

Environment Protection Authority

DAIP actions table

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

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

Priority Area 1: Active participation

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
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1.	Review and update the EPA's Accessible Events Toolkit to ensure best practice community engagement events.	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.	June 2027	Executive Services and External Relations
2.	Promote the usage of the toolkit for all events of 50 or more people.			September 2027	Executive Services and External Relations
3.	Review accessibility of EPA reporting portal and information request processes.			June 2030	Executive Services and External Relations

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.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
4.	Maintain disability awareness training in the EPA's suite of mandatory training and report on completion rates bi-annually.	1.2.1	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.	Ongoing	People and Culture
5.	Promote dates of significance like International Day of Persons with Disability to raise awareness of issues and influence attitudes.			Ongoing	Diversity, Equity and Inclusion Committee with support from Executive Services and External Relations

6.	Consider actions that impact Aboriginal people with disability in the next Reconciliation Action Plan.	1.2.3	The number of actions embedded in our DAIP working towards Closing the Gap targets.	March 2027	Reconciliation Action Plan Working Group
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Priority Area 3: Universal Design

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
7.	Design building fit-out changes with accessibility prioritised.	1.3.2	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, and the total number of new developments that incorporate Universal Design.	December 2028	Finance and Licensing Services

Priority Area 4: Accessible facilities

Outcome: People with disability can access public toilet facilities that meet their needs when out in the community.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

Priority Area 5: Communications and information

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
8.	Ensure EPA publications are designed with accessibility in mind with key documents provided in Easy Read formats.	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.	December 2029	Executive Services and External Relations
9.	Request accessibility requirements when inviting stakeholders to community events.	1.5.2	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.	December 2029	Executive Services and External Relations

Priority Area 7: Collaboration, consultation and innovation

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
10.	Public notifications and engagement methods are reviewed to consider access and inclusion.	1.7.1	The number of public consultations that included and sought input from people with disability, including engagement	December 2029	Executive Services and External Relations

			with Aboriginal Community Controlled Organisations (ACCOs).		
11.	Encourage employees with lived experience of disability to participate on committees and working groups to ensure they are actively involved in decisions that impact them.	1.7.2	The number of people with disability including parents and carers, serving on committees and working groups.	Ongoing	Committee and Working Group Executive Sponsors

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 reportin

Priority Area 4: Access to employment opportunities

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
12.	Develop training for recruitment and selection panels to increase capability and understanding of diversity, disability, access and inclusion.	2.4.3	Total number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.	June 2028	People and Culture
13.	Consider employment pathways into the EPA for priority groups.			June 2028	People and Culture

Priority Area 5: Inclusive working environments

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
14.	Review and update our Manager Toolkit that provides practical guidance on inclusive workplace practices and supports for employees with disability, including neurodiversity.	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.	June 2028	People and Culture
15.	Develop and promote health and wellbeing initiatives that support employees with disability to thrive in the workplace.			June 2028	People and Culture

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.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
16.	Enhance data collection through the recruitment process.	2.6.2	Development and implementation of data collection and reporting systems.	Ongoing	People and Culture
17.	Communicate how employees can update their personal information in HR systems.			December 2026	People and Culture

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

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 Areas for Domain 3

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

Priority Area 1: Accessibility

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
18.	Partner with EAP providers to communicate supports and services available to employees with a disability and those with carer responsibilities.	3.1.1	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.	December 2029	People and Culture

Priority Area 3: Information sharing

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
19.	Diversity, Equity and Inclusion Committee to meet quarterly to support the progress of DAIP initiatives.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.	Ongoing	Chair of the Diversity, Equity
20.	Report on DAIP action progress annually.			Annually	Chair of the Diversity, Equity and Inclusion Committee.

Priority Area 5: Programs

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
21.	Ensure funding for workplace adjustments are available for inclusivity.	3.5.1	The number of grants and funding amount distributed to enhance disability inclusion.	Ongoing	People and Culture; EPA Executive.

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 5

- 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.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
22.	Ensure emergency and evacuation processes at all EPA facilities have disability and inclusion in mind.	5.2.1	The number of emergency response resources and systems developed for people with disability.	December 2029	Finance and Licensing Services