

QUEENSLAND TREASURY

Disability Service Plan 2024-2027

Progress Report 2024-25

November 2025

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Translating and interpreting assistance

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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 empower Queenslanders with a resilient economy, sustainable energy solutions and pathways to home ownership – building a brighter and prosperous future.

Our role involves undertaking policy and economic analysis on matters related to energy, gas, fuels and climate policy at the state and national level to facilitate economic growth and deliver an affordable, reliable and sustainable energy system.

Treasury oversees the ongoing management of the Compulsory Third Party (CTP) scheme in Queensland through the Motor Accident Insurance Commission (MAIC) as the regulatory authority.

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.

We 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).

Context and framework

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

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.
Australia's Disability Strategy 2021–2031	<p>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.</p> <p>It includes an outcomes framework and five targeted action plans (TAPs) in the areas of employment, community attitudes, early childhood, safety and emergency management.</p>
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 Building Blocks 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 Impact Areas 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 reports on the Department's DSP for the period 2024-2027.</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.

This is the Progress Report for the second year of this Plan and covers the period 1 July 2024 to 30 June 2025.

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 recognises the value in equity, diversity and inclusion.

Being able to draw on the different skills, backgrounds, experiences and insights of our workforce enables us to better deliver for the diverse community we serve. We are committed to representing the Queensland community by building on our existing workforce diversity – as reflected in our 2026 diversity targets – and fostering an inclusive culture where everyone can contribute and achieve their potential.

We will achieve this through our commitments as part of the strategies and plans outlined within this framework.

DIVERSITY	2025 REPRESENTATION	2026 TARGETS
People with disability	7%	12%
Aboriginal and Torres Strait Islander peoples	1%	4%
Women in leadership	48%	50%
Culturally and linguistically diverse people	13%	12%

Queensland Government Reconciliation Action Plan 2024–27

Queensland Government Multicultural Action Plan 2024–27

Queensland Public Sector Inclusion and Diversity Strategy 2021–2025

Queensland Women's Strategy 2022–2027

Queensland Public Sector LGBTIQ+ Inclusion Strategy 2023–2027

Queensland's Disability Plan 2022–2027

Queensland Treasury Strategic Workforce Plan

Equity, Diversity and Inclusion Plan 2025–26

Our plan for growing the equity and diversity of our workforce and fostering an inclusive culture where everyone feels valued, respected and empowered to achieve their potential.

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 2024–27

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 and Inclusion Steering Committee

Executive champions and employee network

First Nations

Gender Equality

Multicultural Treasury

Treasury Pride (LGBTIQA+)

Accessibility and Disability Inclusion

Building Block statements

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 employees with disability in developing and implementing this plan.



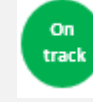
Co-design	Human rights	Measurement of outcomes and impact	Cultural and systems change
<i>We do things with people with disability, not to them or for them.</i>	<i>We will promote and protect the rights of people with disability in everything we do.</i>	<i>We set clear targets, and we measure our progress.</i>	<i>We 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 participation 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">• Working for Queensland (WfQ) employee opinion survey• Equity and Diversity Audit findings• National Injury Insurance Scheme Queensland (NIISQ) participant data, network forums and funded research program and actuarial data• Motor Accident Insurance Commission (MAIC) funded research data and Claimant Research	<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	Progress	Traffic Light	ADS outcome area
a.	Provide interpreting services (e.g., Auslan) for people with disability to access on request and make captions and transcripts available whenever possible for events (Prev: QT DSP 2019-23 - 2.1) (Ref: QT DSAP – Goal 2)	Improving access to Queensland Government for people with disability supports cultural and systems change and upholds their human rights . 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	<p>Treasury seeks to ensure that all Queenslanders, including the 1-in-5 with disability can access information to the community provided by Treasury. Some of the activities undertaken included the following:</p> <p>Insurance Commission - Queenslanders have access to important information about Queensland's Compulsory Third Party (CTP) insurance scheme and the National Injury Insurance Agency through incorporation of translation and accessibility software (ReachDeck) on websites for the Motor Accident Insurance Commission (MAIC) (www.maic.qld.gov.au) and National Injury Insurance Agency, Queensland (NIISQ) (www.niis.qld.gov.au). This assistive toolbar improves accessibility and readability. It translates website content into different languages and reads aloud translated text where there is a matching voice available.</p> <p>Queensland Revenue Office (QRO) - The proportion of QRO's clients who require language support is relatively small, interpreters and translators engaged upon request.</p> <p>Budget Office - The Budget website continues to increase the availability of accessible Budget and Regional Action Plan documents (through use of HTML).</p>		Inclusive homes and communities Community attitudes Safety, Rights and Justice
b.	Consider the needs of people with disability and carers during development, monitoring and evaluation of services, policies, and fiscal advice . (Prev: QT DSP 2019-23 - 5.1)	This action supports co-design, human rights and cultural and systems change 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	<p>Queensland Treasury and the Queensland Revenue Office (QRO) consider the needs of all users when designing and implementing new services or changes to existing services incorporates human centre design. While considering and providing feedback on policy and funding proposals from other Queensland Government agencies, Treasury Analysts consider the needs of people with disability and carers where relevant. There is a dedicated team within Social Policy that works closely with the relevant agency which has oversight of Disability Services to provide advice on a range of policy and funding matters</p> <p>The National Injury Insurance Scheme – Queensland (NIISQ) engage Participant Reference Groups consisting of people with disability in the design, implementation and evaluation of their informational resources and services.</p>		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 co-design, human rights and cultural and systems change 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)	<p>During 2024-25 MAIC entered into:</p> <ul style="list-style-type: none">new funding arrangements with Townsville and Gold Coast Hospitals around enhancing trauma managementvarious one-off funding arrangements for projects focused on technological advances in rehabilitation, fractures and management of blood loss. <p>This builds on their ongoing investments from 2023-24 in research and work to improve road safety and prevent transport related injuries that could result in CTP claims and long-term disabilities and provided support to various stakeholders TMR, QPS and Universities—which included funding to:</p>		Inclusive homes and communities Health and wellbeing Employment Personal and community support



1. Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
					<ul style="list-style-type: none">MAIC-QUT Road Safety Research Collaboration continues to drive meaningful change in road safety, striving to reduce road trauma and create safer transport systems for allFunding for Road Safety Data Bureau involving QPS, TMR, MAIC and Queensland Health which will provide greater insights into crash circumstances to inform potential countermeasures.Funding to QPS to provide additional on road enforcement on Queensland roads.Support to PCYC to coordinate Braking the Cycle program across Queensland to assist disadvantaged people to obtain the 100 hours of on road driving necessary to obtain their driver's licence.Partnering with TMR in relation to Ride2Zero, to enhance motorcycle safety.		
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 cultural and systems change and upholds their human rights . 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	<p>During 2024-5 MAIC:</p> <ul style="list-style-type: none">updated the website with better information regarding how to access National Relay Service to make enquiries. <p>This was in addition to continuing from 2023-24:</p> <ul style="list-style-type: none">to support the ReachDeck Toolbar which allows website visitors to personalise how they access information, including text-to-speech, reading and translation support.enabling caller identification on the MAIC enquiry line, which operates as a call back service. Customer feedback indicated that calling from a private number was a potential barrier to accessing information about the CTP scheme, as customers may choose not to answer these calls or they might be automatically blocked by some telephone providers. Displaying the MAIC telephone number aims to break down these barriers by allowing customers to verify the call's legitimacy. <p>In 25-26, MAIC intends to include the disability gateway on its website to provide supported access to the MAIC enquiries line.</p>		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 co-design, human rights and cultural and systems change 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	<p>During 2024-5, MAIC provided funding to the following research centres:</p> <ul style="list-style-type: none">The Hopkins Centre at Griffith University—to undertake a program of translation research in the field of rehabilitation and severe disability. From 1 January 2025, funding for Hopkins Centre was transferred to NIISQ.The Recover Injury Research Centre at University of Queensland—to continue their operation of direct input into ongoing and future research priorities for consumer groups for people with injury and disability. <p>This was in addition to continuing MAIC's 2023-24 funding to:</p> <ul style="list-style-type: none">Griffith University to improve and restore functional recovery for those with permanent spinal cord injuries combining stem cell transplants with specialised rehabilitation. This research commenced human clinical trials in late 2025.The Biospine initiative at Griffith University using thought control, electrical stimulation and drug therapy. Stage two of this initiative is focused on preparing these potential aids and products for commercialisation, so that they may be available for people with spinal cord injury into the future.Spinal Life Australia to support operations of the vocational rehabilitation program for people with spinal cord injuries (Back2Work).		Inclusive homes and communities Health and wellbeing Employment Personal and community support


1.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
						<ul style="list-style-type: none">The Queensland Brain Institute for a Fellowship to undertake a longitudinal study to identify biomarkers that could be used for the prediction of patient outcomes in those with moderate to severe traumatic brain injury.		
f.	Co-design a Disability Service Plan with employees and scheme participants with disability	This action supports co-design, human rights and cultural and systems change 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	On 3 December 2024, the NIISQ Agency published its inaugural Disability Service Plan , co-designed by staff with disability and with input from NIISQ participants. NIISQ's DSP is voluntary but are committed to publishing progress against the actions in the plan on an annual basis via the agency website.		Inclusive homes and communities Health and wellbeing Employment Personal and community support

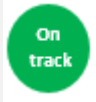

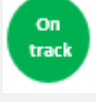

2. Our people





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	Progress	Traffic Light	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> <p>I. partnering with disability organisations</p> <p>II. Internships, Cadetships and/or Graduate program roles</p> <p>III. language welcoming diversity in job ads and applicant packs</p> <p>IV. Information that reasonable adjustments are available and can be requested during the selection process provided in applicant packs</p> <p><i>(Ref: from E&D Plan 2023-4)</i> <i>Also see 2.3 below re supporting resources & capability uplift</i></p>	<p>Attracting, recruiting, and retaining more people with disability champions inclusive practices, contributing to cultural and systems change. Diversity means a broader range of skills, experiences, and perspectives among employees.</p>	<p>Increased numbers of people with disability applying for Treasury roles</p> <p>Achieving or exceeding Treasury's target of 12% of employees identifying as living with disability by 2026.</p>	Ongoing	Whole of Treasury with People & Culture support	<p>I. Treasury holds membership with key expert organisations including Diversity Council of Australia (DCA) and the Australian Disability Network (AusDN). We draw tools and resources from these organisations to support our policies and procedures. In 2024-2025 Treasury commenced a partnership with Job Access, the National Disability Recruitment Coordinator, to review resources, processes and the public facing employee value proposition.</p> <p>II. Internships - Treasury partners with the Australian Disability Network to participate in their "Stepping Into" Internship Program. Through this program two (2) university students with disability were provided the opportunity to gain meaningful, paid work experience within Treasury in January-February in both 2024 and 2025 (152 hours total during the semester break), and the host team benefited through undertaking training and experience designed to improve disability confidence. Cadetships – discontinued. Graduates – Three (3) university graduates with disability were engaged permanently through Treasury's GradStart program 2024 cohort.</p> <p>III. Wording for Treasury job vacancies and applicant packs specifically welcomes people with disability and those who are neurodivergent.</p> <p>IV. <u>Applicant packs</u> encourage applicants to request adjustments during selection processes. An webpage visible to applicants on <u>Inclusive recruitment</u> was added to the Career Opportunities section reinforces that applicants can request reasonable adjustments. The People and Culture team continue to work with Strategic Communications and the Accessibility and Disability Champion and Employee Working Group to promote education and resources.</p>		<p>Community attitudes</p> <p>Employment and financial security</p> <p><u>Employment Targeted action plan (TAP)</u> (action 1.3)</p>
b	<p>Ensuring external providers 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><i>Also see 2.3 below re supporting resources & capability uplift</i></p>	As above	<p>Increased numbers of people with disability applying for Treasury roles</p> <p>Achieving or exceeding Treasury's target of 12% of employees identifying as living with disability by 2026.</p>	As above	As above	<p>Treasury's published Equity, Diversity and Inclusion Plan explicitly states that Treasury aims to reach the target of 12 per cent employees with disability by 2026, through:</p> <ul style="list-style-type: none">o inclusive recruitment and selection practiceso making adjustments available during selection processes.		As above

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
2.2	Communication	Changing attitudes and awareness about disability						
a	<p>Continue to raise the disability awareness of all staff and increase capability by promoting information and resource, and sharing examples:</p> <p>I. disability awareness training</p> <p>II. services available for people with disability (e.g., Auslan interpreting services)</p> <p>III. processes to request and support reasonable adjustments with a person-centred focus</p> <p>IV. digital accessibility</p> <p>V. asking staff to share their personal stories of disability through corporate communications.</p> <p>(Prev: QT DSP 2019-23 - 8.1)</p> <p>(Ref: QT DSAP – Goal 1)</p>	<p>This will include the development of resources to support the each of these areas of disability awareness.</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 cultural, and systems change and promote human rights.</p>	<p>Treasury regularly promotes resources and shares information and success stories on the value of diversity.</p> <p>Disability awareness training is available to all staff</p>		<p>Whole of Treasury with People & Culture support</p> <p>Strategic Communications</p>	<p>I. The following disability awareness training was offered during this period:</p> <ul style="list-style-type: none">“Neurodiversity in the workplace” webinar with Aisling Smith (Oct 2024)“You can’t ask that!” Panel discussion (Nov 2024)“My role: Disability Inclusion Champion” e-learning on demand (launched Feb 2025)Various webinars offered during Neurodivergent Celebration Week (Mar 2025)Women’s Network Panel Discussion – featuring former Treasury Executive Champion for Accessibility and Disability Inclusion, Amy Rosanowski (May 2025)Blind Citizens Australia “Supporting employment for people who are blind or vision impaired (Jun 2025)“Why Neuroinclusion is good for business” webinar (Jun 2025). <p>II. Treasury continues to promote information on our intranet on how and when to engage an interpreter. This information includes requirements under the Queensland Language Services Policy and the Queensland Language Service Guide, and a link to the Standing Offer Arrangement for easy access. Information about how to engage interpreting services was promoted in August 2024. Auslan Interpreters were regularly engaged to provide support for agency employees.</p> <p>III. Intranet pages outlining process to request and support reasonable adjustments were refreshed and regularly promoted in internal channels.</p> <p>A total of 212 (12%) respondents to the 2025 Working for Queensland survey indicated that they live with disability and 250 (14%) identified as neurodivergent. Of these, 7 respondents indicated that they had requested an adjustment which had been declined and a further 16 did not realise that they could request an adjustment.</p> <p>IV. To support Treasury/s capability to ensure digital accessibility, the following digital accessibility training was offered to employees in Information Technology Services (ITS), Strategic Communications and Facilities during this period:</p> <ul style="list-style-type: none">“Web Content Accessibility Guidelines” hosted by the Australian Disability Network 20 Aug 2024.Global Accessibility Awareness Day resources promoted (May 2025). <p>V. A panel of four Treasury employees shared their personal stories of lived experience of disability and neurodivergence via a panel discussion during Disability Action Week December 2024. Additionally, the personal story of one panel member was shared with all Treasury employees through internal channels and through Treasury social media.</p> <p>Of the 212 respondents with disability to the 2025 WfQ survey, the majority (83%) agreed they feel respected at work. Similarly, 86% of the 250 respondents identifying as neurodivergent reported feeling respected at work.</p>		<p>Employment and financial security</p> <p>Community attitudes</p> <p>Safety, rights, and justice</p> <p>Community attitudes</p>

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
2.2	Communication	Changing attitudes and awareness about disability						
b	Celebrate Disability Action Week	We promote cultural and systems change , promote human rights , 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	As part of Disability Action Week (24 Nov – 1 Dec) and International Day of People with Disability (IDPWD) (3 Dec) Treasury promoted resources on: <ul style="list-style-type: none">Under Treasurer Message to all staff 22 Nov 2024 invited all employees to a "You can't ask that!" Panel Discussion featuring three employees from the Disability Network hosted by Jo Keen, Executive Champion for Accessibility and Disability Inclusion and called for submissions for questions for the panel.Treasury promoted a profile of an employee who described herself as neurodivergent, living with disability and parent to a neurodivergent child" through internal channels and a Social Media post re: contributions of people with disability to the Queensland economyTreasury shared various articles and quizzes regarding disability and workplace adjustments and promoted Treasury's Disability Service Plan.		Inclusive homes and communities Community attitudes Employment and financial security
c	Increasing workplace engagement relating to accessibility and disability inclusion through leadership including: <ul style="list-style-type: none">I. An Executive Champion for Accessibility and Disability Inclusion to drive cultural change and ensure initiatives are appropriately resourced (Ref: E&D Plan 2023-4)II. Senior leaders active support for, and promotion of, disability awareness strategies by sharing messages with their staff.	We promote cultural and systems change , promote human rights , and create impact when senior leaders lead the way in championing disability.	Increased advocacy and support for accessibility and disability inclusion initiatives Improvement in Working for Queensland results.	Ongoing	ELT Senior leaders People & Culture support	I. During this period the Executive Champion for Accessibility and Disability Inclusion was Jo Keen (Head of Corporate). II. Jo Keen shared various articles championing disability in the Corporate Weekly Wrap and senior leaders in Queensland Revenue Office promoted disability awareness by publishing articles in Commissioner's News all staff updates.		Inclusive homes and communities Community attitudes Employment and financial security
d	Reinforce the positive intent and outcomes of the Flex Connect Framework to all people managers and their staff within Treasury. (Ref: E&D Plan 2023-4)	We trigger cultural and systems change , 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 disabilities who may not have shared this information with their supervisors or colleagues. This action uses co-design and data from WfQ survey and ERGs to develop an understanding of the challenges faced by people with disability.	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. People and Culture	Treasury embraces Flexible Working arrangements and ensures that there are policies and processes in place to support our people working flexibly.		Inclusive homes and communities Community attitudes Health and wellbeing Employment and financial security
2.3	Disability Confidence	Development opportunities for panel chairs, supervisors, IT, Comms and HR						
a	Provide development and resources for recruitment panels 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.	This delivers on the cultural and systems change building block. It will also meet commitments toward a human rights approach. This action uses co-design and data from WfQ survey and ERGs to develop an understanding of the challenges faced by people with disability.	Increased numbers of people with disability applying for Treasury roles Achieving or exceeding Treasury's target of 12% of employees identifying as living with disability by 2026.	Ongoing	Whole of Treasury with People & Culture (Recruitment team) and Public Sector Commission support	Intranet pages are maintained for: <ul style="list-style-type: none">Workplace adjustmentsRecruitment adjustments Of the 212 (12%) respondents to the 2024 Working for Queensland survey who indicated that they live with disability, the majority (83%) who had been through a recruitment process in the last 12 months found it to be accessible and inclusive.		Employment and financial security Community attitudes

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
	(Prev.: QT DSP 2019-23 - 7.1a and 7.1b) (Ref: E&D Plan 2023-4)		An increase in WfQ respondents who have identified that they live with disability and have been through a recruitment process in the past 12 months have found it be to be accessible and inclusive.					
2.4	Career Progression	Targeted development opportunities for employees wit disability						
a	Support the career progression of employees with disability through targeted opportunities for professional development . (Prev: QT DSP 2019-23 - 14.3) (Ref: E&D Plan 2023-4)	This enables cultural and systems change 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. Making opportunities inclusive to people with disability enables cultural and systems change and promotes human rights . By improving leadership representation, we gain diversity and encourage people with disability to grow their careers with the public sector	Take up of development opportunities by employees living with disability. Target - 8% representation at the Senior Officer and Senior Executive Service (and equivalent) levels, by 30 June 2026. The % of employees at the Senior Officer and Senior Executive Service (and equivalent) levels, by 30 June 2026.	Ongoing	Whole of Treasury with People & Culture support	Provided Targeted Opportunities through expressions of interest to employees with disability to attend: <ul style="list-style-type: none">Online, on demand training to use accessibility features of Treasury's in-house AI "Coeus" (launched Oct 2024)My role: Disability Inclusion Champion (eLearning) (Feb 2025)Disaster preparation with a disability (Mar 2025)Celebrate Neurodivergent Women this International Women's Day – webinar – Neurodiversity Community of Practice – Mar 2025Various webinars offered during Neurodivergent Celebration Week (Mar 2025).		Community attitudes Employment and financial security
2.5	Engagement and Representation -	Employees with disability						
a	Conduct campaigns to improve the completion of the diversity data census 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 measurement tool and enhance cultural and systems change .	Frequency of campaign to drive census completion.	Annually by 30 Aug	People & Culture Strategic Communications	Data Diversity campaigns were promoted: <ul style="list-style-type: none">Aug 2024 – no change in completion from 71%May 2025 – no change in completion from 62%.		Employment and financial security Safety, rights, and justice
b	Seek to identify the reasons some Treasury employees are reluctant to disclose 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 measurement tool and enhance cultural and systems change .	Improvements in the proportion of employees who share they have disability, via diversity census/MOHRI data.	2025	People & Culture	A total of 212 (12%) respondents to the 2025 Working for Queensland survey indicated that they live with disability. Of these: <ul style="list-style-type: none">Only 34% indicated that they had shared this information with the HR system.44% did not see any reason or benefit in sharing this with their agency35% were concerned about discrimination. More than one-in-ten (12.7% of all Treasury employees or 250 respondents) identified as neurodivergent. Of these around half did not identify as having disability.		Employment and financial security Safety, rights, and justice
c	Engage and consult with an Employee Reference Group 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 culture and systems , protect our employees' human rights by understanding issues faced, foster the codesign of solutions that will better meet their needs. It also assists us to better measure the outcomes and impacts 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	Employees with disability and those identifying as neurodivergent provided input and co-designed actions outlined in this report including Coeus Accessibility Features and training, and the approach to the Disability Action Week Panel Discussion and promotions. Employees who identify as Neurodivergent are able to connect with one another an online peer support network that originally formed in late 2023. The group has ranged from 67 to 75 members over the 12-month period 2024-25. The Disability Inclusion Network ranged in size from 18 to 23 members.		Inclusive homes and communities Community attitudes Health and wellbeing Employment and financial security

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
d	Maintain representation of employees with disability on Treasury's Equity, Diversity, and Inclusion Steering Committee	Representation of disability in the forum which provides strategic oversight and endorsement of ED&I initiatives ensures codesign and cultural and systems change .	At least two representatives with lived experience of disability on the steering committee.	Ongoing	People & Culture ED&I Steering Committee	The Equity, Diversity and Inclusion Steering Committee maintains at least two representatives with disability and/or neurodivergence for consultation regarding Treasury ED&I strategies. A register for a continuous pool to join was promoted in August 2024.		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.

1.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
3.1	Work with employees with disability to make reasonable workplace adjustments as needed.	<p>This action supports co-design, human rights and cultural and systems change 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	<p>Auslan Interpreters are regularly engaged to provide support for a small number of Treasury employees from the Deaf Community.</p> <p>Resources and information on Adjustments were updated.</p> <p>In-house generative AI, Coeus, launched new accessibility features in Oct 2024.</p> <p>The majority of employees identifying as having disability in the annual Working for Queensland survey did not require an adjustment or only required flexible working arrangements. There was a significant increase with 43 people reporting a formal adjustment agreement up from 10 in 2024. A further 47 reported informal adjustment agreements, and 150 reported adjustments in the form of flexible work arrangements.</p>		Employment and financial security Health and wellbeing Inclusive homes and communities Community attitudes
3.2	Review and ensure departmental websites and digital service portals comply with web content accessibility guidelines (WCAG 2.0 and Digital services policy) 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 cultural and systems change and protect human rights by making sure our websites and video/audio comply with minimum accessibility guidelines.	<p>All new key website content is accessible and complies with guidelines.</p> <p>Develop and maintain a digital service inventory (Ref: QT DSAP 2023 – Goal 2.1) Compliant Digital Services Accessibility Plan</p> <p>Undertake Accessibility Audit</p>	<p>Ongoing</p> <p>Annually by 31 Oct</p> <p>By Oct 2025</p>	Information Technology Services in collaboration with: - Strategic Communications - Insurance Commission - QRO - Budget Office	<p>Digital Services Accessibility Plan (DSAP) submitted to Digital Strategy - 21 Nov 2023.</p> <p>Information Technology Services –</p> <ul style="list-style-type: none">○ The internal web properties maintained by Information Services undergo continuous assessment and updates to ensure compliance, within the scope available by the vendor products. This includes adhering to web content accessibility guidelines and the DSAP.○ Regular and continuous improvement activities are undertaken to update web content to meet our commitment.○ In-house generative AI, Coeus, launched new accessibility features in Oct 2024. <p>Strategic Communications –</p> <ul style="list-style-type: none">○ completed an audit of Treasury's website against WCAG 2.0 requirements and developed a plan to address any compliance issues.○ Strategic Communications uses the whole-of-government Events Accessibility Guide when planning Treasury events, including Budget Day.○ Transcription and/or subtitling is provided for all new time-based media. <p>Insurance Commission –</p> <ul style="list-style-type: none">○ Queenslanders have access to important information about Queensland's Compulsory Third Party (CTP) insurance scheme and the National Injury Insurance Agency through incorporation of translation and accessibility software (ReachDeck) on websites for the Motor Accident Insurance Commission (MAIC) (www.maic.qld.gov.au) and National Injury Insurance Agency, Queensland (NIISQ) (www.niis.qld.gov.au). This assistive toolbar called improves accessibility and readability. It translates website content into		Inclusive homes and communities

1.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
						<div>different languages, and reads aloud translated text where there is a matching voice available.</div> <div>QRO –<ul style="list-style-type: none">QRO's website meets WCAG 2.0 and any relevant Queensland Government standards. All QRO's YouTube videos feature captions to enhance the accessibility of the content.QRO continues to monitor best practice standards and consider opportunities for improvements.</div> <div>Budget Office –<ul style="list-style-type: none">The Budget website continues to increase the availability of accessible Budget and Regional Action Plan documents (through use of HTML).</div>		

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	Progress	Traffic Light	ADS outcome area
4.1	Support national and Queensland communication strategies and activities to promote the <i>Australian Disability Strategy 2021–2031</i> and/or the <i>Queensland Disability Strategy 2022-27</i> <i>(Prev: QT DSP 2019-23 - 1.1)</i>	By ensuring our communication strategies align, we can promote inclusiveness contributing to cultural and systems change and promotes human rights .	ADS-related, campaigns promoted through Treasury communication channels	Ongoing	People and Culture Strategic Communications	Treasury promoted the following: <ul style="list-style-type: none">○ National Autism Strategy (Jan 2025)○ National survey on workplace neurodiversity (Jun 2025).		Community attitudes
4.2	Promote opportunities for the department to engage more with social enterprises , including those supporting people with disability, such as through social procurement.	Social procurement enhances social inclusion, giving people with disability the opportunity to participate in the community and the economy – addressing human rights . 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 co-design . Engagement with social enterprises creates cultural and systemic change by disrupting previous ways of ‘doing’ procurement.	Number of social enterprises engaged	2024 and ongoing	Procurement	All procurement templates have been updated to include social procurement objectives including sourcing requests for quote and contract templates. Currently there is no way to track or measure the outcome across the business, due to Treasury’s decentralised procurement model.		Inclusive homes and communities Employment and financial security Community attitudes
4.3	Procurement contract artefacts include accessibility requirements (e.g., Request to Quote and checklist to evaluate services/products for accessibility). <i>(Ref: QT DSAP – Goal 3)</i>	.	Accessibility checklist developed for procurement processes	2024 and ongoing	Procurement	Request for Quote, evaluation and contract templates have been updated, remaining artifacts and guidance material will be reviewed as part of the QPP 2023 implementation, which will include accessibility.		Inclusive homes and communities

On track

Minor issues

Major issues

Not started

Delivered

Complete

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](#)
- [Targeted Action Plan reports](#)
- [Queensland Government Digital services policy](#)

Appendices

Treasury activities snapshots

6 Aug – Bitesize News

Register for continuous pool to join the Equity, Diversity and Inclusion Steering Committee

06 Aug 2024

As part of Queensland Treasury's [commitment](#) to building a diverse and inclusive workforce, Treasury has an active [Equity, Diversity and Inclusion Steering Committee](#) which meets regularly to provide oversight and balance in focus across Treasury's activities.

The committee is inviting interested individuals to register for a continuous pool. This pool will be used to select new members to fill any upcoming vacancies on the committee.

We are seeking representatives who:

- are from culturally and/or linguistically diverse backgrounds
- have disability
- identify as neurodivergent
- are Aboriginal and/or Torres Strait Islander
- identify as LGBTIQ+
- other (e.g. veteran, generational, caring responsibility, do not wish to disclose, etc)

As outlined in the [terms of reference](#) the committee generally seeks to have more than one representative from each of these groups.

[Register your interest here](#) if you are:

- interested in providing feedback on strategy
- participating in working groups to implement strategies
- attending regular committee meetings
- in a business area that would be supportive of releasing you for up to 4 hours per month.

As part of the committee's function to provide strategic input about a range of diversity and inclusion related plans, policies and strategies, the committee has been consulted on and endorsed a range of [documents and activities](#).

More information about the committee and its current membership list can be found [here](#).

[Register your interest](#) to be considered for any committee vacancies by COB Friday 6 September 2024.

Email TreasuryInclusion@treasury.qld.gov.au for more information.

11 Aug – Bitesize News

Take five and update your diversity data!

11 Aug 2024

Take five and [update your diversity information](#) in Aurion ESS, to help us to build a picture of our progress on diversity.

Your information is vital to helping us build the full picture towards checking our progress on and ensuring we have right programs in place for our agency as set out in the [Equity, Diversity and Inclusion Plan 2024-25](#).

Currently, Treasury has a completion rate of **71%**.
Let's get that back to over 90% before **30 September 2024**.

Even if you have provided your diversity details before, please check your information as over time some of this data may have become out-of-date.

How to check and update your details

- Sign in to [Aurion](#)
- Click **Employee** (top of screen), then **Personal**
- Scroll down to **Equity and Diversity**, click **Edit**
- Update and click **Save** (bottom of the page).

It will take less than five minutes to complete.

How Treasury uses the information

You can be confident your information will be used in accordance with the [Information Privacy Act 2009](#) and will only be used for statistical purposes. Your data, once on file, is only accessible by appropriately authorised officers within the department and Queensland Shared Services. Your supervisor and senior leaders do **NOT** have access to this data.

N.B. that some of the changes to the capture of sex and gender data have been delayed.

13 Aug – Bitesize News

Digital Accessibility Webinar 1:00-1:45pm Tues 20 Aug

13 Aug 2024

Digital accessibility is essential to ensure that everyone can access and use digital content and services. This inclusivity is not only a matter of social justice but also a requirement under the Queensland Government [Digital Services Accessibility Framework](#). By making websites, apps, and other digital platforms accessible, we can provide equal opportunities for people with disabilities.

Inclusive design leads to better overall user experience, benefiting all users. For businesses, prioritising digital accessibility can expand their customer base, enhance brand reputation, and reduce the risk of legal complications.

In essence, digital accessibility is about creating a more inclusive and equitable digital world where everyone can thrive.

[Australian Disability Network](#) invites you to attend a webinar hosted by digital accessibility expert, Sarah Pulis, Co-Founder and Director of [Intopia](#). You'll learn about:

- The Web Content Accessibility Guidelines (WCAG)
- Why WCAG 2.1 and 2.2 were released
- The importance of meeting these standards.
- How usability and accessibility go hand in hand.
- Practical tips for organisation's to implement these standards.

The webinar will take place on Tuesday 20 August 2024 at 01:00pm – 01:45pm (AEDT).

MAIC extends Back2Work Program funding - MAIC



30 Aug – Under Treasurer’s Message

World’s biggest beanie for brain injury awareness: NIISSQ knit and knatter’s big impact

NIISSQ staff have joined volunteers all over Australia and the world to build the world’s biggest beanie, reflecting this year’s Brain Injury Awareness Week theme ‘What’s your connection?’

This [dedicated crew](#) who hosted lunchtime ‘knit and knatter’ sessions, crocheted over 130 colourful squares of yarn to be added to the world’s biggest beanie. It was [constructed on Sunday](#) in front of Brisbane’s Story Bridge, rounding up Brain Injury Awareness Week 2024.

The beanie, 22 metres in circumference and approximately 11 metres high, was made up of 3,700 individually knitted and crocheted 20cm x 20cm squares.



Pictured: (Left) NIISSQ Knit and Knatters crew. (Right) World biggest beanie for Brain Injury Awareness

11 Oct – Under Treasurer’s Message

Coeus v2: Shaped by you, enhanced for you!

Since its launch, staff from across Treasury have been busy using our generative AI tool Coeus for activities ranging from generating summaries of source documents to bespoke solutions like assessing industry consultation responses.

While that’s been happening, the Coeus team in Strategic Information Branch (pictured) have been delivering training and gathering feedback to identify how the tool can best support business needs.

[Coeus v2](#) is now live, and brings with it new features including:

- Simplified menu and user layout
- Pop-up listing new features
- Built in feedback form
- Share files with your team (via SIB)
- Text-to-speech functionality to assist with accessibility and neurodiversity requirements.

Take a look at the updated [Coeus instruction video](#) and the [FAQs](#) to see how to use the new features. New instruction videos for [advanced settings and prompt engineering](#) are also available.

The Coeus team has also been collaborating with agencies across the sector to make it available for their own use. These agencies include DPC, TIQ, State Development, Queensland Health and Department of Energy and Climate – with our State Development colleagues agreeing to be the first test agency.

Keep your suggestions coming to strategicib@treasury.qld.gov.au. Together we can make Coeus an even better tool to save time and deliver well-informed advice faster.

24 Oct – Bitesize News

Neurodiversity in the Workplace - Free 1hr webinar - 10am Thurs 31 Oct

24 Oct 2024

Unlock the **full potential of your workforce** by fostering an inclusive, innovative, and neurodiverse environment. In this webinar, Aisling Smith, Neurodiversity Trainer of the Year, will guide you through practical strategies to build a NeuroInclusive culture in your organisation. You'll learn **actionable methods** to support neurodivergent employees, create psychological safety, and implement leadership practices that enhance engagement, productivity, and retention.

Through real-life examples and proven frameworks, you'll **discover how to transform** your workplace into one where every employee can thrive.

As an **added bonus**, attendees will receive a free copy of the *Neurodiversity Unlocked Roadmap*, a comprehensive guide to continue your neuroinclusion journey.

[**REGISTER**](#)

Key Learning Outcomes:

By the end of this webinar, participants will be able to:

- Understand the importance of psychological safety and its role in fostering innovation.
- Implement the ABC Communication Framework to promote clear, inclusive communication across teams.
- Recognise the importance of inclusive leadership in supporting neurodivergent employees.
- Identify actionable steps to build and sustain a neuroinclusive workplace.
- Access a free roadmap for creating a thriving neurodiverse culture in your organisation.

Who Should Attend:

This webinar is ideal for:

- Leaders aiming to drive cultural transformation through NeuroInclusion.
- Managers seeking strategies to support neurodivergent team members.
- HR professionals focused on improving retention, recruitment, and inclusivity.
- Diversity and Inclusion Officers working to create a more NeuroInclusive environment.
- Neurodivergent professionals looking to self-advocate and request workplace support.

Program Inclusions:

- Live webinar session with Aisling Smith.
- Access to *Neurodiversity Unlocked: Your Roadmap to a Thriving, Neuroinclusive Workplace*.
- Q&A session to address specific workplace challenges.

Duration:

60 minutes, including time for Q&A.

Pre-requisites:

No prior experience with neurodiversity is required.

Participants are encouraged to complete a pre-webinar survey - [HERE](#).

4 Nov - Bitesize News

Connect with your colleagues through Treasury's range of Diversity and Inclusion Networks...

04 Nov 2024

As part of our plan to foster a sense of community, promote diversity, and encourage inclusion, Treasury is establishing a range of diversity and inclusion networks.

Our networks are employee-led, meaning you have an opportunity to take an active role in building, growing, and shaping them.

By joining a network, you have an opportunity to connect with colleagues from diverse backgrounds.

Whether you wish to take an active role in organising, prefer to participate as an attendee, or just be part of the virtual discussions, you can be involved as much or as little as you wish.

[Click here to find out more...](#)

6 Nov - Bitesize News

Neurodiversity in the Workplace - Free webinar - EXTENDED until 4pm Thurs 7 Nov - due to popular demand!

06 Nov 2024

Unlock the **full potential of your workforce** by fostering an inclusive, innovative, and neurodiverse environment. In this webinar, Aisling Smith, Neurodiversity Trainer of the Year, will guide you through practical strategies to build a NeuroInclusive culture in your organisation. You'll learn **actionable methods** to support neurodivergent employees, create psychological safety, and implement leadership practices that enhance engagement, productivity, and retention.

Through real-life examples and proven frameworks, you'll **discover how to transform** your workplace into one where every employee can thrive.

As an **added bonus**, attendees will receive a free copy of the *Neurodiversity Unlocked Roadmap*, a comprehensive guide to continue your neuroinclusion journey.

[VIEW HERE](#)

Key Learning Outcomes:

By the end of this webinar, participants will be able to:

- Understand the importance of psychological safety and its role in fostering innovation.
- Implement **Please say that again** | tion Framework to promote clear, inclusive communication across teams.
- Recognise the importance of inclusive leadership in supporting neurodivergent employees.
- Identify actionable steps to build and sustain a neuroinclusive workplace.
- Access a free roadmap for creating a thriving neurodiverse culture in your organisation.

22 Nov - Under Treasurer's Message

Celebrating Disability Action Week

Disability Action Week commences on Sunday 24 November and it is a chance to reflect on our progress, and look at what we can all do to build a more accessible and inclusive Treasury.



You're invited to join Treasury's Executive Champion for Accessibility and Disability Inclusion, Jo Keen, online in a myth busting ["You can't ask me that" panel](#) event next week.

Jo will talk to three members of the Accessibility and Disability Inclusion Network about living life with a disability, or as a neurodivergent person, and the steps that we can all take to ensure that Treasury is inclusive and accessible to all.

Jo Keen said the network are working together and creating a positive difference.

"I love that I am able to work with a dedicated and committed group of people who are passionate about making Treasury inclusive and accessible to all and a place where everyone has an opportunity to reach their potential to be the very best that they can be," she said.

[Register to attend the online event](#) and submit any questions to the panel.

Meet Miranda

Miranda's journey of self-discovery and advocacy for inclusion

"I am neurodivergent, I live with a physical disability, and I am a parent to a neurodivergent child. Above all, I am an individual with my own identity."



Meet **Miranda Harvey** from Information Services, whose recent decision to self-identify as a person with a disability was not made lightly and came with a lot of self-reflection.

This introspective journey has not only led to personal acceptance but has also ignited a desire to inspire others to embrace their unique stories too.

Miranda is a proud member of the Accessibility and Disability Inclusion Working Group in Treasury and is actively working to make the department a more accessible place to work.

Not only has she been developing training on accessibility features in Microsoft 365 as part of her role, but she has also been working with the Coeus team to develop a micro-course on accessibility features.

"I am so grateful for the progress we have made in recognising people with disabilities and offering inclusive and accessible workplaces."

Miranda will be joining the ["You can't ask me that" panel](#) online next week alongside her Accessibility and Disability Inclusion Working Group peers.

Read more about Miranda's story [here](#).

26 Nov – Treasury Update

Making communication accessible

It's [Disability Action Week](#) and this year's theme *Accessible Communication* invites us to reflect on our progress and explore ways to foster a more accessible and inclusive Treasury. Get involved by joining the online panel discussion, [You can't ask that](#), this Thursday with Treasury's Executive Champion for Accessibility and Disability Inclusion, Jo Keen, who will be chatting with members of our Accessibility and Disability Inclusion Working Group. You can also read [Treasury's disability service plan](#), which outlines our department's strategies to grow inclusion from within.



UPCOMING EVENTS

Treasury's "You can't ask that!" panel discussion

Thursday, 28 November, 2:15 – 3:00pm | Online via Teams

Join Treasury's Executive Champion for Accessibility and Disability Inclusion, Jo Keen, and members of Treasury's Accessibility and Disability Inclusion Working Group in a myth-busting panel discussion for Disability Action Week 2024.

Register

In Australia, approximately 4.4 million people live with a disability, with an estimated 80 per cent of these individuals having a hidden disability.

Which flower is associated with hidden disabilities, a visual cue with a growing global following that communicates that a person has a hidden disability?

- A. Sunflower
- B. Rose
- C. Tulip
- D. Daisy

Answer below

TREASURY TRIVIA

IN CASE YOU MISSED IT

Meet Miranda – a panel guest at Treasury's "You can't ask me that!" online event

Meet Miranda Harvey from Information Services, who's recent decision to self-identify as a person with a disability was not made lightly and came with a lot of self-reflection.



"I am neurodivergent, I live with a physical disability, and I am a parent to a neurodivergent child. Above all, I am an individual with my own identity."

Read Miranda's story on [Nexus News](#).

Trivia answer: A. Sunflower. Source for statistics: [Life without Barriers](#).

28 Nov – All staff email from Executive Champion for Accessibility and Disability Inclusion



Thank you for registering to attend today's online "You can't ask that!" Panel Discussion in celebration of Disability Action Week.

As the Executive Champion for Disability and Inclusion I love the fact that I am able to work with a dedicated and committed group of people who are passionate about making Treasury inclusive and accessible to all and a place where everyone has an opportunity to reach their potential to be the very best that they can be.

I look forward to diving deep into discussions with three members of our Accessibility, and Disability Inclusion Working Group later this afternoon.

Event details

Virtual

Date: Thursday 28 November 2024

Time: 2:15pm to 3:00pm

Join using the link below

Join event online

If you have trouble using the link above please join through the meeting ID below:

Meeting ID: 440 967 602 042

Passcode: GF9tN63a

Meet our guest speakers



Leo Champion
QRO

Leo Champion is an Administrative Officer at Queensland Treasury's Land Tax division. Diagnosed with bipolar disorder, ADHD, and discovering later in life he was on the autism spectrum. Leo is a passionate writer and not defined by these labels.



Sarah Graham
QRO

Self-proclaimed 'Neruospcy', Sarah navigates life with ADHD, Persistent Depressive Disorder, and Generalised Anxiety Disorder. With a passion for gardening, cooking, and animals, she contributes a distinct perspective to her role within Queensland Revenue Office's Fines and SPER Division.



Miranda Harvey
Information Management

Miranda, from Treasury's Information Services, recently identified as a person with a disability following a period of self-reflection. After a surgical procedure resulted in paralysis in her left foot, she also discovered her neurodivergence. Now, she actively contributes developing accessibility training and fostering an inclusive workplace environment.




Follow Queensland Treasury for the latest news




This email was sent by Queensland Treasury, 1 William Street, Brisbane, QLD 4000, Australia to heidi.bushnell@treasury.qld.gov.au

3 Dec – LinkedIn

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Queensland Treasury
23,412 followers
1d • 

...

This International Day of People with Disability, we recognise there's more work to be done to reduce barriers and create inclusive workplaces 🗨️


Treasury's Accessibility and Disability Inclusion Working group ensures accessibility is at the forefront of what we do and how we work.

As a proud member of the group, Miranda Harvey draws on her lived experiences being neurodivergent and having a physical disability to help inform improvements in our department.

Miranda emphasises that understanding the experiences of people with disabilities is an ongoing journey.

"Knowing someone with a specific disability does not provide a universal understanding applicable to all individuals with that disability."

#IDPwD #IDPwD2024 #accessibility #inclusion




“

I am neurodivergent, I live with a physical disability, and I am a parent to a neurodivergent child. Above all, I am an individual with my own identity.

”

Miranda Harvey,
Queensland Treasury


 You and 7 others

1 comment

Queensland Treasury

28

DELIVERING
FOR QUEENSLAND



Queensland
Government

3 Dec - Treasury Update

BULLETIN BOARD



International Day of People with Disability

Today is International Day of People with Disability, a United Nations (UN) observed day which has been supported in Australia since 1996. In Australia, it's a day to promote awareness, understanding and acceptance of the approximate 5.5 million people with disability across our country.

This year's theme is *Amplifying the leadership of persons with disabilities for an inclusive and sustainable future*. The UN chose this theme with the view that leaders with disability make the world a fairer place for everyone. Visit the [Australian website](#) for International Day of People with Disability to learn more.

14 Jan – Treasury Update

Join a Treasury peer network

Are you new to Treasury or do you want to widen your network across the department? Connect with colleagues, foster new friendships and participate in Treasury's inclusive community by joining one or more of our peer networks.

A diverse range of peer networks are available to all employees including:

[First Nations Network](#)

[Neurodivergent Chat Group](#)

[Disability Inclusive](#)

[Multicultural Network](#)

[Pride Network](#)

[Women's Network](#)

[Oldies Working Longer \(OWLs\)](#)




28 Jan – Treasury Update

DID YOU KNOW?

Did you know the Federal Government unveiled Australia's inaugural [National Autism Strategy](#) and Action Plan last week, an initiative aimed at enhancing life outcomes for Autistic Australians. The strategy focuses on four key areas: social inclusion; economic inclusion; diagnosis, services and supports; and health and mental health. It's a pioneering effort to break down and ensure Autistic Australians have equal opportunities and the support they need to flourish.

The 2024 Working for Queensland survey revealed that around 10 per cent of respondents across the Queensland Government identified as neurodivergent. To foster a sense of community and inclusion at Treasury, we have a range of employee-led networks, one of which is the [Neurodivergent Chat Group](#).

Pictured is the Autism Infinity Symbol, a representation of infinite variations in human nervous systems created by Australian sociologist Judy Singer in 1998.



25 Feb – Treasury Update

BULLETIN BOARD

March forward in celebration of Queensland's Women's Week

[Register now](#) for a special Queensland Women's Week (QWW) event on Wednesday 5 March at 2pm, organised by Treasury's new Women's Network. This free event at our 1 William Street workplace will shine a spotlight on the 2025 QWW theme *March Forward*, celebrating the significant strides we have made while we continue to march forward towards a gender equal future.

Be inspired by the event's speakers including:

- Dr Elizabeth (Liz) Fellows, Acting Assistant Under Treasurer, Climate and Treasury's Executive Champion for Gender Equity
- Amy Rosanowski, Deputy Director-General and Registrar of Titles, Lands Division from the Department of Natural Resources and Mines, Manufacturing, and Regional and Rural Development
- Jasmina Nuhovic, Project Director from Treasury's Fiscal Policy division and Executive Champion for Multicultural Treasury.

Don't miss this Treasury hosted event which is open to all employees. [Register today](#) for either an in-person or virtual attendance (limited in-person attendance available).

Treasury's new Women's Network is warmly welcoming new members. Visit [Nexus](#) to register your interest in this peer network group, coordinated by Vanessa Franks with support from Samantha Bosa and the Women's Network Working Group.




PROFESSIONAL DEVELOPMENT

My Role: Disability Inclusion Champion
e-Learning

Learn how to become a workplace champion for disability inclusion in this short 50-minute course, which provides the information you need to know and the actions you can take to confidently step into this champion role.

[For more information](#)



5 Mar – Bitesize News

Disaster Preparation with a Disability

5 Mar 2025

Disasters are challenging for the whole community, and can be extra challenging for people with disability.

Especially those reliant on power assisted devices like wheelchairs, or need to evacuate with a service animal etc.

If you would like information to help you consider any disability-related needs related to disaster preparation and/or response, you may find this resource helpful ->

[Person-centred emergency preparedness \(P-CEP\) Workbook](#)

This resource was developed 'by people with disability - for people with disability' and covers a wide range of needs and considerations.

And remember you are welcome to [join our Disability Inclusive Network](#) to connect with Treasury colleagues with lived experience of disability.

Stay safe!

6 Mar – Bitesize News

Celebrate Neurodivergent Women this International Women's Day - Webinar

11:30am Fri 7 Mar

6 Mar 2025

The Australia-wide Public Sector Neurodiversity Community of Practice (CoP) would like to invite you to an online event to celebrate **neurodivergent women** for International Women's Day featuring [Joey Ballantyne](#), [Callie Elward-Barrett](#), and CoP Cofounder [Robin Edmonds](#).

Event details:

- **Registration:** [On being neurodivergent grown ups: an "atypical" conversation for International Women's Day](#)
- **Location:** Virtual event via Microsoft Teams
- **Time:** 11:30-12:30 AEST
- **Date:** Friday 7 March 2025

Connect with Neurodivergent colleagues through [joining our network](#).

17 Mar – Bitesize News

Neurodiversity Celebration Week 17-23 March

17 Mar 2025

Neurodiversity is the umbrella term used to describe the neurological ways that people process information. This includes those who are neurodivergent as well as neurotypical people.

Being neurodivergent is when the neurological ways information is processed in the brain is different from the majority of the population. Neurodivergence occurs within all genders, races, cultures, socio-economic groups, and intelligence scales. It is estimated 15-20 per cent of the global population and 11% of Australian employees are neurodivergent.

Neurodiversity is 'diverse,' meaning no two people will be alike. In fact, two people can have the same neurodivergence and have very different profiles from each other.

Online events

There are 24 interesting [online panel discussions](#) featured across the week with the aim to educate while inspiring conversations about neurodiversity. Some session examples:

- Navigating neurodiversity: Parental perspectives, professional insights, and policy changes in 2025
- Perspective of young people on neurodiversity
- Person-centred management for neuroinclusion
- Shaping neurodiversity through innovation and technology
- Neurodiversity and nutrition: Food for thought
- Neurodivergence and LGBTQIA+: A conversation on identity, intersectionality and empowerment.

Please note all events are being recorded to increase accessibility. Links to the recordings will be sent via email post-event, so please make sure you register for the events, so you don't miss out.

Join the Neurodivergent Chat Group

Did you know Queensland Treasury has a range of [Diversity and inclusion networks](#) as part of our plan to foster a sense of community, promote diversity, and encourage inclusion?

Simply complete [this form](#) to join the [Neurodivergent \(ND\) Chat Group](#) and connect with colleagues.

18 Mar – Treasury Update

Coeus Accessibility Functions

eLearning | Online

Enrol anytime

QT

The accessibility functions highlighted in this 15-minute course were designed to enhance the experience of all users of Coeus, Treasury’s internal generative artificial intelligence (GenAI). The course is split into six short videos of 2-3 minutes each, making it quick and easy to learn more about how to best use Coeus.

For more information

25 Mar – Treasury Update


DID YOU KNOW?

Did you know that neurodivergent employees without adjustments are nearly three times more likely to leave an organisation than those with tailored adjustments? And that approximately 15 to 20% of the population has a neurological difference or an alternative thinking style such as Dyslexia, Autism or ADHD?*

Here at Treasury, we embrace our diverse workforce and respect the different perspectives and ways of thinking that we collectively bring to the table, including neurological differences. We have a [Neurodiversity Chat group](#) that all employees are welcome to join.

We also acknowledged Neurodiversity Celebration Week (17 – 23 March), a global initiative founded in 2018 that challenges stereotypes and misconceptions about neurological differences. Visit the [Neurodiversity Celebration Week website](#) for information about how this initiative aims to transform how neurodivergent individuals are perceived and supported.

*Data sources: [Neurodiversity at Work 2023](#), [Research Gate](#) and [Neurodiversity Celebration Week website](#)



Neurodiversity

Celebration

Week

28 Mar – Under Treasurer’s Message

28 March 2025

Message from the Under Treasurer **Paul Williams**



Hi everyone,

I want to extend a big thank you to everyone who attended our first Town Hall last week under our new, expanded department. A special shout-out to **Carlye** for doing a brilliant job as host, and to **Nyrée** for her insightful presentation on the Working for Queensland results. It was heartening to see the level of engagement and commitment you all have towards making Treasury a great place to work. If you missed out, you can watch the Town Hall on [Nexus](#).

Building on this momentum, I was pleased to sit with the Executive Leadership Team last Friday and sign two significant commitments. One to nurture an actively [inclusive workplace](#) and another to do all we can to eliminate [domestic and family violence](#) in Queensland. These commitments not only reflect our dedication to creating a safe, respectful and inclusive workplace, but they also emulate our commitment to having a workforce that represents the diverse Queensland communities we serve.



Pictured above: Executive Leadership Team signing the commitments.

30 Mar - Bitesize News

Connect with colleagues through Diversity and Inclusion Networks

8 May 2025

As part of our plan to foster a sense of community, promote diversity, and encourage inclusion, Treasury is establishing a range of diversity and inclusion networks.


Our networks are employee-led, meaning you have an opportunity to take an active role in building, growing, and shaping them.

By joining a network, you have an opportunity to connect with colleagues from diverse backgrounds.

Whether you wish to take an active role in organising, prefer to participate as an attendee, or just be part of the virtual discussions, you can be involved as much or as little as you wish.

[Click here to find out more...](#)

1 Apr – Treasury Update



UPCOMING EVENTS

TELUS Health webinar: Unconscious Bias, Diversity and Inclusion
Thursday 17 April, 1pm – 1.30pm | Online

This workshop is designed to enhance employees' abilities across all levels, enabling them to cultivate a high-performance culture that embraces diversity. It aims to heighten awareness and champion inclusivity within the organisation, fostering an environment where all individuals feel valued and respected.

[For more information](#)

6 May – Bitesize News

All welcome - Women's Network Panel Discussion - 2pm 8 May - L41 1WS

6 May 2025

[Register now](#) for the **Women's Network Panel Discussion**.

- **Thursday 8 May, 2pm – 3pm | In-person and Online**
- **Level 41, 1 William Street, Brisbane**

This promises to be a very lively discussion on the topic of gender equality filled with stories of personal experiences and intersectional perspectives.

All genders welcome!

Featuring an introduction and Acknowledgement of Country by **Naomi-Lee Hong**, Director, First Nations Relationships and proud Yidinji woman and an impressive line-up of speakers including:

- **Dr Elizabeth (Liz) Fellows**, Acting Assistant Under Treasurer, Climate and Executive Champion for Gender Equity, Queensland Treasury
- **Amy Rosanowski**, Deputy Director-General and Registrar of Titles, Lands Division, Department of Natural Resources and Mines, Manufacturing, and Regional and Rural Development - and former Treasury Executive Champion for Accessibility and Disability Inclusion
- **Jasmina Nuhovic**, Project Director, Fiscal Policy and Executive Champion for Multicultural Treasury, Queensland Treasury
- **Kathryn Cramp**, Pride Network and Team Leader, Queensland Revenue Office, Queensland Treasury.

And introducing Treasury Graduate Officer, **Ruby Allen**, as Moderator.

15 May – Bitesize News

Global Accessibility Awareness Day Thursday 15 May 2025.

15 May 2025

Let's take some time to talk, think and learn about digital access and inclusion and the more than one billion people with disabilities or impairment.

Definition Digital accessibility: *Making digital content, resources, and technology useable by everyone, regardless of ability or disability. Creating digital experiences where people with visual, auditory, motor, cognitive, or other disabilities can access and interact with information and services.*

Example: *Providing features like captions for videos, alt text for images, keyboard navigation, and screen reader compatibility.*

The [Qld Treasury Digital and technology strategy 2024-2026](#) is equipping our workforce for the future by implementing user-centric digital platforms and services to simplify interactions, increase accessibility, and improve overall satisfaction.

At Treasury we strive to make [online content accessible for all](#).

Removing barriers:

The [Australian Bureau of Statistics](#) reports:

- 4.4 million (just under 1 in 5) Australians are living with disability
- 3.9 million (about 1 in 6) Australians are aged 65 years and over.

Learn about the different ways people access information and delivering best practice e.g. video captions, colours with good contrast, speech recognition and speech to text.

- [Web Accessibility Perspectives Videos: Explore the Impact and Benefits for Everyone](#)
- [Why digital accessibility is important \(video NSW Government\)](#)

21 May – Inclusion Matters Banner



29 May – Bitesize News

NeuroInclusivity webinar - 1hr - 17 June

30 May 2025



Free Event

Why neuroinclusion is good for business

 Tuesday, 17th June 2025



 12.30-1.30pm (BST)

Hosted by Susie Phillips-Baker, Chief Psychologist at Lexxic

 www.lexxic.com/events



Interested to know more about neurodivergence and neurodiversity, this webinar will showcase how neuroinclusion can positively impact innovation, productivity, and employee retention.

 Tuesday 17th June
 12.30 - 1.30PM (GMT)

N.B.: This is a UK-based webinar **not suitable for live access**, by registering you will have the **recording** sent to you after the scheduled event.

Speaker:
 [Dr. Susie Phillips-Baker](#), Chief Psychologist at Lexxic

The session will discuss:

- ✓ What it means to be 'neuroinclusive'
- ✓ Including all minds to drive business success
- ✓ How to ensure the right type of support, at the right time, for the business and for individuals

Feel free to submit questions in advance to hello@lexxic.com.

[Click here to register for this FREE event](#)

29 May – Bitesize News

Blind Citizens Australia - Supporting employment for people who are blind or vision impaired - Live webinar - 10am 5 June

30 May 2025

Free and practical webinar designed to help build more accessible and inclusive workplaces for people who are blind or vision impaired.

Supporting Inclusive Employment for People Who Are Blind or Vision Impaired

Thursday, 5th June

10:00am – 11:00am AEST

Hosted by Blind Citizens Australia's *An Eye to the Future* project and presented by Rachael Johnke, Project Coordinator, this session will cover:

- Understanding blindness and vision impairment in the workplace
- Respectful and confident interaction
- The business case for inclusive employment
- Accessible recruitment, onboarding and training practices
- Assistive technology and reasonable adjustments
- Resources to support inclusive hiring and retention

Whether you're part of a large organisation or a small business, this session will equip you with the tools to confidently recruit, support, and retain employees who are blind or vision impaired.

[Register now](#) to reserve your spot and lead the way in inclusive employment.

This webinar is part of An Eye to the Future, funded by the Department of Social Services.

Blind Citizens Australia

Email: bca@bca.org.au

Website: www.bca.org.au

2 Jun – Bitesize News

🔔 Have your say: National survey on workplace neurodiversity – closes 23 June

2 Jun 2025



🌸 Amaze and Diversity Council Australia (DCA) are inviting people who identify as neurodivergent to provide input into the development of inclusive survey questions designed to capture neurodiversity data in the workplace.

📅 The survey closes Monday, 23 June.

📄 Results from the survey will inform the upcoming **Neurodiversity Data at Work guide**, to be launched in **September 2025**.

🌟 The guide will offer **practical advice** on measuring and reporting on workforce neurodiversity respectfully, safely, and accurately. It will support employers to start measuring neuroinclusion and diversity to drive positive change in their organisations. 🌞📦

🕒 This voluntary and anonymous survey will take approximately **seven minutes** to complete.

📄 Questions are a mix of multiple choice, multi check box, and open text.

💡 Have your say and help drive meaningful change.

[Click here to learn more about the survey.](#)

For further information contact TreasuryInclusion@treasury.qld.gov.au

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