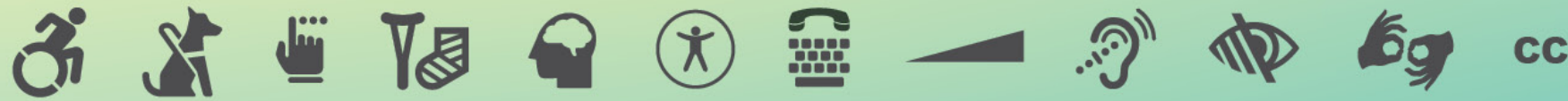




DEPARTMENT OF THE PREMIER AND CABINET AND PUBLIC SERVICE COMMISSION

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

Action <i>DSP commitments for 2017-20</i>	Action success measure <i>How we know we have completed these actions and activities</i>	Products/Activities <i>Outline agency-specific products or activities to support this action (for the period 1 July 2019 to 30 June 2020)</i>	Progress/Achievements <i>What we did in the period 1 July 2019 to 30 June 2020 to ensure success measures are addressed</i>	Status <i>For the period 1 July 2019 to 30 June 2020, is the action completed or still underway</i>
<p>Work with the Department of Communities, Disability Services and Seniors (DCDSS) to ensure promotional materials and campaign strategies are best practice.</p>	<ul style="list-style-type: none"> Queensland participates and contributes to National Disability Strategy (NDS) communication strategies and activities. (State Disability Plan measure) 		<p>The Government Advertising and Communication Committee, coordinated and chaired by DPC, have an ongoing commitment to ensure advertising campaigns support diversity and inclusion and people with disability. The secretariat of the committee reviews campaigns and makes recommendations to ensure promotional materials and campaign strategies are best practice.</p> <p>The PSC has an ongoing commitment to ensure all communication activity supports diversity and inclusion and people with disability. Any campaign activity and supporting products are created to ensure accessibility requirements are met.</p>	<p>Complete - BAU</p>
<p>Deliver whole-of-government managed social media campaigns and sub-campaigns as appropriate for the NDS via:</p> <ul style="list-style-type: none"> Queensland Government Facebook Queensland Government YouTube Queensland Government Instagram. 	<ul style="list-style-type: none"> Queensland participates and contributes to NDS communication strategies and activities. (State Disability Plan measure) 		<p>There have been no requests for public facing campaign support during the reporting period, however diversity and inclusion content from across the sector is supported on social media channels managed by the PSC (PSC LinkedIn, Queensland Government LinkedIn and Queensland Government Graduate Facebook page).</p> <p>DPC will continue to support any whole-of-government communication strategies and activities on the DPC-run social media channels where requested and as appropriate.</p>	<p>Complete - BAU</p>
<p>Conduct internal NDS-related communication via internal online platforms i.e. for Disability Awareness Week and for other DCDSS developed material.</p>	<ul style="list-style-type: none"> Queensland participates and contributes to NDS communication strategies and activities. (State Disability Plan measure) 	<ul style="list-style-type: none"> Disability Action Week communications and resources shared across both agencies. 	<p>DPC shared information on disability inclusion and awareness-raising events through all internal communications channels throughout the reporting period. This included DCDSS information on Disability Action Week, but also extended to Global Business and Disability Network's 'Invalid opinions' campaign, the federal AccessAbility Day initiative, and Global Accessibility Awareness Day. Messaging was distributed through Director-General messaging, Intranet content, Yammer, direct email to senior leaders, as well as communications to DSP working group members for them to forward to their relevant teams.</p>	<p>Complete - BAU</p>



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			<p>At a whole-of-government level, DPC coordinated and promoted a Speakers series event with Nas Campanella in celebration of International Day of People with Disability in December 2020. Participants were provided with an understanding of the barriers faced by people with disability and the collective role we all play in removing those barriers.</p> <p>PSC supported DCDSS by sharing information about Disability Action week in September 2019 through their internal communication channels.</p> <p>DPC and PSC continue to promote information about disability and our role in driving a more inclusive workforce and community.</p>	
<p>Deliver external communications and media campaigns that support diversity and inclusion and people with disability.</p>	<ul style="list-style-type: none"> Queensland participates and contributes to NDS communication strategies and activities. (State Disability Plan measure) 	<ul style="list-style-type: none"> PSC Knowledge Centre (ForGov website) 	<p>The PSC updated the Knowledge Centre to reflect best practice approaches in language and accessibility, as identified and recommended by the Australian Network on Disability.</p> <p>DPC has continued to ensure that the factors of diversity and inclusion, and people with a disability are included and considered across all campaign and strategy planning processes.</p>	<p>Complete - BAU</p>
<p>Provide training and development programs to build a culture that supports inclusive workplace practices including:</p> <ul style="list-style-type: none"> respectful workplace behaviours unconscious bias reasonable adjustment recruitment and selection mental health. 	<ul style="list-style-type: none"> Training is progressively provided to agency staff in accordance with approved annual training program. 	<ul style="list-style-type: none"> Disability awareness training The ORANGES Toolkit training Unconscious bias training Capability development session – Guide Dogs Australia Mental Health Week RUOK Day 	<p>DPC and PSC have continued to provide training and development programs to support inclusive workplace practices through iLearn.</p> <p>DPC provides access to the whole-of-government Disability Awareness Training, on DPC's Disability Inclusion Intranet page, our learning management system and on our induction resource page for new employees.</p> <p>143 DPC staff attended ORANGES Toolkit training - Wellbeing and Resilience Program, and three DPC staff attended Unconscious Bias training during this period.</p> <p>Further to these training offerings, DPC coordinated a capability building visit to the Guide Dogs Queensland breeding centre. Members of our Disability Service Plan (DSP) working group were joined by interested staff to learn about the broad range of services and support offered by Guide Dogs Queensland and to participate in experiential learning. This included training on the types of assistive devices used by people with vision</p>	<p>Complete - BAU</p>



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			<p>impairment and the type of support and assistance the community can provide. Attendee learnings were shared back across the department.</p> <p>DPC has also shared targeted information with supervisors and managers regarding reasonable adjustments / workplace adjustments for people with disability to share what may be possible.</p> <p>Mindfulness, mental health and suicide awareness continued to be a focus area for DPC during this period. This was supported by a range of resources, events and activities including: RUOK Day, Odd Socks Day morning tea, 1WS #TakeTime photo booth during Mental Health Week, DPC trivia event raising money for the Black Dog Institute, Queensland Health's Dear Mind initiative, and mindfulness in May.</p> <p>Mental health and wellbeing was heavily promoted through a range of resources during COVID-19.</p> <p>At the PSC, Mental Health Week was heavily promoted through a range of resources and activities promoting emotional wellbeing. The PSC encouraged its employees to participate in the activities provided by the 1 William Street network.</p> <p>The PSC, in collaboration with agencies across the Queensland public sector, continued to implement a range of actions from the Disabling the Barriers to Employment Implementation Plan 2019-20.</p>	
<p>Ensure DPC and PSC buildings and events are accessible wherever possible.</p>	<ul style="list-style-type: none"> Practical guidance and documentation provided to all staff and stakeholders on choosing accessible venues for agency-organised events or meetings. 	<ul style="list-style-type: none"> New accessibility measures (in addition to those already available and promoted) introduced and highlighted include: <ul style="list-style-type: none"> quiet spaces available during events having an identified support person in the room if needed. 	<p>Accessibility of events remained a focus for both DPC and PSC. Attendees are asked to provide accessibility requirements at the point of registration. Where an attendee identifies a requirement, alternate arrangements are made to ensure they can fully participate.</p> <p>During the reporting period, DPC and PSC hosted screenings of the Wide Angle Film Festival – depicting the experiences of people with disability through a series of short films. In support of all people having equitable access to the screenings, we provided attendees with a quiet room outside of the screening space, a dedicated support person located at the front of the room, and all films were captioned. At the DPC-led screening, adjustments</p>	<p>Complete - BAU</p>



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			were made to venue lighting for an attendee with vision impairment.	
Select venues for agency organised events on the basis of accessibility and suitable facilities for people with disability and their carers.	<ul style="list-style-type: none"> Practical guidance and documentation provided to all staff and stakeholders on choosing accessible venues for agency-organised events or meetings. 		DPC actively selects event venues that have appropriate accessibility requirements and considerations.	Complete - BAU
Respond to any identified needs for event participants and guests.	<ul style="list-style-type: none"> Practical guidance and documentation provided to all staff and stakeholders on choosing accessible venues for agency-organised events or meetings. 	<ul style="list-style-type: none"> During the reporting period we: <ul style="list-style-type: none"> provided accessible parking provided easily accessible seating for people with mobility requirements coordinated AUSLAN interpreters to provide a translation service for event guests on request booked accessible flights and road travel and provided additional supports for a guest speaker with vision impairment adjustments to lighting at an event for an employee with low vision considered the needs of vision impaired attendees for our online Speakers series event on innovation – ensuring that the facilitator clearly directed their questions, so the attendees knew who was speaking at all times. 	DPC and PSC provide an opportunity for guests to identify needs at the point of registration for internal and whole-of-government events. We responded to and acted upon requests during the reporting period.	Complete - BAU
Provide specialised support services (e.g. AUSLAN signers, companion card and similar support programs) as required.	<ul style="list-style-type: none"> Practical guidance and documentation provided to all staff and stakeholders on choosing accessible venues for agency-organised events or meetings. 	As above.	The agencies continued to provide specialised support services as required to ensure all people have equitable access to events.	Complete - BAU
Respond to identified physical asset modifications on a case-by-case basis.	<ul style="list-style-type: none"> Practical guidance and documentation provided to all staff and stakeholders on choosing accessible venues for agency-organised events or meetings. 	<ul style="list-style-type: none"> Provision of larger screens and specialist software for people with disability Requested provision of guest pass programmed to hold 1WS security gates open longer for guest with guide dog. 	DPC continued to consider the needs of employees and make improvements to facilities and services. The PSC continues to consider the needs of employees and responds to special requirements as needed.	Complete - BAU
Ensure all new agency information is available and published in accessible formats and is	<ul style="list-style-type: none"> All new key Queensland Government information is provided 	<ul style="list-style-type: none"> The DPC Ready, Respond, Return Hub Intranet pages (providing DPC staff with information on COVID-19) included alt text on images to support 	All new online and most existing DPC documents are published in accessible formats (HTML) for screen readers and other assistive technologies.	Complete - BAU



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<p>able to be converted using common assistive technologies.</p>	<p>in accessible formats. (State Disability Plan measure)</p> <ul style="list-style-type: none"> Existing content progressively reviewed and updated. (DPC and PSC measure) 	<p>employees with vision impairment and linked to accessible Queensland Government resources.</p>	<p>Website users can request documentation in an alternate or specialised format.</p> <p>PSC has updated their corporate identity guidelines to ensure increased accessibility, including small focus group testing. All new materials are created to align with the new accessible corporate identity guidelines and are regularly tested by running through an accessibility program. Where PSC resources are available in other, less accessible formats, these are being systematically updated as resourcing permits.</p>	
<p>Regularly review existing materials and update content to ensure accessibility in multiple formats.</p>	<ul style="list-style-type: none"> All new key Queensland Government information is provided in accessible formats. (State Disability Plan measure) Existing content progressively reviewed and updated. (DPC and PSC measure) 		<p>As above.</p>	<p>Complete - BAU</p>
<p>Review key documentation and website content to ensure compliance with Queensland Government Enterprise Architecture Standard 26 and accessibility standards.</p>	<ul style="list-style-type: none"> All new key website content is accessible and complies with guidelines. (State Disability Plan measure) Increase in the number of government websites that meet guidelines. (State Disability Plan measure) 		<p>All DPC and PSC websites and online applications (except for a small number of legacy systems which will be phased out) are compliant with the Queensland Government Enterprise Architecture Information Standard 26.</p>	<p>Complete - BAU</p>
<p>Ensure that all videos compiled and published by the agency on social media are accompanied by text transcripts and closed captions, where practical.</p>	<ul style="list-style-type: none"> All new key website content is accessible and complies with guidelines. (State Disability Plan measure) Increase in the number of government websites that meet guidelines. (State Disability Plan measure) 	<ul style="list-style-type: none"> Four Speakers series videos published with transcripts during the reporting period (internal to Queensland Government): <ul style="list-style-type: none"> Digi Youth Arts (NAIDOC Week 2019) Michael Oates (Innovation, September 2019) Orange Sky Laundry (Community impact, February 2020) Leanne Kemp (Queensland Chief Entrepreneur, June 2020). 	<p>All videos published online were accompanied by text transcripts. Closed captions are also used for some videos.</p>	<p>Complete - BAU</p>
<p>Support government initiatives with new and redeveloped websites in accordance with best practice, websites policy (IS26) compliance and accessibility standards.</p>	<ul style="list-style-type: none"> All new key website content is accessible and complies with guidelines. (State Disability Plan measure) Increase in the number of government websites that meet 		<p>DPC and PSC ensure all websites meet best practice standards and policies.</p>	<p>Complete - BAU</p>



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	guidelines. (State Disability Plan measure)			
Ensure all Queensland Government policy and legislation considers the needs and interests of people with disability and upholds the human rights of people with disability.	<ul style="list-style-type: none"> Queensland Government legislation, policies and programs demonstrate they have considered the needs of people with disability and carers. (State Disability Plan measure) 		DPC continued to consider the needs and interests of Queensland's diverse community in the development of policy and legislation through the preparation and introduction of the Disability Services and Other Legislation (Worker Screening) Amendment Bill 2020, which was introduced into Parliament on 18 June 2020.	Complete - BAU
Influence federal policy, legislation and programs to consider the needs and interests of people with disability.	<ul style="list-style-type: none"> Queensland Government legislation, policies and programs demonstrate they have considered the needs of people with disability and carers. (State Disability Plan measure) 		DPC represented the interests of people with disability, including NDIS participants, at national meetings to ensure their safety and wellbeing especially during the coronavirus pandemic.	Complete - BAU
Provide language, translating and communication services to people with disability and to their carers at DPC and PSC facilities, sponsored events and during recruitment and selection activities.	<ul style="list-style-type: none"> Language, translating and communication services are available to Queenslanders with disability when accessing Queensland Government provided and funded services. (State Disability Plan measure) 		Accessibility of events remained a focus for both DPC and PSC. Attendees are asked to provide accessibility requirements at the point of registration. Where an attendee identifies a requirement, alternate arrangements are made to ensure they can fully participate. Applicants for roles at DPC are provided opportunities to advise of accessibility requirements at point of application and point of interview.	Complete - BAU
DPC will work collaboratively with the PSC and other Queensland Government agencies to identify strategies to increase employment opportunities for people with disability.	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland public sector workforce increases towards eight per cent by 2022. (State Disability Plan measure) 		DPC continues to work collaboratively with PSC to minimise the barriers to employment for people with disability. Through the Strategic Workforce Council, PSC established a cross-agency working group to identify third-party employment options to improve representation of people with disability in the Queensland public sector. Future actions will be dependent on agency budget allocations.	Complete - BAU
Continue to embed flexibility, inclusiveness and diversity in all human resource processes with a focus on recruitment, selection and capability development.	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland public sector workforce increases towards eight per cent by 2022. (State Disability Plan measure) 		Both DPC and PSC continued to provide training and development programs to support inclusive workplace practices. DPC HRS met with all panel chairs throughout recruitment processes to provide advice on fair and transparent recruitment processes and decision-making. This included conversations that actively challenged assumptions and perceptions when undertaking recruitment and selection.	Complete - BAU



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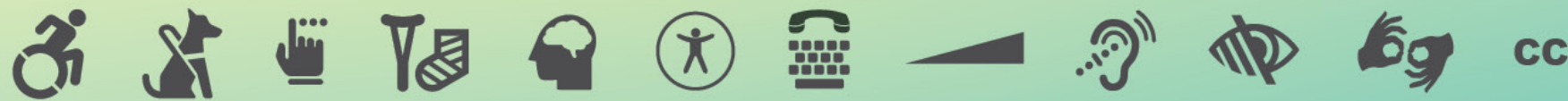
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Disseminate all vacancies through the JobAccess vacancy distribution service.	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland public sector workforce increases towards eight per cent by 2022. (State Disability Plan measure) 	<ul style="list-style-type: none"> 51 DPC vacancies disseminated through JobAccess. 	<p>DPC referred 51 job vacancies through to the JobAccess vacancy service for dissemination to the national network of Disability Employment Services during this period.</p> <p>PSC continues to refer vacancies through JobAccess as required.</p>	Complete - BAU
Refresh and deliver relevant and targeted training and awareness programs.	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland public sector workforce increases towards eight per cent by 2022. (State Disability Plan measure) 	<ul style="list-style-type: none"> Two events to raise awareness and encourage individual action (detailed in Progress/Achievements) Several communications campaigns to raise awareness (detailed in Progress/Achievements). A planned disability experiential capability development session for DSP working group members was cancelled due to COVID-19 – we will seek alternative training when there is more certainty surrounding COVID-19 recovery. The sector-wide Disability Awareness training package has been promoted and is linked through the DPC induction page, Disability Inclusion Intranet page and iLearn. 	<p>PSC continues to provide training and development programs to support inclusive workplace practices. PSC employees are encouraged and supported to participate in other agencies training programs.</p> <p>DPC delivered several important awareness and development programs during the reporting period.</p> <p>From 15-22 September 2019, both DPC and PSC celebrated Disability Action Week (DAW) with cross-agency screenings of Wide Angle Film Festival. The DPC-led screening featured opening remarks from a senior leader with lived experience of disability.</p> <p>At DPC, DAW resources were provided across the department through targeted Director-General communications, Intranet stories, and a direct email to all senior leaders (Director level and up) to highlight their role in driving disability inclusion.</p> <p>On 29 November 2019, DPC hosted job seekers with disability for AccessAbility Day. Jobseekers were provided with workplace experiences and insights, as well as participating in a workshop on applying for government roles.</p> <p>Participating hosts received briefings on different experiences of disability and adjustments they may need to make on the day. This initiative also supported staff learning around lived experiences of disability. An FAQs document to help hosts to support their jobseekers during AccessAbility Day provided information not only relevant for the day but for future use.</p> <p>On 4 December 2019, DPC celebrated International Day of People with Disability (December 3) through the whole-of-government Speakers series event featuring Nas Campanella. As a result, Strategic Communications was provided with the <i>ABC Editorial guidance note on reporting and portraying people with disability</i> to help inform ongoing practice.</p>	Complete - BAU



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			<p>For Global Accessibility Awareness Day on 21 May, 2020 DPC provided information on digital accessibility and highlighted tools and information available to staff to support digital access. This included promoting a contact person in Information Services for questions or enquiries relating to digital access.</p> <p>DPC has continued to provide training and development programs to support inclusive workplace practices. In addition to a range of online programs, three staff attended Unconscious Bias training and 143 staff attended the ORANGES Toolkit – Wellbeing and Resilience Program.</p>	
<p>Establish mechanisms to track the number of candidates shortlisted for vacancies who identify as people with disability.</p>	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland public sector workforce increases towards eight per cent by 2022. (State Disability Plan measure) 		<p>According to Queensland Shared Services reporting, 177 people who identify as having a disability applied for DPC vacancies during this period.</p> <p>Due to privacy and system limitations, DPC relies on applicants to voluntarily re-identify at the shortlisting/interview stage of the recruitment process.</p> <p>DPC continues to share this data, once received, with panel chairs for their information and will continue to explore ways in which this information can be used.</p> <p>PSC continues to receive monthly reporting on candidate diversity for vacancies advertised on the Smart Jobs and Careers website, but due to privacy and limitations, no follow up data is available through Springboard. The reports are not available at time of shortlisting and are deidentified and not traceable to particular applicants. Therefore, PSC relies on applicants to voluntarily re-identify at the shortlisting/interview stage of the recruitment process.</p> <p>PSC shares data, once available, with panel chairs for their information.</p>	<p>Complete - BAU</p>
<p>Ensure all recruitment processes including the whole-of-government Policy Futures Graduate Program are modified to:</p> <ul style="list-style-type: none"> minimise barriers for people with disability 	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland public sector workforce increases towards eight per cent by 2022. (State Disability Plan measure) 	<ul style="list-style-type: none"> Survey for Policy Futures Graduate Program applicants with disability to collate any adjustments up front, so that these could be accommodated at each stage of the recruitment process. Wording in all DPC role descriptions to encourage applicants with disability to advise of 	<p>The Policy Futures Graduate team continues to make changes to minimise the barriers for people with disability applying for the program. During the recruitment process for the 2020 cohort, updates were made to the graduate program's website to reflect the program's status as an inclusive employer, along with additional information</p>	<p>Complete - BAU</p>



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<ul style="list-style-type: none"> establish and implement targeted recruitment activities for people with disability ensure candidates with a disability and their specific needs are identified at point of application ensure appropriate reasonable adjustment processes are implemented throughout all stages of the selection process target advertising to attract people with disability through specialist providers, universities and websites modify role descriptions to incorporate statements supporting diversity and inclusion and support services available to candidates upon request. 		<p>any adjustments they may need through the application process.</p> <ul style="list-style-type: none"> At interview stage, all applicants are invited to advise of any adjustments to support them at interview. 	<p>encouraging candidates to identify any reasonable adjustments required throughout the recruitment and selection process. Through the application stage, if a candidate identified as having a disability, a survey was sent to them to collate any adjustments up front, so that these could be accommodated at each stage of the recruitment process.</p> <p>Most adjustment requests at the assessment centre stage was for these candidates to have access to a quiet room on the day if needed. When sourcing the venue, the Policy Futures Graduate team took this into consideration and was able to accommodate this adjustment. For the interview stage, these candidates were matched with an experienced panel member.</p> <p>Out of the 35 successful candidates of the 2020 cohort, three identify as having a disability.</p> <p>The PSC continues to monitor recruitment processes to ensure they are accessible to people with a disability.</p>	
<p>Review the effectiveness and success of the diversity champions and allies.</p>	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland public sector workforce increases towards eight per cent by 2022. (State Disability Plan measure) 		<p>The DSP Working Group members continued to be champions and allies within both agencies.</p> <p>Throughout the reporting period, in addition to regular meetings and reporting responsibilities, members participated in extra development opportunities such as a half-day visit to Guide Dogs Queensland to build capability in supporting and including people with vision impairment. Members of the group also participated in AccessAbility Day – joining our jobseekers and their hosts to discuss their roles delivering on our DSP for the two agencies.</p> <p>PSC representatives attend DSP meetings and remain connected through other channels.</p>	<p>Complete - BAU</p>
<p>Promote campaigns and share personal stories that raise awareness of people with disability through internal communication channels.</p>	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland public sector workforce increases towards eight per cent by 2022. (State Disability Plan measure) 	<ul style="list-style-type: none"> Campaigns and stories of people with disability were promoted through Intranet features, DG emails, face to face (i.e. events and meetings) and Yammer. Broadcast journalist Nas Campanella shared her personal story during DPC Speakers series event for International Day of People with Disability. Nas self-describes as totally blind and has a neurological condition called Charcot- 	<p>PSC continues to share and promote stories that raise awareness broadly of diversity and inclusion.</p> <p>Throughout the reporting period, DPC continued to promote campaigns and share personal stories to raise disability awareness. We continue to share the diverse stories and experiences of our workforce through All Voices staff profiles, which are published</p>	<p>Complete - BAU</p>



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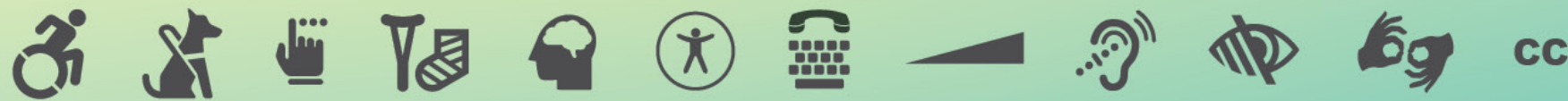
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		<p>Marie-Tooth which means she can't read Braille, she shared her story and the actions we can all take to make workplaces more inclusive for people with disability.</p> <ul style="list-style-type: none"> One All Voices profile during the reporting period shared the story of a DPC employee with disability. <p>Further details available under the action <i>Refresh and deliver relevant and targeted training and awareness programs.</i></p>	<p>on the DPC intranet and promoted through all staff communication channels.</p> <p>COVID-19 response:</p> <p>Throughout COVID-19, DPC has provided consistent messaging and resources to support mental health and provided supervisors with tools to support people with disability and employees who are vulnerable due to chronic illness.</p> <p>DPC promoted specific COVID-19 resources for people with disability and their carers on the Intranet homepage.</p>	
<p>Leverage Diversity Data Week and other awareness activities to encourage employees to check and update their diversity information.</p>	<ul style="list-style-type: none"> The proportion of people with disability employed in the Queensland public sector workforce increases towards eight per cent by 2022. (State Disability Plan measure) 	<ul style="list-style-type: none"> Promotion on DPC Intranet page 'Equal Employment Opportunity (EEO) data—why you count' – encouraging staff to complete this data and the benefits of doing so. Email to senior leaders (Director level and above) providing information on how to support a culture where employees feel comfortable to talk about their disability and request any adjustments they may need, or provide confidential EEO data, along with instructions on how to update EEO data in Aurion. 	<p>The PSC encourages staff to update their EEO data through regular communication and are looking into creating a page to go on the Intranet.</p> <p>DPC continues to encourage staff to update their EEO data. During Disability Action Week 2019, all senior leaders (Director level and above) were provided information on how to support a culture where employees feel comfortable to talk about their disability and request any adjustments they may need, or provide confidential EEO data, along with instructions on how to update EEO data in Aurion.</p> <p>During the period, DPC HRS followed up staff who had not provided their diversity information in Aurion. According to Queensland Shared Services reporting, 345 staff had submitted a response, 110 staff had not responded, and 15 staff had declined to respond to their diversity information. MOHRI data for the March 2020 quarter shows 1.83% of DPC employees identify as having a disability. Working for Queensland data shows 7.4% of respondents identify as having a disability.</p>	<p>Complete - BAU</p>
<p>Actively support DCDSS, PSC and other agency lead initiatives/ campaigns to support the employment of people with disability.</p>	<ul style="list-style-type: none"> Information, resources and best practice case studies uploaded to/linked to website. (State Disability Plan measure) 	<ul style="list-style-type: none"> Disability Action Week communications and activities (as previously detailed). 	<p>DPC continued to support and promote initiatives led by DCDSS and the PSC, this included sharing and promoting resources from across the sector to support the employment of people with disability.</p>	<p>Complete - BAU</p>
<p>Share stories that promote a culture that recognises and values differences in the workplace.</p>	<ul style="list-style-type: none"> Information, resources and best practice case studies uploaded to/linked to website. (State Disability Plan measure) 	<ul style="list-style-type: none"> DPC Wide Angle Film Festival screening introduced by senior executive with disability. Speakers series with Nas Campanella. 	<p>The All Voices initiative is one of the ways we share stories to promote a culture where difference is valued. We also seek opportunities for people to share their stories and experiences through speaker</p>	<p>Complete - BAU</p>



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		<ul style="list-style-type: none"> All Voices profile featuring a DPC employee with disability. <p>Further details on these initiatives available under the action <i>Refresh and deliver relevant and targeted training and awareness programs.</i></p>	<p>events (external speakers) and as MCs for events (departmental speakers).</p>	
<p>Continue to work with other jurisdictions and Queensland Government agencies to shape NDS policy during the transition and implementation of the full scheme.</p>	<ul style="list-style-type: none"> All existing eligible clients transition and access services through the NDIS by 30 June 2019. (State Disability Plan measure) 		<p>See below.</p>	<p>Complete - BAU</p>
<p>Continue to work with other jurisdictions and Queensland Government agencies to shape policy and outcomes for all people with disability as committed in the NDS.</p>	<ul style="list-style-type: none"> All existing eligible clients transition and access services through the NDIS by 30 June 2019. (State Disability Plan measure) 	<ul style="list-style-type: none"> Developed a response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability employment issues paper regarding barriers to employment for people with disability, and related activities and programs to support employment of people with disability. 	<p>DPC represented the interests of people with disability, including NDIS participants, at national meetings to ensure their safety and wellbeing especially during the coronavirus pandemic.</p> <p>Additionally, DPC has been active in responding to requests for feedback on issues papers resulting from the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.</p>	<p>Complete - BAU</p>
<p>Consult with agency staff with disability, other relevant persons and peak bodies, where relevant, to improve access and participation in the workforce and at agency facilities and venues for people with disability.</p>	<ul style="list-style-type: none"> Increased participation of people with disability in consultation. (State Disability Plan measure) Options for engagement promoted. (State Disability Plan measure) 	<ul style="list-style-type: none"> DSP working group. 	<p>Where possible, DPC and PSC take a consultative approach to improve access and participation in the workforce.</p> <p>For any DPC staff with disability assistance requirements, Information Services conduct a one-on-one meeting to work through best options for implementing their requirements. This has resulted in solutions such as providing larger screens and specialised software for employees with disability.</p> <p>Through the Strategic Workforce Council, PSC established a cross-agency working group to identify third-party employment options to improve representation of people with disability in the Queensland public sector. Future actions will be dependent on agency budget allocations.</p> <p>DPC and PSC continue to seek increased engagement between employees with disability and the DSP working group.</p>	<p>Complete - BAU</p>
<p>Utilise any relevant accessibility features on personal devices/ systems used by people with a disability to deliver necessary assistive technologies to staff where possible.</p>	<ul style="list-style-type: none"> Increased participation of people with disability in consultation. (State Disability Plan measure) 	<ul style="list-style-type: none"> DPC Intranet story on digital accessibility options for people with disability and advice on how to request additional assistive technologies. 	<p>All DPC staff are provided Windows 10 devices, which has numerous accessibility options available. Accessibility options are worked through for all IT needs with the staff member to ensure the equipment/software is meeting their needs.</p>	<p>Complete - BAU</p>



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	<ul style="list-style-type: none"> Options for engagement promoted. (State Disability Plan measure) 		<p>Accessibility options have been promoted through internal communications regarding Global Accessibility Awareness Day to increase staff awareness around options available to them.</p> <p>The PSC continues to monitor employees to determine if any accessible technologies are required.</p>	
<p>Consult with agency staff with disability and other relevant persons during the development and implementation of specific disability service plan actions.</p>	<ul style="list-style-type: none"> Consultation with people is included in the Disability Service Plans 2017–2020, and/or the implementation of actions. (State Disability Plan measure) 	<ul style="list-style-type: none"> Bespoke inclusion questions in the 2019 Working for Queensland survey. Yammer posts inviting employees with disability to join the DSP working group. 	<p>The DSP working group consists of staff from across both agencies including staff who identify as having a disability. The working group works collaboratively to implement actions under our DSP. DPC and PSC continue to seek increased engagement between employees with disability and the working group.</p> <p>DPC have also incorporated bespoke questions relating to inclusion in our Working for Queensland survey during this reporting period. DPC also uses filtered responses from respondents who identify as living with disability to inform inclusion activities and workplace culture initiatives.</p>	<p>Complete - BAU</p>
<p>Tailor the content, structure and delivery of agency leadership programs to ensure they meet the specific needs of people with disability.</p>	<ul style="list-style-type: none"> Application and assessment processes for Queensland Government leadership programs are accessible. (State Disability Plan measure) Participant demographics for Queensland Government leadership programs are representative of the community. (State Disability Plan measure) 	<ul style="list-style-type: none"> Current ongoing project to eliminate accessibility issues with our learning management system. 	<p>Development of PSC's business case for a sector-wide reverse mentoring program for people with disability has been delayed due to the resourcing impact of COVID-19.</p> <p>DPC continued to improve our processes and work with staff and training providers when accessibility requirements were identified. DPC is working in collaboration with CSYW to eliminate accessibility issues with our learning management system, iLearn.</p> <p>The Policy Futures Graduate team continued to work with external providers who deliver training to the 2019 cohort to ensure training materials met accessibility requirements for a blind graduate within this cohort.</p>	<p>Complete - BAU</p>
<p>Review success of promoting nominees who are people with disability to agencies for board appointments.</p>	<ul style="list-style-type: none"> Application and appointment processes for Queensland Government boards, steering committees and advisory bodies are accessible to Queenslanders with disability. (State Disability Plan measure) 	<ul style="list-style-type: none"> Enhanced Queensland Register of Nominees with focused messaging on diversity. 	<p>DPC launched the enhanced Queensland Register of Nominees (QRON) during this reporting period. The introductory messaging on the 'Join a board' internet site connected to QRON reinforces the message that our diverse communities should be reflected on Government boards. When registering, candidates can choose to self-identify with several diversity options including 'People with disability and impairment'.</p>	<p>Complete - BAU</p>



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	<ul style="list-style-type: none"> Increased number of people with disability registered on the Queensland Register of Nominees to Government Bodies. (DPC Measure) 		<p>If a candidate's skills match those required by the agency conducting the search, they will be included in the list of nominees provided to the agency. Technology infrastructure does not support tracking of the number of board appointees with disability, however we continue to look for new ways to encourage people with disability to register to serve on a board.</p>	