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Access and Inclusion Plan 2023 - 2028





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ACKNOWLEDGEMENT OF COUNTRY

People With Disabilities WA (PWdWA) would like to acknowledge Whujuk people of the Noongar nation, the traditional custodians of this land and pay our respects to all Elders past and present.

We wish to acknowledge and respect their continuing culture and connection to land and water.





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ABOUT PWDWA

People With Disabilities WA (PWdWA) is the lead member-based disability advocacy organisation representing the rights, needs, and equity of all Western Australians with a physical, intellectual, neurological, psychosocial, or sensory disability via individual and systemic advocacy.

PWdWA is run BY and FOR people with disabilities.

PWdWA is committed to ongoing improvements to its services and facilities to ensure access and inclusion for all people with disabilities including its clients, associates, members and employees.

PWdWA is committed to being an organisation that is accessible and inclusive of people with disabilities at all levels.





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GOALS AND OBJECTIVES

This document details the actions that PWdWA takes and will take to meet the seven desired outcomes of Disability Access and Inclusion Plans from the Disability Services Regulations 2004, and in accordance with the principles applicable to people with disability in the Disability Services Act 1993, and the six National Standards in the National Standards for Disability Services.

ACCESSIBILITY

This document is available in alternative formats on request including screen readable Word and PDF, hard copy, large print, Easy English or braille.

For further information please contact PWdWA's communications officer on (09)9420 7279 or info@pwdwa.org.





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PEOPLE WITH DISABILITY



4.4 million Australians have disability



411 500 Western Australians have disability



2.65 million people in Australia are unpaid carers for people with disability





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OUTCOME 1

People with disability have the same opportunities as other people to access the services of, and any events organised by PWdWA.

- All PWdWA documents and information are available or can be translated into a variety of accessible formats.
- Advocacy services are available to any person with a disability with multiple referral points e.g., telephone, email, Facebook, other services.
- Produce clear and easy-to-read invitations and flyers for events that include contact details, in bold print that can be read by a screen reader.
- Hold all events in an accessible venue
- Design invitations to events which ask invitees if they have any specific access requirements (e.g., Auslan interpreters).
- Provide accessible hearing options at all events including Auslan interpreters, a portable hearing loop, Blue Tooth Audio, and live captioning.
- Provide support if requested.





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OUTCOME 2

People with disability have the same opportunities as other people to access the buildings and other facilities of PWdWA.



- Provide clear access ways free of any displays and other obstructions.
- An accessible toilet is in the building and available for use.
- A continuously accessible path of travel is provided
- Adequate space into doorways and within rooms has been made to allow for mobility supports access.
- Ground and floor surface are slip resistant and free of hazards to minimise risk of injury.
- Several accessible parking bays are available nearby
- Transport vouchers are available on request for people with disabilities visiting our office if other support options are not available.
- Accessible public transport options are nearby
- Access information is available for people with sensory disabilities.



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OUTCOME 3

People with disability receive information from PWdWA in a format that will enable them to access the information as readily as other people are able to access it.



- Provide clear and easy-to-read information by using a sans serif font such as Arial or Helvetica in a minimum size of 12 points with 1.5 spacing.
- Ensure Easy English brochures and information are available that are screen reader accessible.
- Use Plain English wherever possible in all written material.
- Ensure there is significant colour contrast between the text and the background.
- Display important information in bold font, avoid using upper case text only, Hashtags in Camel Case where possible, and avoid using italics.
- PWdWA website is designed to meet accessibility guidelines developed by the World Wide Web Consortium (W3C).
- Provide Auslan or other language interpreters on request.
- Provide business cards with significant colour contrast and easy-to-read font size.
- Provide information in alternative formats on request.



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OUTCOME 4

People with disability receive the same level and quality of service from the staff of PWDWA as other people receive from the staff of PWdWA.



- All services delivered by PWdWA are informed by the United Nations Convention on the Rights of Persons with disabilities (UNCRPD) and other relevant legislation.
- Staff are provided with induction pack which includes where to locate extra resources and support as required.
- Training on issues relating to disability is provided for staff as required. Ensure training is delivered by people with disabilities.
- Training on intersectionality including trauma informed practices, neurodiversity and LGBTQ awareness and other marginalised groups.
- Ensure that agents and contractors for PWdWA follow the principles as stated in the DAIP.



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OUTCOME 5

People with disability have the same opportunities as other people to make complaints to PWdWA

- PWdWA has a comprehensive Complaints Policy that is available to staff, stakeholders and clients which is reviewed on a regular basis.
- PWdWA accept complaints in a variety of formats such as by telephone, email, written or in person.
- PWdWA advocates others, such as family members, to make a complaint on behalf of a person with a disability if needed.





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OUTCOME 6

People with disability have the same opportunities as other people to participate in any public consultation by PWdWA

- PWdWA provides media releases and advertisements about public consultation in both print and electronic media, on PWDWA's social media and website.
- Consultations occurs with people with disability using a range of different consultation methods, e.g. focus groups, interviews, surveys, etc...
- Request information about access requirements from participants prior to attending consultations.
- Hold consultations in accessible buildings and/or via accessible online platforms.
- PWdWA will develop a Consultation Framework to improve opportunities for participation by people with disabilities.





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OUTCOME 7

People with disability have the same opportunities as other people to obtain and maintain employment with PWdWA

- PWdWA uses inclusive recruitment practices.
- PWdWA endeavours to recruit staff and volunteers who are people with disabilities.
- PWdWA ensures that employment supports are available to people with disabilities and access to workplace modifications/reasonable adjustments are available.
- PWdWA will continue to advertise vacancies broadly and within the Disability Employment Services network.
- PWdWA Board of Directors are people with disabilities in accordance with the Constitution.

