ACT Government

ACT Disability Strategy 2024–2033

First Action Plan Annual Report 2026



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 Advisory Council and other key partners within the ACT disability community who took part in and supported diverse ACT Disability Strategy activities. We want to thank people 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 use 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. Accessible formats of this document including Auslan, plain English and Easy English summaries are available at **www.act.gov.au/open/disability-strategy**.

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.

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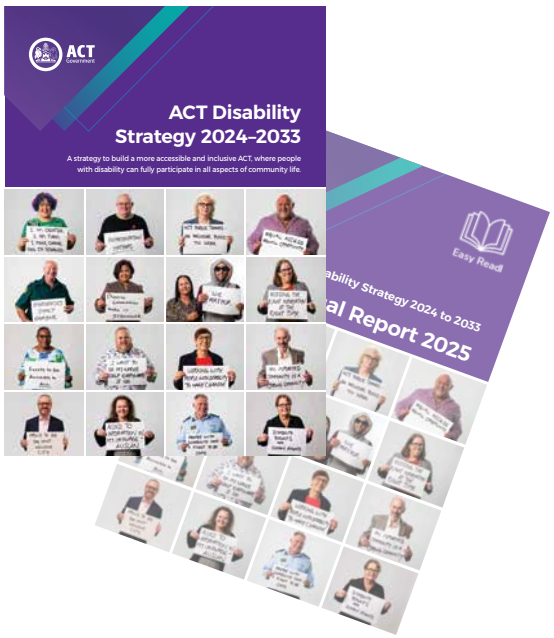
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Introduction

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 2024–2033 First Action Plan Annual Report 2026* provides:

- a summary of achievements in the second year of the Strategy
- a progress update on all 28 actions being delivered under the First Action Plan
- a forward look at priorities as the First Action Plan enters the final year of implementation.



Background

The *ACT Disability Strategy 2024-2033* provides a long-term framework for 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 will be undertaken to support better outcomes for people with disability, and coordinates actions across government and the wider ACT community to deliver positive change.

The Strategy reinforces the ACT's commitment to *Australia's Disability Strategy 2021–2031 — 2024 Update: Building a more inclusive Australia*, and guides both new and existing initiatives. It aligns closely with complementary policy frameworks, including the *ACT Inclusive Education Strategy 2024–2034*, the *ACT Disability Health Strategy 2024–2033*, and the *ACT Disability Justice Strategy 2019–2029*, ensuring a cohesive and integrated approach to progressing disability reform.

The development of the Strategy was shaped through extensive consultation with people with disability, families, carers, advocacy organisations, and the broader community. Insights from this engagement, captured in *Towards an ACT Disability Strategy—A Listening Report*, continue to inform implementation as the Strategy evolves.

The Strategy and First Action Plan respond directly to systemic issues identified through consultation, addressing persistent barriers to access, inclusion and participation as experienced by people with disability. Despite progress, systemic barriers and complex forms of disability discrimination and disadvantage persist. The second year of implementation has highlighted both the scale of change required and the importance of sustained, collective effort to deliver Strategy priorities.

A whole-of-government approach remains critical to achieving the Strategy's vision. Over the past year, ACT Government has built on initial foundations by further embedding accessibility and inclusion into policies, programs, service delivery and everyday business. This period has also seen a shift toward

greater accountability and coordination, with stronger mechanisms to track progress and support action delivery.

As the First Action Plan enters its final phase, there is a continued focus on consolidating progress, embedding sustainable change, and identifying opportunities for future reform. While challenges and further work remain, the Strategy is driving tangible improvements in outcomes and experiences for people with disability in the ACT.

This report provides an update on First Action Plan progress made during the reporting period April 2025 to 30 June 2026, and highlights key priorities and work for the year ahead.

Current disability reform landscape

Implementation of the Strategy is occurring alongside significant national reform to disability policy, funding and service delivery with a focus on building a more effective and sustainable ecosystem that improves outcomes for people with disability. A significant component of this reform involves the introduction of Foundational Supports to establish supports outside the NDIS. The first element of this initiative is Thriving Kids.

In the first half of 2026, the ACT signed a Thriving Kids Bilateral Agreement with the Commonwealth, published a dedicated ACT webpage and undertook a series of targeted roundtables with service providers, families and carers to inform service delivery design. Consultations will continue in the lead up to 1 October 2026, when the ACT will begin a phased roll-out of Thriving Kids supports for children aged 0–8 years with developmental delay and/or autism and low to moderate support needs, with all services to be introduced by 2028.

Implementation of Disability Royal Commission recommendations is ongoing. *The Disability Royal Commission Progress Report 2025* provides the first national update on progress against all 222 recommendations, including actions completed, underway and requiring further work across areas such as education, employment, housing and safety. In the ACT, 129 recommendations require action, with most accepted or accepted in principle. Implementation is progressing through national and territory-led reforms, supported by engagement with people with disability. A further progress report is due late 2026. These reforms will continue to shape the policy and service delivery environment and inform future priorities under the Strategy.

The *Disability Inclusion Act 2024* commenced in March 2025. This new law, grounded in human rights and a social model of understanding of disability, provides the legislative framework to address ableism while working to enhance the capability and capacity of ACT Government to deliver positive change, with and for people with disability. Under the Act, ACT Government public sector entities are required to develop and implemented a series of Disability Inclusion Strategies and Disability Inclusion Plans in direct partnership with people with disability, their families and carers.

The Act also established a new legislated ACT Disability Advisory Council. The Council provides a formal avenue for people with disability, carers and the broader community to advise ACT Government and the Minister for Disability on access and inclusion issues and systemic reform priorities. The Council plays a critical role in embedding lived experience into policy development, strengthening consultation processes, and supporting the implementation of the ACT Disability Strategy and broader disability reforms.

ACT Disability Strategy First Action Plan 2024–2027

The First Action Plan, guided by the principles of the Strategy, is an initial step to addressing the priority issues identified by the ACT disability community during public consultation. The First Action Plan describes how ACT Government is working to improve outcomes for people with disability during the first years of Strategy implementation.

First Action Plan activities are categories into 6 outcome areas based on the *ACT Wellbeing Framework*, 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.

The First Action Plan was initially scheduled to end on June 30 2026. In recognition of the current scale and complexity of the ACT disability reform agenda, First Action Plan implementation will continue for an additional 12 months until June 30 2027. Extending the First Action Plan by a year provides an opportunity for Second Action Plan community consultation and development activities to be informed by the ACT's new and emerging disability policy and service system landscape arising from the introduction of Thriving Kids and Foundational Supports.

Key achievements

This report marks the conclusion of the second year of implementation of the Strategy, providing an opportunity to reflect on First Action Plan progress to date and areas for continued focus.

As of 30 June 2026, the progress status of all 28 actions under the First Action Plan sees:

- 9 actions complete
- 19 actions in progress.



Key achievements over the past 12 months

This section provides an overview of the actions commenced and/or finalised in the second year of implementation including what has been delivered and the positive impact achieved. *Attachment A* accompanying this report contains a detailed progress update for each action under the First Action Plan.

Key achievements in the second year of Strategy implementation include:

- Development of a Monitoring, Evaluation and Learning (MEL) framework to measure ACT Disability Strategy progress and performance (Action 1.1)
- Commencement of a training program, developed alongside people with disability, to support disability and domestic, family and sexual violence workforces to better recognise, respond to and support people with disability who experience violence, abuse, neglect and exploitation (Action 2.1)
- Commencement of work to support Aboriginal Community Controlled Organisations (ACCOs) to deliver culturally safe and inclusive services supporting First Nations people with disability (Action 3.1)
- Building ACT Government Auslan and Easy Read communication capabilities across government (Action 4.1)
- Funding a community partner to grow Easy Read understanding and resource access across the ACT community sector (Action 4.2)
- Supporting people with disability and their families to access public spaces and events by delivering additional Changing Places facilities in the ACT (Action 4.8)
- Establishment of a dedicated Disability Liaison Officer (DLO) within Housing ACT (Action 5.2)

Progress under the First Action Plan demonstrates a continued commitment to building a more inclusive, accessible and equitable Canberra. Through a focus on community-led approaches, strengthened partnerships, and practical implementation, First Action Plan activities are delivering tangible access and inclusion improvements for people with disability.

These achievements build on the foundations established in the first year and position the ACT Government and community partners to continue delivering on Strategy priorities. Ongoing implementation across all focus areas will further embed accessible, inclusive practices and drive sustained outcomes for the Canberra community.

Next steps and future opportunities

Over the next 12 months, the focus will remain on ensuring First Action Plan commitments are delivered while the impacts of broader reforms become clearer. This will include strengthening cross-government coordination and maintaining strong engagement with people with disability and the wider ACT disability community.

Key focus areas for the next 12 months include:



Working alongside the ACT Aboriginal and Torres Strait Islander disability community to build culturally safe, community-led disability services and supports.



Supporting community to grow Easy Read understanding and capability across the community sector and increase access to Easy Read resources in the ACT.



Progressing work to explore options for a 'one-stop housing hub' for people with disability.



Partnering with the Disability Advisory Council and ACT disability community sector to inform and support Second Action Plan development.

Looking ahead, we will build on First Action Plan foundations, ensuring future efforts are informed by meaningful co-design and consultation and consider the evolving policy and service delivery landscape. This will ensure next stage Strategy activities are aligned with broader disability reforms and are positioned to continue to drive meaningful and sustained improvements in inclusion, access and equity across the ACT.

Attachment A:
First Action Plan 2024–2027—Annual Report 2026

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 2025 to April 2026.

Focus Area One: Governance and institutions

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

Action	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 developed and commenced a Monitoring, Evaluation and Learning Framework to monitor and track ACT Disability Strategy and ACT Disability Health Strategy progress and performance. An ACT Disability Strategy Governance Group, comprised of the recently established Disability Advisory Council and key ACT Government action owners, will be established to advise on and monitor implementation of the Strategy.
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** ACT Government will undertake a procurement process for both the YourSay Panel and YourSay Conversations engagement platforms within the next 12 months and will consider accessibility best practice to ensure inclusive engagement. Both procurements are expected to be completed by December 2026. ACT Government will continue to identify opportunities for participation in activities on issues of interest for people with disability, including appropriate qualitative research projects. Further enhancements of both guidance provided on the platforms and additional accessibility tools are being explored and implemented where appropriate.
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** ACT Government continues to work with the Commonwealth Government and other states and territories to develop a disability data standard 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. This work will be conducted under a new delivery pathway for the National Disability Data Asset. 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 Digital Canberra 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 (HCSD).

Action	Progress update
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.	**In progress** The ACT Government has commenced scoping work to deliver this action. HCSD has undertaken a desktop review of national and international commitments, strategies, frameworks and parliamentary inquiries relating to neurodiversity/neurodivergence. The findings from the review will inform recommendations about the next steps in the development of the strategy for government consideration. Work will align with the *ACT Disability Inclusion Act 2024* that provides a legislated framework to address barriers to, and promote, the inclusion of people with disability in the ACT including neurodivergent people.

Focus Area Two: Safety and health

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

Action	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** WWILD Sexual Violence Prevention Association Inc partnered with Women with Disabilities ACT (WWDACT) and Women's Health Matters to co-develop a training package alongside the ACT disability community, and the disability and DFSV services who support them. The training and resources will upskill disability support providers/workers to recognise and respond to domestic, family and sexual violence as experienced by people with disability. Different training options to maximise training access and participation were launched along with associated resources and online training module in June 2026.
2.2 Support frontline crisis services to build disability understanding and responsiveness through Disability Access and Inclusion Plan development.	**In progress** ACT Government continues to provide funding to DFSV organisations to support development of organisational Disability Inclusion Plans (DIPs) in direct consultation with people with disability. To achieve this, the ACT Government also provides funding to support DFSV organisations to attend DIP development workshops facilitated by disability access and inclusion practitioners. This training opportunity provides a step-by-step guide to developing and implementing effective DIPs, building organisational capability to better respond to the needs of people with disability accessing crisis and support services.
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.	**Complete** HCSD has led cross-government engagement to develop an accessible disaster communications toolkit to support the ACT disability community to prepare for, respond to and recover from disaster. 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. Following completion of the toolkit in June 2026, ACT Government agencies including HCSD, the Emergency Services Agency (ESA), Justice and Community Safety Directorate (JACS) and Chief Minister, Treasury and Economic Development Directorate (CMTEDD) will adopt the accessible communications principles and disaster communication tools and assets included in the toolkit to inform public communications and community engagement.

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	Progress update
3.1 Support Aboriginal Community-Controlled Organisations to deliver culturally safe and inclusive services supporting First Nations people with disability.	**In progress** The ACT Government has engaged First People's Disability Network (FPDN) to work alongside and in direct partnership with the ACT Aboriginal and Torres Strait Islander disability community to build culturally safe, community-led disability services and supports. FPDN will provide hands-on support, mentorship and capacity building to ACCOs and co-design a funding opportunity for ACCOs seeking to deliver disability supports in ACT.
3.2 Work with the community sector to deliver a peer support program to improve the wellbeing of LGBTIQ+ people with disability.	**In progress** The ACT Government has funded WWDACT and Inclusive Rainbow Voices to deliver the '*Our Voices, Our Spaces: Co-Creating Community with LGBTIQA+ People with Disability*' project until 30 June 2028. This project provides a safe and empowering environment for LGBTIQA+ people with disability to build community, advocate for their rights and determine their own priorities for connect and support.
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 (plus $9,000 indexation) in 2024–2025 and further increased to $200,000 (plus $12,000 indexation) in 2025–2026.
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 International Disability of People with Disability (I-Day) grant funding was increased by $25,000 in 2024–2025 and 2025–2026.
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 funding was redirected in 2024–25 and 2025–26 to fund community-led design and control of I-Day. On I-Day 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 has 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. A number of events were held as part of the 2025 I-Day celebrations which opened with the *Halting Hate, Finding Kindness: Rebooting Diversity Equity and inclusion in the 2020's* online discussion forum to confront the challenges of ableist hate speech, disinformation, and casual discrimination.
3.6 Review the ACT Companion Card program to identify possible improvements including the application process and expiry period.	**In progress** The ACT Government has partnered with the ACT Disability community to identify 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		Progress update
4.1 Strengthen ACT Government accessible communications and information provision by:	• Employing a full-time Easy English specialist and an Auslan interpreter.	**Complete** Following an extensive recruitment process, a fluent Auslan user was employed in the position of Assistant Director, Communications Accessibility (Auslan) in HCSD in February 2026. This position will support ACT Government to develop Auslan resources to improve information accessibility for the deaf community.
	• Modernising digital and other communications across ACT Government, including through improved accessibility for assistive devices, simpler language, consistent and clear design, and better searchability.	**In progress** The Assistant Director, Content Accessibility (Easy Read) has continued to build a community of practice across the ACT Public Service increasing knowledge of Easy Read and has developed a range of resources to support capability growth.
	• Promoting Easy English editions of all issues of Our Canberra in print and online and provide printed copies at ACT libraries.	**Complete** Our Canberra Easy Read is now a business-as-usual activity and continues to be distributed in line with all Our Canberra Print editions. It continues to be promoted and remains available in ACT Libraries.
	• Improving 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).	**In progress** A Community of practice in content design for government websites continues to occur to maintain the standard of website accessibility and readability. Events ACT have commenced development of an Accessible Events Toolkit to guide, support and enhance the accessibility and inclusion of ACT Government major festivals and events.
	• Progressing actions under the government response to Auslan Inquiry.	**In progress** ACT Government continues to explore ways to progress responses to Auslan Inquiry recommendations.
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.		**In progress** ACT Government has funded ACT Down Syndrome and Intellectual Disability to deliver the Easy Read Resource Program until 30 June 2027. This program will grow Easy Read understanding and resource access across the ACT community sector via a co-designed approach with people with intellectual disability.

Action	Progress update
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** A new Libraries ACT Strategic Framework has been developed and includes: • guiding principles on accessibility and inclusivity, and meaningful collaboration • priorities which embrace adapting and developing services to meet community needs and driving continuous improvement. As a part of Access Canberra, Libraries ACT will work collaboratively with the newly established Inclusive and Accessible Services Coordinator to enable people with a disability to continue to have input into the planning of our community spaces. To support Deaf and hard of hearing community members all Libraries ACT branches now provide access to Convo Access, an instant Auslan interpreting service. The service is free and easy to use by simply scanning a QR code to connect with a professional Auslan interpreter using your own device.
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.	**Complete** ACT Government (Access Canberra) recently established an Inclusive and Accessible Services Coordinator role. This position is designed to strengthen the inclusivity and accessibility of Access Canberra services, particularly for vulnerable customers, those with disabilities and community members who require additional support when engaging with government. The role focuses on driving organisational and cultural change rather than providing direct customer case management or handling individual enquiries. Its work centres on improving how services are designed and delivered to ensure equitable access. The role also works collaboratively across government to support the development and improvement of accessible information and consistent inclusive service approaches. Key foundational activities to support this work have commenced, including: • reviewing website content against accessibility and inclusive language standards • testing digital forms to ensure compliance with accessibility requirements • mapping customer journeys to identify and address barriers in key service interactions. The establishment of this role represents an important step in embedding a consistent and proactive approach to accessibility within Access Canberra and supports an ongoing cultural shift towards inclusive service delivery.
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.	**Complete** All bus drivers, special needs and flexible transport attendants have completed disability awareness training. All light rail frontline staff undertake an online Disability Awareness course as part of the induction and competency management framework. In 2025, Canberra Metro embedded the Hidden Disabilities Sunflower module into its training curriculum for frontline staff.

Action	Progress update
4.6 Explore options to ensure that taxi and rideshare services are safe, responsive, reliable and efficient to meet community expectations.	**In progress** Work is ongoing to monitor the wheelchair accessible taxi scheme and consider improvements where appropriate.
4.7 Require all City Renewal Authority and Suburban Land Agency public projects to meet the AS1428 Accessibility Standard.	**In progress** All current public realm projects meet the requirements of AS1428 where appropriate/applicable. AS1428 is the Australian Standard that sets minimum design requirements to ensure buildings and facilities are accessible to people with disabilities. Projects currently in the delivery phase meeting this requirement are Garema Place, Ngamawari and Dickson Shops Revitalisation. Projects in the design phase including City Walk, Alinga Street and City Paving and Lighting are also targeting meeting AS1428 . In all projects accessibility consultants are engaged to support compliance where appropriate/applicable.
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 purchased its first portable Changing Places facility for use at major festivals and events. Two new fixed Changing Places facilities have been delivered: one within the Southside Hydrotherapy Pool and one at Woods Reserve Campground. The new Gungahlin Community Centre also includes accessible adult change rooms and toilet.

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	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.	**In progress** The ACT Government has partnered with the ACT Disability community to identify options to establish a one-stop housing hub for people with disability in the ACT.
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 DLO position has been established, and the role is active within HCSD. The Growing and Renewing Public Housing 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 March 2026). In addition, Housing ACT continues to make home improvements to its asset base, across 11,900 properties more than 575 homes had a disability modification made to it in 2025–2026 (as of March 2026). This supports well-being and has improved the living standards for older tenants and/or tenants with disability.

Action		Progress update
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.	**In progress** Comprehensive accessibility upgrades to Namadgi Visitor Information Centre and surrounding grounds were completed, guided by an expert audit and design process. Works included construction of a new disabled bathroom with both internal and external access, upgrades to existing facilities to include ambulant cubicles, and installation of new wheelchair-accessible infrastructure. This included compliant pathways linking the car park, Visitor Information Centre entrance, picnic areas, and key outdoor features, along with accessible parking, seating, footbridge handrails, and a new picnic shelter equipped with compliant BBQs and seating.
	• Upgrading visitor areas at Woods Reserve and Honeysuckle Campground, including providing accessible toilets at both sites.	**In progress** Upgrade works are underway. Woods Reserve will reopen to the public in September 2026. Honeysuckle toilets are under a design contract and expect to be completed late 2026.
	• Undertaking accessibility upgrades to paths and toilet facilities within the Sanctuary and Koala Enclosure at Tidbinbilla.	**In progress** Accessibility upgrades to paths and toilet facilities at the Sanctuary and Koala Enclosure are now complete.
	• Upgrading and/or enhancement of access points into nature reserves that are challenging for wheelchairs, prams and motorised pushbikes.	**In progress** Widening of reserve entry points has occurred at Mt Painter, Pinnacle, Aranda and Percival Hill Nature Reserves to support improved access for wheelchair users, and people who use prams and motorised pushbikes.
		Additional—ACT Parks and Conservation Service also worked on a series of videos for people with disabilities to assess which tracks may be accessible to them. The aim was to enable more Canberrans to access our beautiful natural places. The videos point out steep gradients, fall hazards, narrow access, rest points etc and they include audio commentary for people with vision impairments. View the full video series at https://vimeo.com/showcase/epsdd-tidbinbilla
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.		**Complete** All of Transport Canberra's bus fleet are Disability Discrimination Act (DDA) compliant. All future procurement for TC Buses incorporate compliance with DDA legislation and are built to specifications that incorporate these requirements

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		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, LGBTIQA+, Multicultural Affairs, and Seniors and Veterans.	**In progress** Work on the Inclusion and Belonging Strategy has commenced in consultation with Human Resources leaders and subject matter experts from across the ACTPS including Offices for Disability, Women, Aboriginal and Torres Strait Islander Affairs, LGBTIQA+ Affairs, Multicultural Affairs, and Seniors and Veterans. All other elements of this commitment have previously been completed.
	• Including reasonable adjustment questions in the ACTPS staff survey.	**Complete** Responses indicated that around one in four employees reported having workplace adjustments in place, and most of those (about 77%) said their adjustments were working well. However, a small number of respondents indicated that their needs were not met, or that they need adjustments, but they are not yet in place. Most adjustments were implemented quickly, but experiences varied, with people with disability and neurodivergent employees more likely to report unmet need and lower satisfaction.
	• Setting an initial target of 9% of ACTPS employees, including executive staff, being people with disability.	**Complete** The Office of Industrial Relations and Workforce Strategy continues to implement the commitment of 9 per cent of ACT public servants identifying as having a disability including executives.
	• Including employment targets for people with disability in ACTPS executive staff performance agreements.	**Complete** In 2025, the ACTPS Employee survey indicated that 5% of respondents identify as people with disability and 9% of respondents identify as Neurodivergent. Data from HR/payroll records indicates that workforce representation of people with disability is lower than the target; however, national research has demonstrated that people with disability are more likely to identify via anonymous mechanisms, indicating that survey results may be the m ore reliable indicator. The requirement to include employment targets for people with disability in ACTPS executive staff performance agreements has been communicated to Directors–General.

Action	Progress update
6.2 Investigate options to deliver additional supported work experience programs for students with disability in years 10, 11 and 12.	**Complete** During this period, the Supported Work Experience (WEX) Pilot was delivered across ACT local and specialist schools, supporting students with disability to access tailored work experience, immersion programs and transition pathways. Key activities included stakeholder engagement with schools, families and employers; delivery of placements across multiple industries; and support for transitions into employment, Australian School-based Apprentices (ASbAs), volunteering and further education. The pilot exceeded initial targets and will informed future transition and employment support approaches.

Abbreviations and acronyms

Acronym	Full title
ACCO	Aboriginal Community Controlled Organisation
ACTPS	ACT Public Service
ADS	*Australia's Disability Strategy 2021–2031*
AIHW	Australian Institute of Health and Welfare
ASbA	Australian School-based Apprentices
ARG	Accessibility Reference Group
CMTEDD	Chief Minister, Treasury and Economic Development Directorate
CTB	Cultural Transformation Branch
DDA	*Disability Discrimination Act 1992*
DFSV	Domestic Family and Sexual Violence
DIP	Disability Inclusion Plan
DLO	Disability Liaison Officer
DPO	Disabled people's organisation
DRC	Disability Royal Commission
ED	Education Directorate
ESA	Emergency Services Agency
FPND	First Peoples Disability Network
HCSD	Health and Community Services Directorate
I-Day	International Day of People with Disability
JACS	Justice and Community Safety Directorate
LGBTIQA+	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and Asexual Plus
NDIS	National Disability Insurance Scheme
TCCS	Transport Canberra and City Services
WEX	Supported Work Experience
WWILD	Sexual Violence Prevention Association
WWDACT	Women With Disability ACT

ACT Government

www.act.gov.au/open/disability-strategy





























