

# QUEENSLAND TREASURY

## Disability Service Plan

2024-27

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# A message from the Under Treasurer

Queensland Treasury is committed to being an equitable, diverse, and inclusive organisation where our staff and the communities we support feel safe, valued, and respected. We embrace and respect the experiences, insights and benefits that diversity brings.

We recognise that by addressing physical, attitudinal, communication and social barriers experienced by people with disability, we will enable them to participate fully, whether as an employee of Treasury, or when using our services as a member of the community.

Our disability service plan has been developed with the support of people with disability. Together, we have identified 4 focus areas and actions:

- Increasing our capability in taking people-centred approaches, when addressing the needs of the individual
- Ensuring our online and digital services are accessible and meet contemporary design expectations.
- Creating and maintaining workplaces that are safe and accessible where all people are valued for their contribution to making Treasury a great place to work.
- Engaging with Queensland communities to ensure that our services and support are people centric, considering cultural, individual circumstances, and place-based requirements.

Queensland Treasury acknowledges and thanks the people with disability who contributed to the design of this plan. This engagement was critical in ensuring that the plan is inclusive and identifies the key issues and actions through the lens of those directly impacted. We welcome their ongoing participation and feedback as we build a positive and inclusive culture that embraces diversity as a strength.

**Michael Carey**  
Under Treasurer

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# About our Disability Service Plan

## Purpose

The *Disability Services Act 2006* (the Act) provides a foundation for promoting the rights of Queenslanders with disability, increasing their wellbeing, and encouraging their participation in community life. This legislation requires all Queensland Government departments to develop and implement a disability service plan (DSP).

The purpose of DSPs is to ensure each agency implements and promotes the government's policies for people with disability, having regard to the Act's service delivery principles and human rights. To deliver a coordinated whole-of-government approach, departmental DSPs are aligned to the State Disability Plan and the National Disability Strategy.

## About us

Queensland Treasury drives the government's plan to grow the Queensland economy and create jobs in line with the government's economic growth priorities and longer-term economic strategy. Our role involves providing trusted, impartial, and influential advice to the government about the economy and state finances and expert advice about government policies and strategies. This includes the ongoing management of the Compulsory Third Party (CTP) scheme in Queensland through the Motor Accident Insurance Commission (MAIC) as the regulatory authority. We also deliver fiscal sustainability while maintaining and continuing to improve the state's revenue base through best practice revenue collection and penalty debt management through the Queensland Revenue Office (QRO). In addition, funding for necessary and reasonable treatment, care and support is provided through the National Injury Insurance Scheme, Queensland (NIISQ) for people who have sustained an eligible serious personal injury in a motor vehicle accident in Queensland, on or after 1 July 2016.

## Context and framework

The collective framework outlined below forms Queensland's commitment to upholding and promoting the rights of people with disability.

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### United Nations Convention on the Rights of Persons with Disabilities

Internationally, the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) provides the framework to promote and protect the human rights of people with disability.

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### Australia's Disability Strategy 2021–2031

Australia is implementing the UNCRPD through Australia's Disability Strategy 2021–2031 (the ADS). The ADS has been co-designed with people with disability to provide a framework and the outcomes we need to advance the human rights of people with disability.

It includes an outcomes framework and five targeted action plans (TAPs) in the areas of employment, community attitudes, early childhood, safety and emergency management.

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Legislation	The Queensland Government also implements the UNCRPD through a range of legislation, including the <i>Anti-Discrimination Act 1991</i> , the <i>Disability Services Act 2006</i> , and the <i>Human Rights Act 2019</i> .
Queensland's Disability Plan 2022-27: Together, a better Queensland	<p>Queensland's state disability plan (SDP) is the primary way in which we implement the ADS in Queensland. There are no actions in the SDP, instead the Queensland Government has committed to actions in the TAPs.</p> <p>The SDP provides four <b>Building Blocks</b> to be considered when developing agency disability service plans: co-design, measurement of outcomes and impact, human rights, and cultural and systems change; and four <b>Impact Areas</b> to structure actions: Our service users, Our people, Our places, and Our community.</p>
Our Disability Service Plan 2024-2027 (DSP)	<p>Queensland Government departments have a legislative requirement to develop and publish a DSP every three years. The DSP must include actions relevant to the department from the TAPs. Departments can then develop further actions.</p> <p>The steps to defining actions follow three elements: consider the Building Blocks, decide which Impact Area it fits under and which ADS Outcome Area it aligns with.</p> <p>This document forms the Department's DSP for the period 2023-2026.</p>

## Progress reporting

Treasury will report annually on the implementation of this plan and contribute to a yearly progress report on the state disability plan implementation.

## Equity, Diversity, and Inclusion Framework

The Disability Services Plan forms part of Treasury's Equity, Diversity, and Inclusion Framework, detailed on the next page.

# Queensland Treasury Equity, Diversity, and Inclusion Framework

Queensland Treasury is committed to building an equitable, diverse, and inclusive workforce where people of all ages, backgrounds, and capabilities can feel safe, valued and respected.

We embrace the different skills, experiences and insights of our employees and the benefits that come from having a diverse workforce. We will achieve this through the development and implementation of tangible actions and outcomes which are enabled through our action plans and strategies.

Our 2026 Diversity Targets	
Aboriginal and Torres Strait Islander peoples	4%
Women in leadership	50%
People with disability	12%
Culturally and linguistically diverse people (CALD2)	12%



## Queensland Treasury Strategic Workforce Plan

### Equity and Diversity Action Plan 2023-26

Queensland Treasury will use an evidence-based approach to identify inequity and address areas where under representation may be present

#### Reframing the Relationship with Aboriginal and Torres Strait Islander Peoples Plan 2024-27

Queensland Treasury commits to reframing the relationship with Aboriginal and Torres Strait Islander peoples by recognising and honouring them as the first people of Queensland and engaging in truth-telling about the shared history of all Australians.

#### Multicultural Action Plan 2023-24

Queensland Treasury recognises the capacity and organisational growth that can be gained by embracing and valuing the contributions of people from culturally and linguistically diverse (CALD) backgrounds.

#### Disability Service Plan 2024-27

Queensland Treasury is committed to increasing the awareness, attraction, representation, and employment of people with disability by providing an accessible and safe workplace where people can thrive.

#### Equity, Diversity, & Inclusion Steering Committee

First Nations Peer Group  
Executive Champion - First Nations

Executive Champion – Multicultural Treasury  
Executive Champion - Gender Equity

Disability Reference Group  
Executive Champion – Disability Inclusion

QUEENSLAND TREASURY



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# Developing our plan

The four building blocks of the State Disability Plan (co-design, human rights, measurement of outcomes, cultural and systems change) have guided us in identifying what action we need to take to progress the issues most important to people with disability in Queensland.

Treasury acknowledges the contributions of people with disability in developing this plan.

## Building Block statements

<b>Co-design</b> – <i>We do things with people with disability, not to them or for them.</i>	<b>Human rights</b> – <i>We will promote and protect the rights of people with disability in everything we do.</i>	<b>Measurement of outcomes and impact</b> – <i>We set clear targets, and we measure our progress.</i>	<b>Cultural and systems change</b> – <i>We will grow inclusion from within by removing barriers embedded in structures and systems.</i>
<p>Treasury recognises that disabilities are diverse; a person may be born with disability, acquire disability through illness or accident, and their impairment may be permanent or temporary, and change over time. Working with the individual to support their needs is of paramount importance.</p> <p>Treasury's DSP 2024-27 was co-designed with an Employee Reference Group comprising people with disability and informed by consultation with Treasury's Disability Network. Relevant business areas also engage with service users with disability to support improvements for people with disability.</p>	<p>Treasury is committed to promoting and protecting human rights and ensuring our workforce is aware of how we must consider human rights in the delivery of our services, policies, and advice.</p> <p>Current workforce strategies are aimed at embedding a person-centred approach to the way we respond to people, in our workplace and in the delivery of services. This approach aligns with the social model of disability and recognises that removal of barriers to participation will enable participations and protect and promote the human rights of all people.</p>	<p>Treasury will monitor progress, measure impacts, and make iterative improvements to the design of strategies under this plan.</p> <p>We draw on a variety of sources including:</p> <ul style="list-style-type: none"><li>• Working for Queensland (WfQ) employee opinion survey</li><li>• Equity and Diversity Audit findings</li><li>• National Injury Insurance Scheme Queensland (NIISQ) participant data, network forums and funded research program and actuarial data</li><li>• Motor Accident Insurance Commission (MAIC) funded research data and Claimant Research</li></ul>	<p>Building greater levels of confidence in person-centred approaches will enable Treasury to respond at an individual and system level to work with people with disability in breaking down or removing barriers.</p> <p>Treasury includes people with disability on internal committees for the development of internal strategies and Participant Consultation Groups for the review and development of products and services for customers and stakeholders with disability.</p>

# Our actions

## 1. Our service users

Our service delivery must be inclusive for all people. In addition to these more traditional service users, Treasury has a role in influencing outcomes for the people of Queensland.

Treasury does not have any obligations under the ADS Targeted Action Plans. However, Treasury will seek to support the work of the Public Sector Commission and the sector under the Employment Targeted Action Plan to attract, recruit and retain more people with disability within our agency.

1.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	ADS outcome area
a.	Provide <b>interpreting services</b> (e.g., Auslan) for people with disability to access on request and make captions and transcripts available whenever possible for events <i>(Prev: QT DSP 2019-23 - 2.1)</i> <i>(Ref: QT DSAP – Goal 2)</i>	Improving access to Queensland Government for people with disability supports <b>cultural and systems change</b> and upholds their <b>human rights</b> . By breaking down the barriers to access, people with disability have the opportunity for full inclusion.	Translation and interpretation services are available to Queenslanders with disability.  Annual use and cost of all translation and interpretation services used.	Ongoing	Whole of Treasury	Inclusive homes and communities Community attitudes Safety, Rights and Justice
b.	Consider the needs of people with disability and carers during <b>development, monitoring and evaluation of services, policies, and fiscal advice</b> . <i>(Prev: QT DSP 2019-23 - 5.1)</i>	This action supports <b>co-design, human rights and cultural and systems change</b> by ensuring the needs of people with disability are considered for all services, policies, and fiscal advice.	Services, policies, and fiscal advice consider the needs of people with disability, carers and other diversity groups in development and implementation.	Ongoing	Whole of Treasury	Inclusive homes and communities Community attitudes Safety, Rights and Justice Community attitudes
c.	Invest in targeted research to improve health and participation outcomes for people injured in motor vehicle accidents.	This action supports <b>co-design, human rights and cultural and systems change</b> by ensuring the needs of people with disability are considered in research design and translation.	Improved health and participation outcomes for people who have been injured in motor vehicle accidents	Ongoing	Motor Accident Insurance Commission (MAIC)	Inclusive homes and communities Health and wellbeing Employment Personal and community support



1.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	ADS outcome area
d.	Provide reasonable adjustment services for people with disability to access information and support navigating the Compulsory Third Party (CTP) scheme on request.	Improving access to Queensland Government for people with disability supports <b>cultural and systems change</b> and upholds their <b>human rights</b> . By breaking down the barriers to access, people with disability have the opportunity for full inclusion.	Reasonable adjustments are available to Queenslanders with disability.	Ongoing	MAIC	Safety, rights, and justice Personal and community support Health and wellbeing
e.	Continued operation of dedicated research consumer groups at MAIC funded research centres such as Hopkins Centre at Griffith University and Recover at University of Queensland.	This action supports <b>co-design, human rights</b> and <b>cultural and systems change</b> by ensuring the needs of people with disability are considered in research design and translation.	Injury prevention and rehabilitation research and services are co-designed with people with a lived experience of disability	Ongoing	MAIC	Inclusive homes and communities Health and wellbeing Employment Personal and community support
f.	Co-design a Disability Service Plan with employees and scheme participants with disability	This action supports <b>co-design, human rights</b> and <b>cultural and systems change</b> by ensuring the needs of people with disability are considered in supports funded by the National Injury Insurance Scheme Queensland (NIISQ).	Codesign a Disability Service Plan with employees and scheme participants with disability	By 2025	NIISQ Agency	Inclusive homes and communities Health and wellbeing Employment Personal and community support

## 2. Our people

We are committed to building an inclusive culture in which our diversity is valued, respected, and celebrated.

We recognise the importance and value of social and economic participation by people with disability, by developing inclusive workplaces and diverse workforces, building workforce participation of people with disability.

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	ADS outcome area
2.1	Recruitment & Selection-	Attraction and entry pathways				
a	<p>Continue to attract people with disability to apply for Treasury roles through:</p> <ul style="list-style-type: none"> <li>I. <b>partnering</b> with disability organisations</li> <li>II. <b>Internships</b>, Cadetships and/or Graduate program roles</li> <li>III. <b>language</b> welcoming diversity in job ads and applicant packs</li> <li>IV. <b>Information</b> that reasonable <b>adjustments</b> are available and can be requested during the selection process provided in applicant packs</li> </ul> <p>(Ref: from E&amp;D Plan 2023-4) Also see 2.3 below re supporting resources &amp; capability uplift</p>	Attracting, recruiting, and retaining more people with disability <b>champions inclusive practices</b> , contributing to <b>cultural and systems change</b> . Diversity means a broader range of skills, experiences, and perspectives among employees.	Increased numbers of people with disability applying for Treasury roles	Ongoing	Whole of Treasury with People & Culture support	Community attitudes Employment and financial security <u>Employment</u> Targeted action plan ( <u>TAP</u> ) (action 1.3)
b	<p>Ensuring <b>external providers</b> of recruitment services are familiar with Treasury's disability services plan, equity, diversity and inclusion standards, the directive, and have access to advice if required.</p> <p>Also see 2.3 below re supporting resources &amp; capability uplift</p>	As above	Achieving or exceeding Treasury's target of 12% of employees identifying as living with disability by 2026.	As above	As above	As above
2.2	Communication	Changing attitudes and awareness about disability				
a	Continue to raise the <b>disability awareness</b> of all staff and increase capability by promoting information and resource, and sharing examples:	This will include the development of resources to support the each of these areas of disability awareness.	Treasury regularly promotes resources and shares information and success stories on the value of diversity.		Whole of Treasury with People & Culture support	Employment and financial security Community attitudes

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	ADS outcome area
	<p>I. <b>disability awareness training</b></p> <p>II. <b>services</b> available for people with disability (e.g., Auslan interpreting services)</p> <p>III. processes to <b>request and support reasonable adjustments</b> with a person-centred focus</p> <p>IV. <b>digital accessibility</b></p> <p>V. asking staff to share their <b>personal stories</b> of disability through corporate communications.</p> <p>(Prev: QT DSP 2019-23 - 8.1) (Ref: QT DSAP – Goal 1)</p>	<p>Disability awareness helps to break stereotypes, overcome preconceptions, and will provide skills, knowledge, and tools to confidently work with people with disability.</p> <p>By continuing to support development of our staff in these areas of awareness, we promote <b>cultural, and systems change</b> and promote <b>human rights</b>.</p>	Disability awareness training is available to all staff		Strategic Communications	<p>Safety, rights, and justice</p> <p>Community attitudes</p>
b	Celebrate <b>Disability Action Week</b>	We promote <b>cultural and systems change</b> , promote <b>human rights</b> , and create impact by recognising the contributions people with disability make to our lives, families, workplaces, communities, and to Queensland's economy during Disability Action Week.	Annual activities which focus awareness on people with disability and the resources and development available within Treasury.	Nov annually	Whole of Treasury with People & Culture support Strategic Communications	<p>Inclusive homes and communities</p> <p>Community attitudes</p>
c	<p>Increasing workplace engagement relating to accessibility and disability inclusion through leadership including:</p> <p>I. An <b>Executive Champion</b> for Accessibility and Disability Inclusion to drive cultural change and ensure initiatives are appropriately resourced (Ref: E&amp;D Plan 2023-4)</p> <p>II. <b>Senior leaders active support</b> for, and promotion of, disability awareness strategies by sharing messages with their staff.</p>	We promote <b>cultural and systems change</b> , promote <b>human rights</b> , and create impact when senior leaders lead the way in championing disability.	<p>Increased advocacy and support for accessibility and disability inclusion initiatives</p> <p>Improvement in Working for Queensland results.</p>	Ongoing	ELT Senior leaders People & Culture support	<p>Inclusive homes and communities</p> <p>Community attitudes</p>
d	<p>Reinforce the positive intent and outcomes of the <b>Flex Connect</b> Framework to all people managers and their staff within Treasury.</p> <p>(Ref: E&amp;D Plan 2023-4)</p>	We trigger <b>cultural and systems change</b> , when the business supports the access to flexibility that is often an important form of adjustment for people with disability, and particularly for employees with hidden	Improvement in WfQ survey results for Flexible Work: Work Together to discuss individual needs for flexible work arrangements.	Ongoing	All managers to familiarise themselves with the flex-connect framework.	<p>Inclusive homes and communities</p> <p>Community attitudes</p> <p>Health and wellbeing</p>

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	ADS outcome area
		<p>disabilities who may not have shared this information with their supervisors or colleagues.</p> <p>This action uses <b>co-design</b> and <b>data</b> from WfQ survey and ERGs to develop an understanding of the challenges faced by people with disability.</p>			People and Culture	
2.3	Disability Confidence	Development opportunities for panel chairs, supervisors, IT, Comms and HR				
a	<p>Provide development and resources for <b>recruitment panels</b> in relation to recruiting people with disability including reasonable adjustment, targeted, and identified roles, and the requirements of recruitment and selection directive (07/23), and pathways for people with disability, including services provided by disability employment providers.</p> <p>(Prev.: QT DSP 2019-23 - 7.1a and 7.1b)</p> <p>(Ref: E&amp;D Plan 2023-4)</p> <p>(Ref: )</p>	<p>This delivers on the <b>cultural and systems change</b> building block. It will also meet commitments toward a <b>human rights</b> approach.</p> <p>This action uses <b>co-design</b> and <b>data</b> from WfQ survey and ERGs to develop an understanding of the challenges faced by people with disability.</p>	Improvements in the proportion of employees who share they live with disability, via diversity census/MOHRI data and WfQ responses.	Ongoing	Whole of Treasury with People & Culture (Recruitment team) and Public Sector Commission support	<p>Employment and financial security</p> <p>Community attitudes</p>
2.4	Career Progression	Targeted development opportunities employees with disability				
a	<p>Support the career progression of employees with disability, <b>targeted</b> opportunities for <b>professional development</b>.</p> <p>(Prev: QT DSP 2019-23 - 14.3)</p> <p>(Ref: E&amp;D Plan 2023-4)</p>	<p>This enables <b>cultural and systems change</b> in the way opportunities are inclusive of people with disability. This ensures our people are safe and supported to thrive at work and grow their careers.</p> <p>Making opportunities inclusive to people with disability enables cultural and systems change and promotes <b>human rights</b>. By improving leadership representation, we gain diversity and encourage people with</p>	<p>Take up of development opportunities by employees living with disability.</p> <p>Target - 8% representation at the Senior Officer and Senior Executive Service (and equivalent) levels, by 30 June 2026.</p> <p>The % of employees at the Senior Officer and Senior Executive Service (and equivalent) levels, by 30 June 2026.</p>	Ongoing	Whole of Treasury with People & Culture support	<p>Community attitudes</p> <p>Employment and financial security</p>

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	ADS outcome area
		disability to grow their careers with the public sector				
2.5	Engagement and Representation –	Employees with disability				
a	Conduct campaigns to improve the completion of the <b>diversity data census</b> so it more accurately reflects the workforce.	By providing agencies with improved messaging that promotes data confidentiality and safety to share disability identity information, we improve the census as a central <b>measurement</b> tool and enhance <b>cultural and systems change</b> .	Frequency of campaign to drive census completion.	Annually by 30 Aug	People & Culture Strategic Communications	Employment and financial security Safety, rights, and justice
b	Seek to <b>identify</b> the <b>reasons</b> some Treasury employees are <b>reluctant to disclose</b> their diversity data, through direct engagement and/ or surveys. (Ref: E&D Plan 2023-4)	By understanding reasons for reluctance to share disability identity information, we can codesign ways to improve the census as a central <b>measurement</b> tool and enhance <b>cultural and systems change</b> .	Improvements in the proportion of employees who share they have disability, via diversity census/MOHRI data.	2025	People & Culture	Employment and financial security Safety, rights, and justice
c	Engage and consult with an <b>Employee Reference Group</b> of Treasury employees with disability for the development, implementation and/or evaluation of strategies. (Ref: E&D Plan 2023-4)	By partnering with our employees with disability, we can better gauge potential barriers and issues in our <b>culture and systems</b> , protect our employees' <b>human rights</b> by understanding issues faced, foster the <b>codesign</b> of solutions that will better meet their needs. It also assists us to better <b>measure the outcomes and impacts</b> of our actions now and improvements in the future.	Percentage of new/reviewed People and Culture strategies and policies that have engaged with ERGs in their development, implement and/or evaluation.	Ongoing	People & Culture	Inclusive homes and communities Community attitudes Health and wellbeing Employment and financial security
d	Maintain representation of employees with disability on Treasury's Equity, Diversity, and Inclusion <b>Steering Committee</b>	Representation of disability in the forum which provides strategic oversight and endorsement of ED&I initiatives ensures codesign and <b>cultural and systems change</b> .	At least two representatives with lived experience of disability on the steering committee.	Ongoing	People & Culture ED&I Steering Committee	Inclusive homes and communities

### 3. Our places

Our places must be accessible for all people.

In alignment with other central agencies, Treasury recognises that places exist in the physical and online space, and that accessibility in both spaces is vital for inclusion of people with disability to allow for full participation in social, economic, and public life.

Treasury's offices in 1WS offer state of the art accessibility. Where any additional accessibility needs are identified, these are addressed in collaboration with building management. Treasury will always work with regional and other Brisbane CBD offices to ensure any arising accessibility needs are addressed.

We continue to promote and highlight accessibility options of systems to support accessibility for employees.

3.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	ADS outcome area
3.1	Work with employees with disability to make reasonable workplace adjustments as needed.	<p>This action supports <b>co-design, human rights</b> and <b>cultural and systems change</b> by engaging employees in the reasonable adjustment process. This ensures employees are heard and allows them to participate fully in work life.</p> <p><i>NB: Many adjustments are made locally with the supervisor and do not require input from HR.</i></p>	Reasonable workplace adjustments are available to meet individual needs as required. Noting many will be managed locally and not captured in a central register.	Ongoing	Hiring and line managers People & Culture Facilities Information Technology Services	Employment and financial security Health and wellbeing Inclusive homes and communities Community attitudes
3.2	Review and ensure departmental <b>websites and digital service portals</b> comply with web content accessibility guidelines (WCAG 2.0 and <a href="#">Digital services policy</a> ) including provision of transcripts and/or captions are available for newly created time-based media (i.e. pre-recorded video/audio). <i>(Prev: QT DSP 2019-23 - 3.2)</i> <i>(Ref: QT DSAP 2023 – Goal 2)</i>	We promote <b>cultural and systems change</b> and protect <b>human rights</b> by making sure our websites and video/audio comply with minimum accessibility guidelines.	All new key website content is accessible and complies with guidelines.  Develop and maintain a digital service inventory (Ref: QT DSAP 2023 – Goal 2.1) Compliant <a href="#">Digital Services Accessibility Plan</a>	Ongoing  Annually by 31 Oct  By Oct 2025	Information Technology Services in collaboration with: - Strategic Communications - Insurance Commission - QRO - Budget Office	Inclusive homes and communities

## 4. Our community

The actions we take when engaging with people will be inclusive of the whole Queensland community including regions and remote locations.

4.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	ADS outcome area
4.1	<b>Support</b> national and Queensland <b>communication strategies</b> and <b>activities</b> to promote the <i>Australian Disability Strategy 2021–2031</i> and/or the <i>Queensland Disability Strategy 2022-27</i> (Prev: QT DSP 2019-23 - 1.1)	By ensuring our communication strategies align, we can promote inclusiveness contributing to <b>cultural and systems change</b> and promotes <b>human rights</b> .	ADS-related, campaigns promoted through Treasury communication channels	Ongoing	People and Culture Strategic Communications	Community attitudes
4.2	Promote opportunities for the department to <b>engage</b> more with <b>social enterprises</b> , including those supporting people with disability, such as through social procurement.	<p>Social procurement enhances social inclusion, giving people with disability the opportunity to participate in the community and the economy – addressing <b>human rights</b>.</p> <p>Through engagement with social enterprises, we can collaborate to ensure individual procurement processes work for the department and the social procurement provider, supporting principles of <b>co-design</b>. Engagement with social enterprises creates <b>cultural and systemic change</b> by disrupting previous ways of ‘doing’ procurement.</p>	Number of social enterprises engaged	2024 and ongoing	Procurement	<p>Inclusive homes and communities</p> <p>Employment and financial security</p> <p>Community attitudes</p>
4.3	<b>Procurement</b> contract <b>artefacts</b> include accessibility requirements (e.g., Request to Quote and checklist to evaluate services/products for accessibility). (Ref: QT DSAP – Goal 3)	.	Accessibility checklist developed for procurement processes	2024 and ongoing	Procurement	Inclusive homes and communities

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# Reference information

## Glossary

Acronym	Description
ADS	Australia's Disability Strategy
DSAP	Digital Accessibility Action Plan
DSP	Disability service plan
ED&I	Equity, Diversity, and Inclusion
ERG	Employee Reference Group
MAIC	Motor Accident Insurance Commission
NIISQ	National Injury Insurance Scheme Queensland
QPS	Queensland Public Sector
QRO	Queensland Revenue Office
SDP	State disability plan
TAP	Targeted action plan
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
WfQ	Working for Queensland survey

## Related links

[Queensland's Disability Plan](#)

[Australia's Disability Strategy Hub](#)

[Employment Targeted Action Plan](#)

[Community attitudes Targeted Action Plan](#)

[Early childhood Targeted Action Plan](#)

[Safety Targeted Action Plan](#)



[Emergency management Targeted Action Plan](#)

[Targeted Action Plan reports](#)

[Queensland Government Digital services policy](#)