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**THE LEGISLATIVE ASSEMBLY FOR THE
AUSTRALIAN CAPITAL TERRITORY**

ELEVENTH ASSEMBLY

ACT Disability Strategy

2024-2033 First Action Plan

2024-2026

Annual Report (2025)

Presented by

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Acknowledgements

Acknowledgement of Country

The ACT Government acknowledge the Ngunnawal people as traditional custodians of the ACT and recognises any other people or families with connection to the lands of the ACT and region. We acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region.

Acknowledgement of people with disability

This Report would not have been possible without people with disability, their families, carers, Disabled People's Organisations, the ACT Disability Reference Group and other key partners within the ACT disability community who took part in and supported diverse ACT Disability Strategy consultation and implementation activities. We want to thank them for sharing their time, experiences and expertise and acknowledge their significant contributions to guiding and supporting disability reform activities within the Territory.

Language in this Report

We recognise people with disability have different preferences regarding how they describe disability, and that there are differing concepts and understanding of disability within and amongst communities. In this Report we use 'person-first language' to talk about disability, for example 'person with disability'.

We also acknowledge many people with disability prefer 'identity-first language', and that some people are fine with using either person-first or identify-first language. We recognise the importance of respecting people's preferred language regarding disability and note the language used in this Report is not intended to diminish individual identities of disability.

Accessibility statement

The ACT Government is committed to making its information, services, events and venues as accessible as possible. This document has been written in plain English and accessible formats including Auslan, plain English and Easy English summaries are available [here](#).

If you would like to receive this publication in another format (such as large print), please email the Office for Disability at officefordisability@act.gov.au or call us on 6207 1086.

Introduction

On 11 April 2024 the *ACT Disability Strategy 2024-2033* (the Strategy) and *First Action Plan 2024-2026* (First Action Plan) was launched.

This *ACT Disability Strategy First Action Plan Annual Report 2025* provides:

- a summary of achievements during the Strategy's first year
- a progress update on all activities being delivered under the First Action Plan; and,
- an outline of ongoing and future work to be progressed under the First Action Plan.

Background

The [ACT Disability Strategy 2024-2033](#) is the ACT Government's commitment to building a more accessible and inclusive ACT, where people with disability can fully participate in all aspects of community life. It does this by setting out the core principles and approaches that are to be undertaken to support and deliver better outcomes for people with disability.

The Strategy also consolidates the ACT's commitment to Australia's Disability Strategy 2021–2031, guides the development of new initiatives to improve outcomes for people with disability, and brings together work already happening across the ACT Government including the [ACT Inclusive Education Strategy 2024–2034](#), the [ACT Disability Health Strategy 2024–2033](#), and the [ACT Disability Justice Strategy 2019–2029](#).

Extensive community consultation and engagement shaped the development of the Strategy, with consultation insights and learnings captured in the consultation report [Towards an ACT Disability Strategy—A Listening Report](#)

The Strategy and First Action Plan aim to address the systemic issues identified during consultation, along with other issues important to and impacting people with disability, their families and carers in the ACT.

People with disability continue to face complex forms of discrimination and disadvantage and experience diverse barriers to inclusion across all areas of life. Given the scope and complexity of the change required, the implementation of the Strategy and First Action Plan require a whole of government approach. The first year of implementation has seen all areas of ACT Government come together to progress outcomes with and for people with disability.

While there is still much work to be done, the Strategy is already delivering measurable and needed change for people with disability in the ACT. This report provides an update on work to date under the First Action Plan while also identifying future opportunities and areas for work.

Current disability reform landscape

It is important to acknowledge the Strategy, First Action Plan and associated plans are being implemented within a context of major disability reform at both the territory and federal levels.

In March 2025 the *Disability Inclusion Act 2024* commenced in the ACT, which embedded a legislative framework based on a human rights and social model understanding of disability. This legislation provides a framework for ACT Government to address ableism, works to support Strategy outcomes and enhances the capability and capacity of ACT Government to deliver greater systemic change.

Significant reform also continues at a Territory and national level with all governments working together to implement outcomes under Australia's Disability Strategy 2021-2031 (ADS) while working to respond to the recommendations of the *Royal Commission into Violence, Abuse, Neglect and exploitation of People with Disability* (Disability Royal Commission) and the *Independent Review of the National Disability Insurance Scheme* (NDIS Review). ACT commitments under these reform areas will also inform and shape future priorities and action plans under the Strategy.

ACT Disability Strategy First Action Plan 2024-2026

The First Action Plan is the first of 3 plans to be delivered over the 10 years of the Strategy. It is guided by the principles of the Strategy and aims to take the first steps towards addressing issues raised by the community.

First Action Plan activities are categories into six outcome areas, these are:

1. Governance and institutions
2. Safety and health
3. Social connection, Identity and belonging
4. Access and connectivity, Time, Transport and the built environment
5. Housing and home, Environment and climate
6. Economy, living standards, education and lifelong learning

These outcome areas are underpinned by the *ACT Wellbeing Framework* which provides specific action areas for the ACT Government to achieve the vision of the Strategy.

First Action Plan progress to date

This report marks the midpoint of the First Action Plan, providing an opportunity to reflect on progress to date and identify areas for continued focus.

As of April 2025, the progress status of all 28 actions under the First Action Plan sees:

- 4 actions complete
- 19 actions still in progress; and
- 5 actions yet to commence.

Key achievements over the last 12 months

This section provides an overview of the actions commenced in the first year of implementation and summarises actions that have been delivered and the positive impact achieved. Attachment A accompanying this Report contains a detailed progress updated for each action under the First Action Plan.

Key achievements in the first year of Strategy implementation include:

- Funding a community partner to deliver a self-advocacy and supported decision-making project by and for people with intellectual disability (Action 1.2)
- Funding new sexual violence prevention training programs for ACT disability sector workers and Domestic, Family, and Sexual Violence sector workers to support people with intellectual and cognitive disabilities (Action 2.1)
- Launching the Supporting and Strengthening LGBTIQ+ Communities grant program to support community-led peer support initiatives for LGBTIQ+ people with disabilities (Action 3.2).
- Transitioning International Day of People with Disability (I-Day) funding to the Canberra community (Action 3.5) ensuring the annual celebration of disability pride is community-led and controlled.
- Supporting Canberrans with a disability enjoy major festivals and events by purchasing a portable Changing Places facility which will be available to the community at these events (Action 4.8)
- Progressing a supported work experience pilot program for ACT students with disabilities to receive customised student-centred work experience. (Action 6.2).

The achievements delivered to date under the First Action Plan demonstrate a strong commitment to creating a more inclusive, accessible, and equitable Canberra. By prioritising community-led initiatives, cross-sector collaboration, and practical outcomes, the Strategy is already delivering meaningful change. These early successes lay a solid foundation for continued progress, as the ACT Government and its partners work together to implement the full scope of actions across all six focus areas in the years ahead.

Next steps and future opportunities

We acknowledge work has only just begun to deliver Strategy outcomes in the ACT, and much more work needs to occur to ensure the vision of the Strategy is realised across the Territory. Importantly, work across government must continue to ensure First Action Plan commitments are delivered across the final year of the Action Plan.

Key focus of our work ahead includes:

- The establishment of an ACT Disability Strategy Governance group, led by people with disability, to advice and monitor Strategy and action plan implementation.
- Supporting Aboriginal Community-Controlled Organisations to deliver culturally safe and inclusive services supporting First Nations people with disability.
- Funding community partners to grow Easy English understanding and capability across the community sector and increase the availability of Easy English resources in the ACT.
- Progressing work to explore options for a 'one-stop housing hub' for people with disability.
- Developing an ACT Neurodiversity Strategy in partnership with neurodivergent people, their families and communities.

As the ACT Government moves into the second half of the First Action Plan, the focus remains on deepening engagement, strengthening accountability, and delivering practical outcomes that reflect the priorities of people with disability. The initiatives ahead underscore a continued commitment to co-design and community leadership.

Looking beyond the First Action Plan, there is also a need to start thinking about what the Second Action Plan will prioritise and progress. This subsequent plan will be shaped in partnership with people with disability and via community consultation, while considering the role of the Strategy within the broader disability reform landscape. Work to develop the Second Action Plan is expected to commence in early 2026.

Planning for the next action plan will build on early First Action Plan foundations, ensuring that future efforts are informed by meaningful co-design and consultation and are aligned with broader disability reforms at both local and national levels.

Attachment A: First Action Plan 2024 -2026 – Annual report 2025.

The following section provides an update on the progress of all 28 actions under the First Action Plan. The reporting period for this progress update is from April 2024 to April 2025.

Focus Area One: Governance and institutions

Having a say, being heard, and working together for better outcomes.

Action	Action Status	Progress update
1.1 Establish an ACT Disability Strategy Governance Group, led by people with disability to advise and monitor Strategy and action plan implementation.	In Progress	ACT Government has commenced development of a Monitoring, Evaluation and Learning Framework to monitor and track ACT Disability Strategy and ACT Disability Health Strategy progress and performance. This work will include the establishment of an ACT Disability Strategy Governance Group comprised of people with disability, community organisations and ACT Government officials to advise and monitor Strategy and Action plan implementation.
1.2 Investigate options to deliver a self-advocacy program to enable people with disability to better understand and assert their human rights, and establish a systemic self-advocacy program for people with intellectual disability	In Progress	ACT Government has funded Down Syndrome and Intellectual Disability ACT to deliver a self-advocacy and supported decision-making pilot project by and for people with intellectual disability. This pilot will inform future ACT Government consideration around investment and approaches to supporting self and systemic advocacy for people with intellectual and cognitive disabilities in the ACT.
1.3 Review of the YourSay platforms and research services to ensure more people with disability can take part in consultation and engagement.	In Progress	A procurement process for the YourSay Panel platform will be undertaken and will consider the needs of people with a disability. Due to operational demands and priorities within the CMTEDD Research and Insights team, the YourSay panel platform procurement has been delayed by 12 months and will now be completed by December 2026. Efforts to identify opportunities for participation in activities on issues of interest for people with disability is ongoing. This includes collaboration across ACT Government to identify appropriate qualitative research projects.

		The YourSay Conversations platform is WCAG 2.1 Level AA compliant. The platform provider is continuing research and development to improve the accessibility of the engagement tools as technology and additional disability user needs are identified. Easy English assistance is provided for projects where people with disability are identified as a target audience. Further enhancements of both guidance provided on the platform and additional accessibility tools are being explored.
1.4 Develop a whole-of-government disability data standard and policy that governs when and how data about disability experience is collected, shared, and used by ACT Government directorates.	In Progress	National work to develop a disability data standard is underway in response to recommendation 12.5 of the Disability Royal Commission (DRC). This recommendation has been agreed in principle by all Australian Governments. Implementation will involve the Australian Institute of Health & Welfare (AIHW) and Australian Bureau of Statistics (ABS) leading consultation on a nationally consistent core set of questions for collection of data about people with disability across mainstream services and surveys. The ACT will need to align its efforts to the national approach. Any deviation from the national standard will affect national comparability of ACT data. Therefore, the ACT, through the Data, AI and Digital Records branch in Digital Data & Technology Solutions will contribute to the National Disability Data Standard, and lead adoption of the standard at jurisdictional level, in partnership with the Disability Policy area in the Health and Community Services Directorate.
1.5 Develop an ACT Neurodiversity Strategy in close consultation with neurodivergent Canberrans, their families and carers, and relevant stakeholders, that upholds the social model of disability and human rights principles and aligns with other relevant strategies and policies.	Not Started	The ACT Government will develop the ACT Neurodiversity Strategy in partnership with neurodivergent people, their families and communities across 2025 and 2026. This work is anticipated to align with and support existing ACT and national plans and strategies.

Focus Area Two: Safety and health

Feeling safe and being safe, being healthy and finding the right care.

Action	Action Status	Progress update
2.1 Fund training to upskill Domestic Family and Sexual Violence (DFSV) sector workers in supporting people with intellectual and cognitive disabilities who have experienced DFSV.	Complete	The ACT Government has funded WWILD Sexual Violence Prevention Program \$225,000 to provide training for DFSV staff working with service users who have intellectual and cognitive disabilities, and to upskill ACT disability sector workers in the identification of trauma, violence, exploitation and neglect. WWILD will work with people with disability who have experienced DFSV, the specialist DFSV sector and the disability sector to develop and roll out the training.
2.2 Support frontline crisis services to build disability understanding and responsiveness through Disability Access and Inclusion Plan development.	In Progress	The ACT Government has provided funding to Domestic Violence Crisis Service and Toora Women Inc. to support the development of their Disability Access and Inclusion Plans.
2.3 Scope work for a disaster preparedness toolkit to meet the needs of people with disability and assist people with disability and community organisations to ensure disaster preparedness.	In Progress	The Justice and Community Safety (JACS) Directorate is leading cross-government engagement on the development of materials to support the disability sector. This will be an extension of a similar body of work undertaken by the Commonwealth and currently being rolled out across the country. JACS held the first cross-government meeting on the February 2025. In April 2025, the ACT Government secured funding to procure the development of an ACT accessible emergency communication toolkit. The multi-media toolkit will ensure emergency communications are accessible to all Canberrans, with a focus on disability inclusive messaging, to ensure all people can understand and access the necessary information and support for disaster preparedness, response and recovery. The Toolkit is planned to be completed and adopted by December 2025.

Focus Area Three: Social connection, Identity and belonging

Being connected with family, friends and community, being able to express identity, feel a sense of belonging, and participate fully in society.

Action	Action Status	Progress update
3.1 Support Aboriginal Community-Controlled Organisations to deliver culturally safe and inclusive services supporting First Nations people with disability	In Progress	ACT Government is currently investigating options to ensure First Nations people with disability in the ACT are positioned to direct further approaches to investment and to enable effective implementation of this action.
3.2 Work with the community sector to deliver a peer support program to improve the wellbeing of LGBTIQ+ people with disability.	In Progress	ACT Government has identified an opportunity to deliver this grant opportunity to community by creating a targeted disability stream within the Supporting and Strengthening LGBTIQ+ Communities Program. This action will be delivered as a grant program to support a community-led peer support program to improve the wellbeing of LGBTIQ+ people with disability. Work is on track for grants established and beginning to be implemented in the first quarter of the 2025-26 financial year. The grant program will be open to LGBTIQ+ disabled peoples organisations (DPOs), LGBTIQ+ peer led organisations and/or a consortium of organisations with demonstrated expertise and capacity to work with LGBTIQ+ people with disability.
3.3 Increase the Disability Inclusion Grant funding pool to enable more community groups, organisations and small businesses to receive financial support to address attitudinal, communication, and physical barriers to access and inclusion	Complete	The Disability Inclusion Grant funding was increased to \$150,000 for the 2024-2025 budget and is set to increase to \$200,000 for the 2025-2026 grant round.
3.4 Expand the International Day of People with Disability grants to fund people with disability and their representative organisations to run disability-led events, initiatives and activities that deliver positive change for people with disability and the wider community	Complete	The 2024-2025 budget increased International Disability of People with Disability (I-Day) grant funding by \$25,000 across the 2024-2025 and 2025-2026 financial years.

3.5 Explore options to transition ACT Government engagement with the International Day of People with Disability to ensure the annual celebration of disability pride is community-led and controlled.	Complete	The I–Day Grant program funding was redirected in 2024-2025 to ensure I-Day is community-led and controlled by Canberrans with disability. On I-Day on 3 December 2024, ACT Government formally handed over the management of I-Day to people with disability in the ACT. An I-Day Steering Committee developed the I-Day Charter to ensure Canberrans with disability are in real and practical control of the direction of future I-Day celebrations, campaigns and events.
3.6 Review the ACT Companion Card program to identify possible improvements including the application process and expiry period.	Not Started	ACT Government is currently investigating options to improve ACT implementation of the Companion Card program.

Focus Area Four: Access and connectivity, Time

Getting around to places we value, accessing the services we need, having time to live life well.

Action	Action Status	Progress update
4.1 Strengthen ACT Government accessible communications and information provision by: • Employing a full-time Easy English specialist and an Auslan interpreter.	In Progress	A full time Assistant Director Content Accessibility (Easy English) has been recruited and commenced work within the Health and Community Services Directorate (HCSD) in March 2025. Following consultation with Deaf ACT and the identification of challenges associated with hiring a qualified Auslan Interpreter given the ongoing shortage in the ACT, alternate options to meet the intent of this action are being explored. Consultation is currently underway across the ACT Public Service and with Deaf ACT to identify the need to be met and consider innovative ways to address it. HCSD is on track to recruit a fluent Auslan user, with experience in community engagement. It is expected that while this role will not provide accredited Auslan interpreting services, the role will provide advice and direct communication support for video resources, in addition to supporting communication and consultation activities with Deaf and hard-of-hearing Canberrans.

4.1 Strengthen ACT Government accessible communications and information provision by: • Modernising digital and other communications across ACT Government, including through improved accessibility for assistive devices, simpler language, consistent and clear design, and better searchability. • Promoting Easy English editions of all issues of Our Canberra in print and online and provide printed copies at ACT libraries. • Improve accessibility of ACT Government events and communications by including accessibility information in all event listings and trialling several methods for communicating information in accessible ways (e.g. audio description of designs, video tours, tactile maps). • Progress actions under the government response to Auslan Inquiry.	In Progress	Chief Minister, Treasury and Economic Development Directorate (CMTEDD) has: • strengthened website governance and policies to ensure content owners strive to constantly improve accessibility and readability • delivered a new website design system to improve user experience, accessibility and consistency • consolidated over 50 separate websites containing over 10,000+ pages across government including content for six directorates • redeveloped the Access Canberra and act.gov.au websites including rewriting all content in plain language • commenced a 12-month review of ACT Health content to improve readability and the consolidation of additional websites • developed and delivered training and tools to support user experience and content design to directorate communications staff • implemented digital tools to help website managers across government improve website accessibility, content quality and search optimisation. • held six-monthly workshops on best practice for creating accessible documents and content across various platforms. • Events ACT has listed accessibility information on major event websites (Floriade and Enlighten Festival) Other comments: • Content management and improvements will be ongoing. CMTEDD will continue to support content and accessibility tools and guidance for our digital channels. • Promotion of Easy English editions of Our Canberra is undertaken through a range of methods, including the Our Canberra Print edition and through other ACT Government digital channels. Easy English versions of Our Canberra are provided in ACT Libraries. • CMTEDD will work with Community Service Directorate's Auslan communication position (once recruitment is finalised) to develop translated priority content for websites.
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4.2 Work with the community sector to grow Easy English understanding and capability across the community sector and increase the availability of Easy English resources in the ACT.	Not Started	ACT Government plans to consult with key ACT disability community partners to inform approaches to investment over the next 2 years. This work is expected to commence in the third quarter of 2025 in line with budget funding.
4.3 Co-design a Community Participation Framework for Libraries ACT that enables people with disability to have input into planning through Imagine Libraries 2030 Strategy.	In Progress	Advocates and people with lived experience were part of co-design activities for development of a new Libraries ACT strategic plan and to help shape the vision for a future Molonglo Valley Library. Libraries ACT will start development of a Disability Inclusion Action Plan in the coming two years.
4.4 Establish a disability liaison officer position for Access Canberra to provide whole-of-government accessible information and reasonable adjustment support to callers, and to foster a cultural shift to supporting people with disability engaging with Access Canberra.	Not Started	Recruitment for this dedicated position has been delayed, noting budget constraints, and open recruitment is expected to occur in third quarter of 2025.
4.5 Ensure all Transport Canberra operational employees (including bus drivers, special needs and flexible transport attendants, and those customer facing positions), as well as all customer-facing Light Rail staff, complete Disability Awareness training.	In Progress	The completion of Disability Awareness training is part of standard Transport Canberra operational business processes as part of employee onboarding. See below additional information on the operational employees who have completed disability awareness training: • Bus drivers – all new bus drivers complete a module during their training course. This session includes Sunflower Awareness, and guest speakers from Guide Dogs Australia. At the end of the session, learners complete an assessment which is mapped to Unit of Competency TLIC3001 – Transport passengers with disabilities. Current drivers will receive this training during the driver continuity training which has been planned for the latter half of 2025. • Special needs and flexible transport attendants – Special Needs Transport Drivers and Attendants received training in January 2025 which involved a delivery of disability awareness, including restrictive practices. • Staff in customer facing positions – All Transport Officers undertake the Disability Awareness training that is available through eLearning.

		Customer-facing Light Rail staff - Canberra Metro Operations (CMET): On track. All light rail frontline staff undertake an online Disability Awareness course as part of the CMET induction and competency management framework.
4.6 Explore options to ensure that taxi and rideshare services are safe, responsive, reliable and efficient to meet community expectations.	In Progress	Work aligned with ensuring taxi and rideshare services are safe, in the form of updated guidance for using wheelchair accessible taxis, has been published on the ACT Government website here. The revised safety information is predominately related to which wheelchairs are safe to use and securing wheelchairs in the taxi.
4.7 Require all City Renewal Authority and Suburban Land Agency public projects to meet the AS1428 Accessibility Standard	In Progress	Suburban Land Agency (SLA) projects require compliant outcomes, including but not limited to AS1428. This is applied throughout procurement processes (design and construction). The requirement to meet accessibility and other compliance outcomes, including where required by TCCS Municipal Standards, forms part of the project requirements in the brief to market. These aspects are considered at the evaluation stage of tenders and subsequently the project requirements form part of the contract. SLA is applying placemaking to its program of land development. The principles of inclusive, human-centered design and the role of the built form in promoting wellbeing are central to placemaking and are articulated in Place Design Briefs and site aspirations for developments delivered by SLA as well as included in sales documentation. In accordance with its Housing Strategic Action Plan, in 2024, SLA undertook an engagement process aimed at improving residential housing market outcomes for households where a person / people are living with a disability. People with disability, their family members and carers, representatives from advocacy groups, Community Housing Providers and Specialist Disability Accommodation providers were invited to take part in a series of workshops inclusive of participant needs. Live captioning was provided, the spaces were safe and in-person and online participation was equitable. Outputs from the process to be delivered by SLA in coming developments include rebates for residential dwellings built to higher accessibility standards than those required by the National Construction Code (NCC) and land release methods which prioritise private purchase by

		those living with disability. In May 2024 SLA released a Request for Tender to market for the development of a site in Curtin designated as a Dementia Village care campus. In developing the Place and Design Brief and sales requirements for the site, SLA brought together a diverse group of people including local residents, people with lived experience of dementia, researchers, carers and health practitioners. Together, the group developed a set of guidelines and inclusions that must be adhered to by the developer. Rather than auction the block, SLA has created a tender obligations matrix with a pre-Development Application checkpoint to ensure the development will deliver against the outlined model of care outlined by the matrix. This land release method prioritises health care, wellbeing, dignity and safety. Tender resolution is expected mid 2025. In its 16th year of operation, SLA's Community Development program Mingle, hosts a range of targeted and inclusive activations. The team has developed a sensory play kit suited to a range of neurodiverse needs – the kit is used by community, at events and has been loaned to City Renewal Authority for their events. At larger events, SLA ensures there are quiet spaces for those who may need them. Regular free, or low cost, resident led activities focused on inclusion, physical and mental wellbeing include: laughing club, yoga, playgroup and a bike library.
4.8 Support people with disability and their families to access public spaces and events by delivering one temporary and 4 permanent adult Changing Places facilities in the ACT.	In Progress	The ACT Government has purchased its first Portable Changing Places facility for use at major ACT festivals and events and is currently exploring opportunities to build additional permanent Changing Places facilities across the ACT.

Focus Area Five: Housing and home, Environment and climate

Having a place to call home, in an environment that sustains all life now and into the future.

Action	Action Status	Progress update
5.1 Investigate options to establish a disability housing information and advisory service to provide a one stop housing hub for people with disability.	Not Started	This will be considered in 2025/26 dependent on capacity to deliver among other Ministerial priorities.
5.2 Enhance the experience for people with disability engaging with Housing ACT by: • Establishing a disability liaison officer position in Housing ACT to support enhanced communication, reasonable adjustments and staff confidence in supporting people with disability. • Ensuring all Housing ACT officers attend training on engagement with people with disability. • Ensuring new Housing ACT housing stock meets or exceeds the minimum accessibility standards under the National Construction Code for all new builds.	In Progress	The Housing ACT Disability Liaison Officer (DLO) position has been established, and the role is active within the Health and Community Services Directorate (HCSD). Of the 93 staff in the Housing ACT tenant engagement team, 88 have attended disability awareness training. The Growing and Renewing Program continues to exceed its accessible homes targets, with more than 95% of completed constructions being designed to either adaptable Class C or Liveable Gold standards (as of December 2024). In addition, Housing ACT continues to make home improvements to its asset base; across 2023 and 2024 more than 470 homes had a disability modification made to it. This supports well-being and has improved the living standards for older tenants and/or tenants with disability.
5.3 ACT Parks and Conservation Service will enhance the accessibility of ACT parks and reserves by: • upgrading Namadgi Visitor Information Centre to improve wheelchair accessibility and more accessible recreation areas in the vicinity • upgrading visitor areas at Woods Reserve and Honeysuckle Campground, including providing accessible toilets at both sites • undertaking accessibility upgrades to paths and toilet facilities within the Sanctuary and Koala enclosure at	In Progress	Accessibility upgrades to Namadgi Visitor Centre toilets have been completed. Accessibility upgrades to external recreation areas commenced in early 2025 and are expected to be completed by mid to late 2025. Woods Reserve Campground upgrades – design development is 95% complete. Construction is expected to begin August 2025 pending approvals processes. Honeysuckle Campground upgrades - design development is 75% complete. The project is on pause pending completion of Woods Reserve Campground upgrades. Upgrades to paths and toilet facilities within the Sanctuary and Koala carpark at Tidbinbilla are complete. Accessibility Audit of Sanctuary precinct was also completed in 2023-24.

Tidbinbilla • upgrading and/or enhancement of access points into nature reserves that are challenging for wheelchairs, prams and motorised pushbikes.		Additional work includes: • Asphalt upgrades to the Sanctuary & Eucy/ Koala Forest • Carpark signage and line marking • Decking replacement Sanctuary • Toilet upgrades: ○ Sanctuary toilet – Vet Centre ○ Sanctuary toilet – deck lookout/picnic spot ○ Carpark toilet
5.4 Address the needs of people with accessibility needs in the move to zero-emissions public transport. Ensure all new buses are procured subject to applicable DDA standards and people with disability are engaged through the TCCS Accessibility Reference Group, ensuring that ARG members are consulted throughout Transport Canberra’s transition to Zero Emissions.	In Progress	Addressing the needs of people with accessibility requirements is a part of standard Transport Canberra business processes. All fleet for Transport Canberra operations is procured consistent with applicable DDA standards. People with disability are engaged through the TCCS Accessibility Reference Group at regular meetings.

Focus Area Six: Economy, living standards, education and lifelong learning

Gaining the skills and education needed at all stages of life, sharing in our city's economy, and having the financial resources to live life well.

Action	Action Status	Progress update
6.1 We will lead by example to make the ACT Public Service a more inclusive workplace by: • Developing an ACTPS Diversity and Inclusion Strategy in consultation with ACTPS staff with disability and subject matter experts from across the ACTPS including Offices for Disability, Women, Aboriginal and Torres Strait Islanders, LGBTIQ+, Multicultural Affairs, and Seniors and Veterans. • Including reasonable adjustment questions in the ACTPS staff survey. • Setting an initial target of 9 per cent of ACTPS employees, including executive staff, being people with disability. • Including employment targets for people with disability in ACTPS executive staff performance agreements.	In Progress	The Cultural Transformation Branch (CTB) will embark on development of an ACTPS Diversity and Inclusion Strategy in later 2025. Currently, the CTB is working to enhance the employment of people with disability and update the ACTPS Employment Framework for people with disability. This project is currently in the consultation phase, seeking input from staff who are people with disability, key functions across directorates and subject matter experts. To avoid consultation fatigue, the CTB plan to use the insights gained through consultation to also inform the ACTPS Diversity and Inclusion Strategy. Questions on reasonable adjustments have been drafted into the 2025 ACTPS Staff Survey question set. The ACTPS workforce representation commitment of 9% people with disability has been adopted as per the 2023-24 ACTPS State of the service Report (p27). The commitment to include employment targets for people with disability in all SES performance agreements has been confirmed to ACTPS Directors-General.
6.2 Investigate options to deliver additional supported work experience programs for students with disability in years 10, 11 and 12.	In Progress	The Education and Community Services Directorates are working with the ACT Inclusion Council to deliver a pilot for a supported work experience program for up to 30 ACT public school students with disability in years 10, 11 and 12. A supplier has been engaged and has promoted the program to 36 schools (26 high schools including home education, The Woden School, Black Mountain School and 9 colleges). As at May 2025 40 expressions of interest from students have been received to participate in the program. Students will commence supported work experience placements by mid-term 3, 2025 and all placements will be completed by the end of the 2025 school year.