

Disability Inclusion Strategy

2012-2020

February 2013



AEC

Australian Electoral Commission

Background

The National Disability Strategy 2010-2020 (NDS) was launched by the Council of Australian Governments in 2011 and set out a ten year national policy framework for improving life for Australians with a disability.

The AEC supports the NDS and aims, through its Disability Inclusion Strategy 2012-2020, to ensure people with disability are in no way disadvantaged in the electoral system. This strategy will build on progress made under the AEC's Disability Action Plan 2008-2011.

Principles of disability inclusion

1. To support people with disability to fully participate in the electoral system.
2. To provide a workplace inclusive and supportive of employees with disability.

In line with the National Disability Strategy, outcomes to support these principles are outlined in the AEC's Disability Inclusion Strategy (see table).

Consultation and review

This Disability Inclusion Strategy has been developed in consultation with the AEC's Disability Advisory Committee.

Progress on implementation will be reported at the annual meeting of the committee and in the AEC's annual report.

Targeted outcomes under the National Disability Strategy

| National Disability Strategy outcomes | National Disability Strategy actions relevant to AEC | AEC actions and target outcomes |
|---|---|---|
| <p>1. Inclusive and accessible communities People with disability live in accessible and well-designed communities with opportunity for full inclusion in social, economic, sporting and cultural life</p> | <p>NDS 1.3 Improve access to buildings and reports NDS 1.8 Improve web accessibility and online information services</p> | <p>1.1 Maximise access to voter services 1.2 Maximise accessibility of permanent premises and polling places 1.3 Provide accessible website 1.4 Provide accessible publications 1.5 Provide accessible, reliable and responsive contact channels</p> |
| <p>2. Rights protection, justice and legislation People with disability have their rights promoted, upheld and protected</p> | <p>NDS 2.6 Improve complaint mechanisms NDS 2.8 Ensure people with disability can participate in civic life</p> | <p>2.1 Maintain robust complaint procedures 2.2 Provide alternative/assisted voting options 2.3 Promote accessible nominations process 2.4 Report regularly on NDS implementation</p> |
| <p>3. Economic security People with disability, their families and carers have economic security, enabling them to plan for the future and exercise choice and control over their lives</p> | <p>NDS 3.1 Improve employer awareness of benefits NDS 3.2 Reduce barriers to employment NDS 3.4 Improve employment, recruitment and retention</p> | <p>3.1 Implement inclusive workplace policies 3.2 Implement inclusive recruitment process 3.3 Support staff with disability in the workplace 3.4 Educate staff about the benefits of diversity 3.5 Require promotion on merit</p> |
| <p>4. Personal and community support People with disability, their families and carers have access to a range of supports to assist them to live independently and actively engage in their communities</p> | <p>NDS 4.4 Support development of assistive technologies</p> | <p>4.1 Use innovative technologies to support accessibility</p> |
| <p>5. Learning and skills People with disability achieve their full potential through their participation in an inclusive high quality education system that is responsive to their needs. People with disability have opportunities to continue learning throughout their lives</p> | <p>NDS 5.1 Reduce barriers and simplify access NDS 5.3 Develop innovative learning strategies and support NDS 5.8 Promote leadership development</p> | <p>5.1 Provide education and skills development opportunities 5.2 Provide leadership opportunities</p> |
| <p>6. Health and wellbeing People with disability attain highest possible health and wellbeing outcomes throughout their lives</p> | <p>Not applicable</p> | <p>Not applicable</p> |