- **SA Autism Strategy 2024–2029** – The Strategy aligns with the new State Disability Inclusion Plan 2025–2029 and will complement the work of the National Autism Strategy.

In delivering this DAIP, we recognise that people with disability are diverse and may belong to population groups who experience additional or compounded barriers.

We apply an intersectional lens across all actions to ensure equitable outcomes for the State Plan’s priority groups, including Aboriginal peoples with disability, people from culturally and linguistically diverse backgrounds, women with disability, children and young people with disability, LGBTIQ+ people with disability, people with significant intellectual disability or high vulnerability, and people living in regional and remote communities, as well as older people with disability and carers.

Disability Access and Inclusion Plan development

Consultation

DHUD used two main sources of information to help us develop this DAIP.

1. Statewide consultation for development of State Disability Access and Inclusion Plan 2025–2029

Extensive consultation was undertaken with many people across South Australia when developing the State Disability Inclusion Plan 2025–2029. The Government listened to people with disability, families and carers, advocacy groups, service providers, Aboriginal community representatives and the wider community. The ideas from this statewide consultation shaped the State Plan's goals, priority areas and mandatory measures. These guide the development of our DAIP.

2. Consultation undertaken by DHUD

DHUD also carried out targeted engagement to shape our own DAIP actions. We spoke with employees with disability, people with lived experience through online surveys, meetings and feedback sessions. Their insights helped us identify barriers in our workplace and services and shaped the actions we will take to improve access, inclusion and participation. We will continue to work with people with disability as we implement this DAIP and review the plan regularly, so it stays up to date with community needs and supports South Australia's vision for an inclusive society. When we make our services and workplace more accessible, everyone benefits.

Relationship to other policies, strategies, frameworks

Our DAIP aligns with DHUD’s internal processes by embedding accessibility and inclusion across workplace policies and procedures, recruitment practices, and learning and development systems.

It operates as an integrated mechanism that strengthens inclusive design, equitable workforce practices, and accessible learning, while directly connecting to DHUD’s Diversity, Equity and Inclusion (DEI) Framework, under which the DAIP is a core action plan. These linkages ensure disability inclusion is consistently applied across our culture, systems and day-to-day operations.

Achievements

Our department is committed to creating an inclusive and accessible workplace for all. Through our first DAIP (2020–2024), which was developed prior to the establishment of the Department for Housing and Urban Development (DHUD) under Department for Trade and Investment, we made significant progress in embedding accessibility and inclusion across our policies, practices, and organisational culture.

Subsequent Machinery of Government changes resulted in the formation of DHUD, under which the current DAIP is now situated. Key achievements from our first DAIP included:

- **Disability awareness initiatives**
Delivered mandatory Disability Awareness training for all employees, integrated into new staff induction, and actively promoted events such as the International Day of People with Disability to foster understanding and inclusion.
- **Inclusive workforce practices**
Reviewed and updated HR policies and recruitment processes to remove barriers, ensured all training programs are accessible, and embedded DAIP principles into onboarding to promote inclusion from day one.
- **Accessible workplaces**
Ensured safe, equitable, and dignified access to office buildings and facilities for employees with disability.
- **Governance and collaboration**
Established and maintained the Diversity, Equity and Inclusion Working Group as a consultation forum, ensuring agendas are shaped in partnership with employees with disability to drive meaningful outcomes.
- **Digital inclusion**
Developed and maintained accessible websites and online content using inclusive language and ensured all internal and external events meet diverse needs, including physical and non-physical accessibility requirements.

DAIP Actions

Domain 1: Inclusive environments and communities

Outcome Statement:

A South Australia where all people with disability can participate as equal citizens and feel connected to their communities.

Objective

To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

Priority Areas for Domain 1

1. **Active participation**
2. **Inclusive communities and attitudes**
3. **Universal Design**
4. Accessible facilities
5. **Communications and information**
6. Transportation
7. **Collaboration, consultation and innovation**
8. **Housing**



Priority Area 1: Active participation

Outcome: People with disability are active participants in accessible and inclusive communities.

Action 1

Implement a standardised event planning protocol that mandates the use of an [Accessible and Inclusive Community Events Toolkit](#) for all internal and external events with 50 or more attendees, ensuring compliance through staff training, checklist completion, and regular monitoring.

State Plan Measure 1.1.2

Measures

- The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit.
- [Event Accessibility Checklist.docx](#)
- [Event Management – PROCEDURE](#)

Timeframe

May 2026 – 2029

Responsibility and data source

Lead: Media and Communications.

Data Sources:

- Event planning checklists.
- Event Logs.

Priority Area 2: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

Action 4

Enhance and promote disability awareness training programs for staff, incorporating opportunities to strengthen content. For example, Universal Design principles. Expand engagement and visibility of the International Day of People with Disability (IDPWD) through targeted awareness campaigns and inclusive activities.

State Plan Measure 1.2.1

Measures

- The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.

Timeframe

July 2027 – July 2028

Responsibility and data source

Lead: All managers.

Support: People and Culture.

Data Source: Learning management system (LMS) records.

Action 6

Clearly record each DAIP initiative that supports Closing the Gap targets in the DHUD's Inclusion events.

State Plan Measure 1.2.3

Measures

- The number of actions embedded in our DAIP working towards Closing the Gap targets.

Timeframe

April 2027 – April 2029

Responsibility and data source

Lead: Chief Operating Officer.

Data Source: Closing the Gap reporting documentation.

Priority Area 3: Universal Design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

Action 9

Provide policy guidance and technical advice on Universal Design principles to enable accessibility improvements in public-facing buildings and infrastructure.

State Plan Measure 1.3.2

Measures

- The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors.

Timeframe

December 2027

Responsibility and data source

Lead: Office for Design and Architecture SA (ODASA).

Data Sources:

- Design review documentation.
- Reports from public facing building projects noting Universal Design features.

Action 10

Provide Universal Design guidance and advice to enable new developments incorporate accessibility principles from early design through to delivery.

Measures

- The number of new developments that incorporate Universal Design.

Timeframe

December 2030

Responsibility and data source

Lead: Office for Design and Architecture SA (ODASA).

Data Sources:

- Design review documentation.
- Reports from public facing building projects noting Universal Design features.



Priority Area 5: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

Action 11

Develop DHUD resources and materials – including digital content, publications, and public information in accessible formats where appropriate. Conduct regular audits to verify compliance with accessibility standards and implement improvements based on audit findings.

State Plan Measure 1.5.1

Measures

- The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.

Timeframe

December 2027

Responsibility and data source

Lead: Media and Communications team and Engagement team.

Data Source: Website CMS analytics (WCAG compliance reports, version history).

Action 12

Coordinate and monitor the provision of communication supports – including Auslan interpreters, assistive listening devices, and AAC systems – during public services and emergency situations to guarantee timely and equitable access for all individuals.

State Plan Measure 1.5.2

Measures

- The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires or floods, where timely communication support is essential.

Timeframe

December 2026 – December 2029

Responsibility and data source

Lead: People and Culture.

Data Source: AAAC support request records (email requests, WHS logs, event booking forms).

Action 13

Publish DHUD's DAIP in accessible formats and in an accessible location on DHUD website.

Measures

- The DAIP is published in WCAG-compliant, accessible formats on the DHUD website, with a link available via www.inclusive.sa.gov.au. Alternative formats are available on request.

Timeframe

May 2026

Responsibility and data source

Lead: Media and Communications.

Support: Diversity, Equity & Inclusion (DEI) Working Group.



Priority Area 7: Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

Action 14

When sought, design and deliver DHUD consultations on planning, housing, infrastructure and policy matters in ways that actively enable participation by people with disability, including providing accessible formats, communication supports (Auslan, Easy Read, AAC), and structured opportunities for input.

State Plan Measure 1.7.1

Measures

- The number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs as applicable).

Timeframe

December 2027 – ongoing

Responsibility and data source

Lead: All directors.

Support: Media and Communications team and Engagement team.

Action 15

Proactively invite and support people with disability – including parents and carers – to participate in committees, working groups, and consultations, ensuring their perspectives meaningfully inform decision-making.

State Plan Measure 1.7.2

Measures

- The number of people with disability including parents and carers, serving on committees and working groups.

Timeframe

December 2027 – ongoing

Responsibility and data source

Lead: All directors.

Support: People and Culture team and Engagement team.

Data Sources:

- Meeting attendance logs.
- Records of invitations issued to disability groups or individuals.

Priority Area 8: Housing

Outcome: People with disability have access to appropriate housing.

Action 16

Monitor and report the proportion of new homes managed by DHUD that comply with National Construction Code (NCC) Liveable Housing Design Requirements, ensuring accessibility standards are met where applicable.

State Plan Measure 1.8.1

Measures

- Proportion of public housing and all housing built to National Construction Code Livable Housing Design Standards.

Timeframe

December 2026 – ongoing

Responsibility and data source

Lead: Planning and Building.

Support: SA Housing Trust.

Data Sources:

- Plan SA DAP reporting.
- SAHT Reporting (public housing).

Domain 2: Education and employment

Outcome Statement:

A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

Objective

To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority Areas for Domain 2

1. Targeted knowledge, understanding and support
2. Supports and resources for children and young people
3. **Targeted transitional supports**
4. **Access to employment opportunities**
5. **Inclusive working environments**
6. **Data and reporting**



Priority Area 3: Targeted transitional supports

Outcome: People with disability have supportive environments to learn, grow, and transition throughout their life.

Action 20

Review and identify opportunities within DHUD to support people with disability in engaging in volunteering, work experience, or cadet programs as pathways to employment.

State Plan Measure 2.3.5

Measures

- The number of initiatives taken to encourage people with disability to volunteer.

Timeframe

2029

Responsibility and data source

Lead: People and Culture.

Support: All managers.

Data Sources:

- HR system.
- Program participation logs.

Priority Area 4: Access to employment opportunities

Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

Action 21

Review and update the Recruitment and Selection procedure to embed accessibility and disability considerations, alongside contemporary, inclusive, and non-discriminatory practices and reference the Office for the Commissioner for Public Sector Employment (OCPSE) Disability Employment Toolkit as a guide for implementation.

State Plan Measure 2.4.3

Measures

- The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.

Timeframe

December 2027

Responsibility and data source

Lead: All managers.

Support: People and Culture.

Data Sources:

- Updated policy documents.
- HR compliance reports.

Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

Action 24

Review, adapt, and implement workplace practices that support employees with disability, including flexible work arrangements, workplace adjustments, outcome-based roles, and mentoring programs to ensure equal opportunities for growth and retention.

State Plan Measure 2.5.1

Measures

- The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.

Timeframe

December 2027

Responsibility and data source

Lead: People and Culture.

Support: Diversity, Equity & Inclusion (DEI) Working Group and all managers.

Data Source: HR system records and workplace adjustment logs.

Priority Area 6: Data and reporting

Outcome: People with disability benefit from state authorities working to improve disability data at both state and national levels.

Action 26

Engage employees with disability and neurodiversity to provide guidance on improving HR reporting systems and reasonable adjustment procedures to better capture and support employees.

State Plan Measure 2.6.2

Measures

- Development and implementation of data collection and reporting systems.

Timeframe

December 2029

Responsibility and data source

Lead: People and Culture.

Data Sources:

- HR system records.
- Employee engagement surveys.
- Reasonable adjustment logs.

Domain 3: Personal and community support

Outcome Statement:

A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs.

Priority Areas for Domain 3

1. **Accessibility**
2. Advocacy and supports
3. **Information sharing**
4. Family and carer support
5. **Programs**

Objective

To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.



Priority Area 1: Accessibility

Outcome: People with disability can easily access community supports and services.

Action 29

Review and enhance existing systems, platforms, and partnerships to improve access to housing and urban development services for people with disability. This includes creating accessible information hubs, training frontline staff, and strengthening collaborations with disability-focused community organisations to ensure housing options are inclusive and easily accessible.

State Plan Measure 3.1.1

Measures

- The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.

Timeframe

December 2028

Responsibility and data source

Lead: Diversity, Equity & Inclusion (DEI) Working Group.

Support: ICT team and Media and Communications team.

Data Sources:

- Learning Management System (LMS) reports.
- ICT system changes logs.

Priority Area 3: Information sharing

Outcome: People with disability receive more coordinated and effective support when services work together and share information.

Action 30

Coordinate and participate in inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP, ensuring collaboration, knowledge sharing, and alignment across agencies.

State Plan Measure 3.3.1

Measures

- The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.

Timeframe

2029

Responsibility and data source

Lead: Diversity, Equity & Inclusion (DEI) Working Group.

Support: Organisational development

Data Sources:

- Meeting minutes from inter agency working groups.
- Calendar invites / attendance logs showing participation.
- Emails and correspondence confirming DHUD involvement.

Priority Area 5: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

Action 32

Ensure that all DHUD-led programs and initiatives – particularly in housing delivery, urban development, and planning – incorporate accessibility and inclusive design considerations, even where no direct funding or grants are provided.

State Plan Measure 3.5.1

Measures

- The number of grants and funding amount distributed to enhance disability inclusion.

Timeframe

December 2028 – ongoing

Responsibility and data source

Lead: All managers.

Data Source: Program owners report.



Domain 5: Safety, rights and justice

Outcome Statement:

A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law.

Objective

To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Priority Areas for Domain 4

1. Targeted knowledge, understanding and support
2. **Responding to emergencies**
3. Support and navigating the justice system
4. Consultation and collaboration
5. Safeguarding



Priority Area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

Action 33

Conduct an internal audit of departmental facilities, programs, and emergency procedures in consultation with people with disability to identify barriers and implement documented improvements to ensure accessible and safe emergency response. Provide staff training on inclusive emergency practices.

State Plan Measure 5.2.1

Measures

- The number of emergency response resources and systems developed for people with disability.

Timeframe

December 2028

Responsibility and data source

Lead: People and Culture (WHS) team and Facilities management (where applicable).

Data Sources:

- Audit reports.
- Training records.
- Emergency procedure documentation.
- Event feedback logs.



DAIP Implementation

DHUD will implement this Disability Access and Inclusion Plan (DAIP) through clear governance, transparent reporting and ongoing engagement with people with disability. Disability inclusion will be embedded into day-to-day operations by applying an accessibility and inclusion lens across policies, procedures, workforce practices and service delivery.

Responsibility for delivery

- All action owners, including Executive Directors and Managers are responsible for delivering the actions in this DAIP within their business areas. People and Culture will coordinate whole-of-department oversight, supported by the Diversity, Equity and Inclusion (DEI) Working Group.

Monitoring and progress tracking

- Progress will be monitored quarterly through internal reporting to the DEI Working Group and the Executive Leadership Team. Data sources identified in the action tables will guide consistent tracking and evidence collection. In addition, and as required by the *Disability Inclusion Act 2018 (SA)*, a formal review of the DAIP will take place at least once in each 4-year period.

Sharing the plan

- The DAIP will be published on the DHUD website and shared with staff through internal communication channels. Updates and progress information will be made through internal communication channels.
- The DAIP will be promoted through internal communications, leadership endorsement and participation in relevant disability-related initiatives and events to raise awareness and support implementation.

Annual reporting

- As required by the Disability Inclusion Act 2018 (SA), DHUD will report on DAIP progress each calendar year, with the annual report submitted to the Minister for Human Services every March.

Involvement of people with disability

- People with disability will continue to shape the implementation of this DAIP through staff surveys, workshops, DEI Working Group. Their lived experience will guide ongoing improvements and ensure actions remain relevant and effective.

Acknowledgments

We warmly acknowledge the people with disability, their families and carers who generously shared their lived experience, insights and feedback throughout the development of the State plan.

We thank our internal collaborators, including the Department's Diversity, Equity and Inclusion (DEI) Working Group and Co-design Points of Contact, for their leadership and coordination during the action-planning workshops.

We also acknowledge the Office of the Chief Executive, Executive Leadership team, and People & Culture for their guidance and governance support across planning and approvals.

We appreciate the sector leadership and practical guidance provided by the DHS Disability Inclusion team through the Inclusive SA Communities of Practice, which helped us align our DAIP with statewide domains, mandatory measures and reporting expectations.

We further acknowledge our collaborators in the State Autism Strategy Action Plan Working Group, including the Autism Advisory Committee, whose expertise and partnership informed our approach to inclusive practice and implementation.

Glossary and Definitions

- **Accessible events:** Events designed to meet diverse needs (physical, sensory, digital, communication).
- **Accessible formats:** Information provided in formats such as Easy Read, large print, Braille, Auslan, or screen-reader compatible digital files.
- **Advocacy:** Support that helps people with disability speak up, understand their rights, and make decisions. This includes independent advocacy (support from someone not connected to a service) and also microboards (a small group that supports one person to take control of their life).
- **Best practice:** A method or technique that has been generally accepted as superior to any alternatives because it produces results that are better than those achieved by other means, or because it has become a standard way of doing things.
- **Built environment:** Man-made structures, features and facilities viewed collectively as an environment in which people live and work.
- **SA Carers Recognition Act 2005:** Legislation that acknowledges and supports the role of carers in South Australia.
- **Civil law:** A branch of law that deals with disputes between individuals, groups, or organisations. It covers areas such as contracts, property, family matters and personal injury.
- **Closing the Gap:** A government strategy and a national agreement focused on improving life outcomes for Aboriginal peoples.
- **Commonwealth:** The Commonwealth of Australia – commonly referred to as the Australian Government or the Federal Government.
- **Criminal justice system:** The set of government institutions and processes responsible for responding to crime. It includes the police, courts, legal representatives, youth justice and correctional services.
- **Cultural safety:** Creating environments where people feel respected, valued and safe to be themselves. It involves recognising and addressing power imbalances, and making sure services and interactions support their identity and needs. Only the person receiving the service can say whether it feels culturally safe.

- **Disability (as defined in the Act):** A broad definition including physical, sensory, intellectual, cognitive, neurological, learning disabilities, mental illness, disfigurement, and the presence of organisms causing disease.
- **Disability Disclosure:** Sharing information about a disability is a personal choice. Employees may disclose when they need reasonable adjustments, when their disability or access needs change, or when work duties or environments shift. DHUD may request this information to understand workforce diversity, ensure safe and inclusive workplaces, and provide appropriate adjustments throughout recruitment and employment.
- **Hidden / invisible disabilities:** Disabilities not immediately visible, including chronic illness, mental health conditions, and some neurodivergent conditions.
- **Lived experience:** First-hand experience of disability, used to inform inclusive practice.
- **NCC Livable Housing Design:** National Construction Code requirements for housing accessibility.
- **Neurodivergence:** Differences in cognitive functioning such as autism, ADHD, dyslexia, dyspraxia.
- **Racism:** The systems, policies, actions and attitudes that create unequal opportunities and outcomes for people based on race. Racism can be further categorised as:
 - **Reasonable adjustments:** Changes to a workplace or practices to enable a person with disability to participate equally.
 - **State Disability Inclusion Plan (SDIP):** The whole-of-government plan (2025–2029) setting out goals, outcomes, and measures that all DAIPs must align with.
 - **Universal Design:** Design approach that makes environments usable by all people, to the greatest extent possible, without the need for adaptation.
 - **WCAG:** Web Content Accessibility Guidelines – International standards for accessible digital content.
 - » **Interpersonal** – during interactions between individuals, e.g. abuse, harassment, humiliation, exclusion, or violence.
 - » **Internalised** – when a person incorporates racist attitudes, beliefs or ideologies into their view of the world and/or themselves.
 - » **Systemic** – when cultural norms, laws, ideologies, policies and practices of a society, organisation or institution result in inequitable treatment, opportunities and outcomes.

Appendix 2A – SA Autism Strategy

Our SA Autism Strategy 2025–2029 Action Plan Commitments

The South Australian Autism Strategy 2024–2029 (Strategy) is a strategic document that supports inclusion of Autistic people, and their families and carers in South Australia. As part of the Strategy, the Strategy Action Plan 2025–2029 (Action Plan) outlines the steps in which the South Australian Government will take to fulfill the commitments of the Strategy.

At DHUD, we align with this roadmap, developed in partnership with Autistic people and the autism community. The Strategy reflects lived experience and provides clear direction for a more inclusive and accessible South Australia.

We recognise every Autistic person's individuality and use identity-first language in line with community preference.

While separate consultation was not conducted for this section, its inclusion has been informed by internal engagement undertaken during the development of the DAIP and alignment with whole-of-government consultation that shaped the SA Autism Strategy and State Disability Inclusion Plan.

This Action Plan should be read in conjunction with the Strategy on the Inclusive SA website:

www.autismstrategy.sa.gov.au

Our Focus Areas

The SA Autism Strategy includes seven Focus Areas. At DHUD, we are responsible for delivering actions aligned to the following Focus Areas:

- **Focus Area 1:** Pathways to diagnosis
- **Focus Area 2:** Positive educational experiences
- **Focus Area 3:** Thriving in the workplace
- **Focus Area 4:** Access to supports and services
- **Focus Area 5:** Participation in the community

The remaining Focus Areas are progressed through broader South Australian Government efforts.

Focus Area 1: Pathways to diagnosis

Objective: We want to create a clear and equitable approach to diagnosis in South Australia.

Commitments within Focus Area 1

1. Create clearer and more consistent pathways to diagnosis for Autistic people of all ages.



Commitment 1: Create clearer and more consistent pathways to diagnosis for Autistic people of all ages.

Target: Raise public awareness regarding diagnostic pathways and ensure all information and resources are accessible and easy to navigate.

Action

Develop and promote information, where appropriate, on autism to assist people and their families to access services, for example:

- Assessment and diagnostic services.
- Counselling and support following a diagnosis.
- Autism and disability specific information.
- Supports for parents with disability, including autism.

Responsibility and data source

Lead: Organisational development.

Support: Diversity, Equity & Inclusion (DEI) Working Group.

Data sources:

- Resources.
- Online content.
- Survey material.

Target date

Ongoing

Measures

- The number of autism-related information sources developed, promoted and/or delivered to assist people and families to access autism-related services such as assessment, diagnosis, counselling, and parent supports.

Focus Area 2: Positive educational experiences

Objective: We want the South Australian public education system to champion Autistic children and students to thrive in the educational environment, to receive the right supports for them, and feel empowered to succeed.

Commitments within Focus Area 2

1. Improve environments to support the inclusion of Autistic children and young people in our preschools, primary and secondary school settings.



Commitment 1: Improve environments to support the inclusion of Autistic children and young people in our preschools, primary and secondary school settings.

Target: Develop accessible educational settings to support student learning outcomes.

Action

Develop a publicly available ‘Good Design Guide’ for the fit out of learning environments that is evidence informed. This includes retreat and sensory spaces that provide for self-regulation and privacy as well as passive supervision, fit out, equipment, lighting, mechanical services and acoustics.

Responsibility and data source

Lead: Office for Design and Architecture SA (ODASA).

Data sources:

- Intranet page.
- Feedback records.

Target date

December 2027

Measures

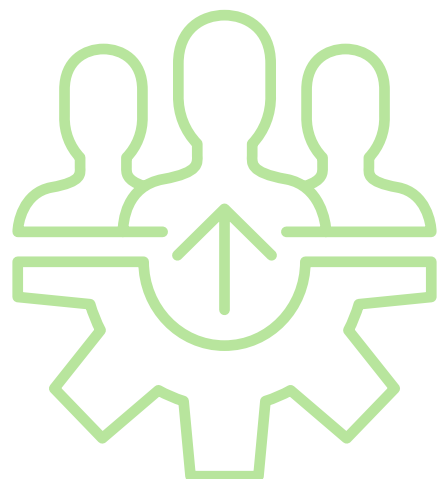
- ‘Good Design Guide’ developed, published, and promoted in accessible formats.
- Evidence of adoption and use of the guide (e.g., number of design reviews or projects referencing the guide).
- Feedback from the Department for Education and stakeholders on the guide’s usefulness in supporting inclusive and sensory-aware learning environments.

Focus Area 3: Thriving in the workplace

Objective: We want a diverse, inclusive and welcoming South Australian workforce where the strengths and skills of Autistic people flourish.

Commitments within Focus Area 3

1. Improve knowledge, understanding and awareness of autism across the workforce.
2. Create an accessible, inclusive and welcoming public sector where Autistic people can thrive.
3. Increase opportunities for Autistic people to gain meaningful and lasting employment.
4. Consider alternative employment initiatives when transitioning from education to employment.



Commitment 1: Improve knowledge, understanding and awareness of autism across the workforce.

Target: Ensure public sector employees undertake Autism Awareness and Understanding training.

Action

Ensure in-person and online Autism Awareness and Understanding training is completed across public sector workforce.

Target date

2030 – ongoing

Measures

- The number of staff who undertook Autism Awareness and Understanding Training:
 - » online.
 - » in-person.

Responsibility and data source

Lead: All managers.

Support: People and Culture.

Data source: Learning and management records.

Target: Increase awareness of autism across the public sector workforce and the strengths and benefits of employing Autistic people.

Action

Outline the initiatives completed to promote autism inclusion in the workplace.

Target date

2030 – ongoing

Measures

- The number of initiatives completed to promote autism inclusion in the workplace.
- Initiatives include events, days of significance, internal staff communications/newsletters, social media.
- *Note: this action aligns with State Disability Inclusion Plan Measure 1.2.1 – Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.*

Responsibility and data source

Lead: People and Culture.

Support: Media and Communications.

Data sources:

- Internal staff newsletters.
- HR records.
- Event records.

Action

Engage Autistic employees and employees with disability to provide advice and inform inclusion activities, including to assist in promoting days of significance.

Target date

December 2030 – ongoing

Measures

- The number and proportion of lived experience staff engaged to inform inclusion activities.
- *Note: this action aligns with State Disability Inclusion Plan Measure 1.2.1 – Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.*

Responsibility and data source

Lead: Diversity, Equity & Inclusion (DEI) Working Group.

Support: People and Culture.

Data sources:

- Meeting minutes.
- Feedback on events.

Action

Review and update, where applicable, the Design Quality Handbook to support the inclusion of Autistic employees across public sector workspaces.

Target date

December 2030 – ongoing

Measures

- Updated Design Quality Handbook reflects autism-inclusive design principles, with consultation completed and amendments documented.

Responsibility and data source

Lead: Department for Infrastructure and Transport (DIT).

Support: Office for Design and ArchitectureSA (ODASA).

Data source: DHUD intranet.

Commitment 2: Create an accessible, inclusive and welcoming public sector where Autistic people can thrive.

Target: Embed autism inclusion into workplace policies and practices.

Action

Review recruitment policies and processes to ensure they support reasonable adjustments and are responsive to the alternative ways Autistic employees can engage throughout the recruitment and training processes.

Target date

December 2027 – ongoing

Measures

- The number and proportion of recruitment and training policies and processes that are reviewed to ensure they support Autistic and/or neurodivergent staff.
- *Note: this action aligns with State Disability Inclusion Plan Measure 2.4.3 – The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.*

Responsibility and data source

Lead: People and Culture.

- Support: Diversity, Equity & Inclusion (DEI) Working Group.

Data Sources:

- Policy and procedure repository on intranet.
- Consultation records.

Action

Review and implement reasonable adjustments procedures and flexible workplace arrangements that support all staff, including Autistic employees and parents and carers of Autistic people.

Target date

December 2028 – ongoing

Measures

- The number and proportion of reasonable adjustment and flexible workplaces arrangement procedures to support staff, including Autistic staff, that are:
 - » reviewed
 - » implemented.

Responsibility and data source

Lead: People and Culture.

Support: Diversity, Equity & Inclusion (DEI) Working Group.

Data sources:

- Implementation evidence.
- Policy and procedure repository on intranet.
- Consultation records.

Action

Review and update, where applicable, new starter forms to include an opportunity to identify as Autistic and/or neurodivergent to enable more accurate reporting and awareness in the public sector workforce.

Target date

December 2027 – ongoing

Measures

- The number of onboarding forms used to identify Autistic and/or neurodivergent staff that are reviewed and updated.

Responsibility and data source

Lead: All managers.

Support: People and Culture.

Data sources:

- Intranet publication.
- HR21 records.

Action

In consultation with the Office for Autism, develop a 'Toolbox' resource for building designers to support inclusive design for employees with a disability and neurodivergent employees.

Target date

December 2029

Measures

- Completion of DHUD support activities aligned to Toolbox development milestones (e.g., consultation completed, draft reviewed, final content endorsed).

Responsibility and data source

Lead: Department for Infrastructure and Transport (DIT).

Support: Office for Design and Architecture SA (ODASA).

Data sources:

- Draft and final versions of the Toolbox resource.
- Publication or release logs.

Target: Develop strategies to improve the overall health and wellbeing of Autistic public sector employees.

Action

Identify appropriate mechanisms, including clear confidentiality, to ensure Autistic employees feel safe, supported and confident to disclose that they are Autistic at the commencement of employment and through the employment lifecycle.

Target date

December 2028 – ongoing

Measures

- The number of support mechanisms available to ensure Autistic and/or neurodivergent staff can disclose confidentially.
*Support mechanisms include secure IT systems, privacy principles
- *Note: this action aligns with State Disability Inclusion Plan Measure 2.5.1 – The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.*

Responsibility and data source

Lead: Diversity, Equity & Inclusion (DEI) Working Group.

Data sources:

- HR systems, onboarding processes and intranet showing available confidential disclosure mechanisms.
- Privacy and confidentiality procedure documents.

Action

Continue to promote and provide EAP services that are inclusive, culturally appropriate, neurodiversity-affirming and in a range of modes and formats to support the diverse communication styles of neurodiverse (including Autistic) employees.

Target date

January 2027 – ongoing

Measures

- Are Employee Assistance Program (EAP) services being promoted? Y/N
- *Note: this action aligns with State Disability Inclusion Plan Measure 2.5.1 – The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.*

Responsibility and data source

Lead: People and Culture.

Support: Media and Communications.

Data sources:

- EAP promotional materials and distribution logs.
- Intranet analytics showing EAP information access.
- Communications records (emails, newsletters, campaign materials).



Commitment 3: Increase opportunities for Autistic people to gain meaningful and lasting employment.

Target: Develop programs and resources that support Autistic people transition into meaningful employment in the public sector.

Action

Deliver programs that target diversity and inclusion for Autistic people to gain practical workplace experience while undertaking higher education to support them into employment long-term.

Target date

December 2029

Measures

- The number of programs that target diversity and inclusion for Autistic and/or neurodivergent people to gain practical workplace experience while undertaking higher education.

Responsibility and data source

Lead: People and Culture.

Support: All directors.

Data sources:

- Transition-to-employment program documentation (e.g., guidelines, frameworks).
- Review findings (reports, consultation notes, version history).

Action

Review and implement opportunities for supported transition into employment programs for Autistic people transitioning into employment in the public sector to receive tailored supports, ensuring that Autistic people are supported initially and ongoing.

Target date

December 2029

Measures

- The number of employment transition programs that support Autistic and/or neurodivergent people are reviewed, and;
- The number of Autistic and/or neurodivergent people those programs accessed.

Responsibility and data source

Lead: People and Culture.

Data sources:

- Transition-to-employment program documentation.
- Program participation data (number of Autistic/neurodivergent participants).

Target: Provide alternative workplace training and volunteer options that support Autistic people entering the public sector workforce.

Action

Review and implement alternative and accessible workplace training options to support Autistic employees, including in a range of accessible formats and learning styles.

Target date

December 2029

Measures

- The number of alternative and accessible workplace training options available to support Autistic and/or neurodivergent staff.

Responsibility and data source

Lead: Organisational development

Data source:

- Learning.
- Management system reporting.

Action

Identify volunteering opportunities for Autistic people across all state government agencies.

Target date

December 2029 – ongoing

Measures

- The number of volunteering opportunities for Autistic people.

Responsibility and data source

Lead: People and Culture.

Support: Media and Communications.

Data sources:

- Relevant fundraising.
- Volunteer program data.
- Records of advertised volunteering opportunities.
- Participation and placement records.

Action

Review existing peer support or mentoring programs to ensure they are inclusive of Autistic employees.

Target date

December 2030 – ongoing

Measures

- The total number of peer support and/or mentoring programs and, of those, the proportion reviewed to ensure they are inclusive of Autistic staff.

Responsibility and data source

Lead: Organisational development

Data sources:

- Program review documentation.
- Feedback surveys from participants.
- Updated program guidelines.

Commitment 4: Consider alternative employment initiatives when transitioning from education to employment.

Target: Develop programs or supported pathways for Autistic students transitioning from education settings to employment across the public sector.

Action

Review existing graduate programs to expand pathways for Autistic graduates from education settings to employment.

Target date

December 2030

Measures

- The number of graduate programs reviewed, and, of those, the proportion expanded to include Autistic graduates from education into employment.
- The number of expanded pathways for Autistic graduates engaging in graduate programs.
- *Note: this action aligns with State Disability Inclusion Plan Measure 2.4.3 - The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.*

Responsibility and data source

Lead: People and Culture.

Data source:

- Graduate pathway documentation.

Focus Area 4: Access to supports and services

Objective: We want a clearer, more consistent and accessible service system where Autistic people and their families and carers can access the support they need, when they need it.

Commitments within Focus Area 4

1. Develop a centralised state information system to support access and navigation of available supports and services.
2. Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice.
3. Ensure neurodiversity-affirming and culturally appropriate services and supports are available.



Commitment 1: Develop a centralised state information system to support access and navigation of available supports and services.

Target: Ensure resources and information about supports and services are updated, easily accessible and autism inclusive.

Action

Deliver or review initiatives, platforms and systems to connect Autistic people with information in various accessible formats across Government of South Australia supports and services.

Target date

December 2030 – ongoing

Measures

- The number of initiatives, platforms and systems made to connect Autistic people with information in various accessible formats.
*Initiatives, platforms and systems include – website content, accessible formats (e.g. Easy Read).
- *Note: this action aligns with State Disability Inclusion Plan Measure 1.5.1 – The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.*

Responsibility and data source

Lead: Media and Communications.

Support: People and Culture.

Data sources:

- Accessibility audit reports (e.g., WCAG 2.2 Level AA compliance checks).
- Records of accessible resource development (e.g., Easy Read, plain language, translated materials).



Commitment 2: Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice.

Target: Collaborate with subject matter experts when developing and implementing supports and services for Autistic people.

Action

Collaborate with autism-specific organisations, where relevant, when developing and implementing policies, supports and services for Autistic people.

Target date

December 2030

Measures

- The number of autism-specific organisations engaged when developing and implementing policies, support and services for Autistic people.
- *Note: this action aligns with State Disability Inclusion Plan Measure 3.11 – The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present.*

Responsibility and data source

Lead: People and Culture.

Data source: Records of engagement with autism specific organisations (e.g., Office for Autism, Autism SA, lived experience groups).

Target: Collaborate with the Autistic and autism community throughout the planning, development and implementation phases to ensure services are neurodiversity-affirming and are effectively meeting the needs of Autistic people.

Action

Consult with reference groups and lived experience groups, where relevant, on autism-related matters to provide insights and guidance on identifying and addressing barriers to accessing services provided by the Government of South Australia.

Target date

December 2030 – ongoing

Measures

- The number of reference and/or lived experience groups engaged to identify and address barriers to accessing services on autism-related matters.
- *Note: this action aligns with State Disability Inclusion Plan Measure 3.1.1 – The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present.*

Responsibility and data source

Lead: All directors in the service space.

Support: People and Culture.

Data source: Consultation logs (attendance lists, meeting notes).

Commitment 3: Ensure neurodiversity-affirming and culturally appropriate services and supports are available.

Target: Improve existing services to ensure they are streamlined, effective and efficient to meet the individual needs of Autistic people.

Action

Review and update, where relevant, the customer service areas and experiences to ensure Autistic people feel supported when accessing services.

Target date

December 2030 – ongoing

Measures

- The number of customer service areas reviewed and updated to ensure Autistic and/or neurodivergent people are supported when accessing services.
- *Note: this action aligns with State Disability Inclusion Plan Measure 3.1.1 – The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present.*

Responsibility and data source

Lead:

- **System leads (external).**
- **People and Culture (internal).**

Data source: Training completion records.

Target: Ensure a wide range of neurodiversity-affirming and culturally appropriate services and supports are available, including to Autistic people who do not yet have an autism diagnosis.

Action

In the development of new strategies and initiatives, the State Autism Strategy and/or Autism Charter will be linked and referenced, where appropriate.

Target date

December 2030 – ongoing

Measures

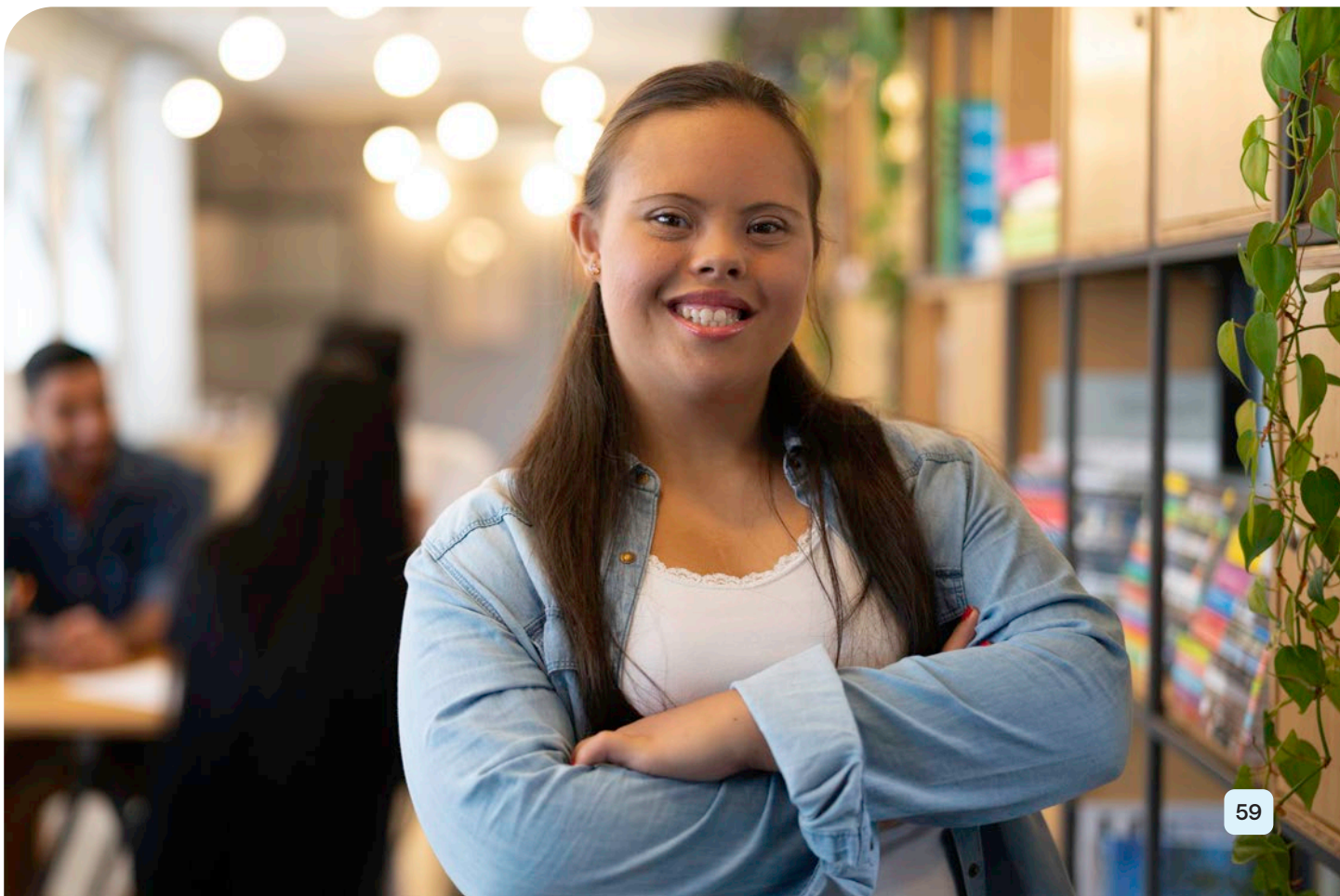
- The number of references made to the State Autism Strategy and/or the Autism Inclusion Charter in new strategies and initiatives.

Responsibility and data source

Lead: Organisational development.

Support: Diversity, Equity & Inclusion (DEI) Working Group.

Data source: Disability Access and Inclusion Plan action 2026–2030.



Target: Improve data capturing strategies of diverse cohorts of people accessing state government services and supports.

Action

When consulting to inform the development of new strategies and initiatives, personal identifying data will be collected where appropriate, to capture and consider the specific perspectives of the Autistic community.

Target date

December 2030 – ongoing

Measures

- Are you capturing personal identifying data including Autistic and/or neurodivergent people during consultation on the development of new strategic and initiatives? Y/N

Responsibility and data source

Lead: All directors.

Support: Media and Communications.

Data source: Data collection tools/forms (with privacy language).

Focus Area 5: Participation in the community

Objective: We want a truly inclusive South Australia where Autistic people can meaningfully participate in the community without restriction.

Commitments within Focus Area 5

1. Consider how the built environment may impact Autistic people and identify opportunities for improvement across current and future infrastructure projects.
2. Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for Autistic people of all ages.



Commitment 1: Consider how the built environment may impact Autistic people and identify opportunities for improvement across current and future infrastructure projects.

Target: Ensure that accessibility and inclusion is considered from the very beginning of the planning process.

Action

Ensure employees are trained to provide advice to state government agencies on the application of best practice principles in relation to designing for the autism community.

Target date

December 2026

Measures

- Percentage of employees who have completed autism awareness training.
- Publish Universal Design Guidelines on the SA Planning Portal.

Responsibility and data source

Lead: Office for Design and Architecture SA (ODASA).

Data source: Office for Design and Architecture SA (ODASA) to confirm.

Action

Update the Community Engagement Charter Toolkit to provide guidance for consulting the autism community on future planning decisions.

Target date

December 2026

Measures

- Updated Community Engagement Charter to incorporate the needs of the neuro-diverse community and complete supporting materials.

Responsibility and data source

Lead: Media and Communications team and Engagement team.

Data source: DHUD intranet and internet.

Commitment 2: Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for Autistic people of all ages.

Target: Collaborate with the Autistic and autism community to ensure activities and services are autism inclusive.

Action

Consult with the Autistic and autism community, where appropriate, when planning and organising events to ensure they are autism inclusive, such as the inclusion of breakout or sensory spaces.

Target date

December 2030

Measures

- The number and proportion of lived experience people engaged to inform planning and organising of events.
- *Note: this action aligns with State Disability Inclusion Plan Measure 1.1.2 – The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit.*

Responsibility and data source

Lead: All directors

Support: Media and Communications team and Engagement team.

Data Sources:

- Engagement records with Autistic community members (e.g., emails, meeting notes).
- Post-event evaluations confirming autism-inclusive elements.
- Event planning records showing inclusive design decisions.



**Government
of South Australia**

Department for Housing
and Urban Development