Absolutely everyone

State disability plan annual report 2018

VICTORIA
State Government

Contents

Minister's foreword

This is the second annual report to be published for **Absolutely everyone: state disability plan 2017–2020**. It marks the midway point of the plan's four-year cycle.

Reviewing Victoria's progress under the plan in 2018 is an opportunity to look forward as well as review past achievements. It gives us clarity around directing our efforts to realise the vision of the current plan. It also lets us begin a conversation about where our next state disability plan should take us.

Without the scrutiny and advocacy of the disability community, there is a risk that progress will happen too slowly. That is why these annual reports are so important and why we welcome your opinions, your concerns and your questions.

Tabling these annual reports in the Victorian Parliament is central to their function. Disability inclusion goes to the heart of what citizenship should mean in our democracy.

At present, disability can mean being barred or discouraged from enjoying your rights. It can mean having your voice and your views replaced by someone else's. It can mean having your ambitions downgraded or ignored.

When people with disability have a lesser place in the economy and a smaller say in decisions that affect our lives, we are all diminished.

Much of our effort in 2018 has had a focus on removing barriers to employment and leadership.

I am proud of the work this government has done to increase opportunities for people with disability. But we still have much work to do, particularly around meeting employment targets within the Victorian public service. The targets are ambitious and will challenge our public service to work in new ways so that we recruit and develop talent across all abilities.

I thank the Victorian Disability Advisory Council members for their oversight of **Absolutely everyone**, particularly its outgoing chair, Colleen Furlanetto.

Colleen's afterword provides insight into the council's thinking about where Victoria needs to do better while celebrating examples of where we have become a fairer and more inclusive state in 2018.

Every increment of progress opens further opportunities, and everything we do to be more inclusive allows new voices to emerge. It is my hope that those voices will begin to make their presence heard and felt in future annual reports and disability plans.

I am pleased to commend this report to all Victorians.

Luke Donnellan
Minister for Disability, Ageing and Carers

Introduction

Absolutely everyone: state disability plan 2017–2020 sets out the Victorian Government's vision for an inclusive Victoria that supports people with disability to live satisfying everyday lives.

Absolutely everyone is a four-year plan developed after extensive consultation with people with disability.

People with disability told us that the plan needed to include a whole-of-government approach that addresses interrelated issues that affect people with disability in their everyday lives.

The actions we are taking under **Absolutely everyone** are based on the four pillars of an everyday life that people with disability told us are important to them:

- inclusive communities
- health, housing and wellbeing
- fairness and safety
- contributing lives.

All Victorian Government departments contributed to developing **Absolutely everyone**, which commits to a range of actions in partnership with the community.

Departments are responsible for implementing the plan's framework and are accountable for its actions and outcomes.

Partnerships remain central to the success of the plan. We are working with government departments, agencies and authorities in partnership with people with disability, disability organisations and advocates. Together, we are working to ensure equality, inclusion and participation for Victorians with disability.

This second **Absolutely everyone** annual report:

- presents key findings from the first survey of Victorian community attitudes about people with disability, undertaken as part of the work to implement Key priority 1 of the plan
- measures our progress against the actions and priorities for each pillar during 2018
- provides new data that builds on baseline data provided in the 2017 annual report
- outlines our plan for developing new measures and data sources to support the plan's outcomes framework, and work that has been done to date.

Delivering
on the vision

This report highlights significant progress made against key priorities and actions of the **Absolutely everyone** plan, which is now in its second year. The 2018 annual report also includes additional information on priorities and actions that appeared in the 2017 **Absolutely everyone** annual report.

Updated 2018 data

The information presented in these pages draws on data released in 2018.

We have presented new information on people with people with disability and personal safety. We appreciate that this data can be difficult to read and can bring up strong emotions. A number of pieces of work to increase the safety of people with disability are outlined under the **Fairness and safety** section of this report.

People with disability are

1.3 times
more likely to have trouble getting a job or are not looking for work due to transport

1.8 times
more likely to not be able to pay their rent or mortgage on time

1.5 times
more likely to report poor mental health

People with disability are **less likely to report**

visiting the dentist in the past year

87 people with disability for every **100** people without disability

being employed

61 people with disability for every **100** people without disability
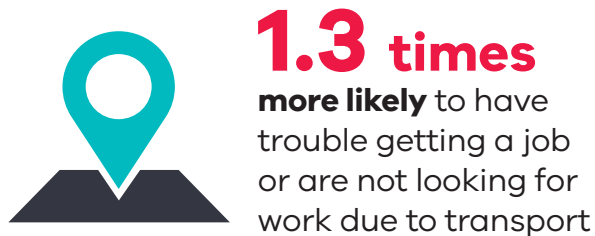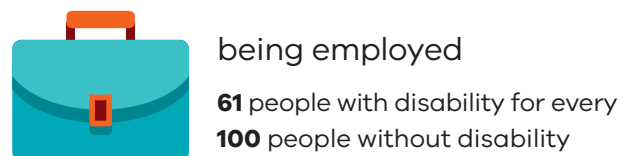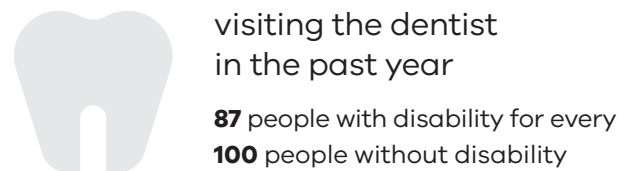
Focus on personal safety

People with disability are

2.3 times more likely to report experiencing **physical violence** in the past 12 months
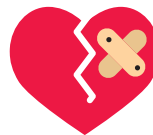
2 times more likely to report experiencing **intimate partner violence** in the past 12 months

2.8 times more likely to report experiencing **stalking** and **harassment** in the past 12 months

1.9 times more likely to report experiencing **partner emotional abuse** in the past 12 months

2.8 times more likely to report experiencing **sexual violence** in the past 12 months

Inclusive communities

Key priority 1: Changing attitudes

The University of Melbourne Centre of Research Excellence in Disability and Health received funding to conduct and analyse a survey of social attitudes about people with disability through the Australian National University Social Research Centre.

The analysis provides baseline data on Victorian community attitudes about people with disability that will inform policy and budget decisions. The survey findings will be released in 2019.

Work on two television programs showcasing stories of people with disability in the arts commenced with the Attitude Foundation.

Case study

Visitors of all abilities can enjoy Carrum beach in Melbourne's south-east with the introduction of accessibility features including beach matting, floating wheelchair, mobile hoist and beach access signage. Beach matting covers 100 m of sand, helping people move into the water. The floating wheelchair helps people with mobility challenges and children. Accessible beaches offer everyone the opportunity to experience the Australian surf. Carrum now offers a smooth pathway from carpark to sand and into the sea. The Victorian Government funded the accessibility modifications through the City of Kingston, which was delivered in collaboration with Carrum Surf Lifesaving Club. Push Mobility, an Australian business operated by people with disability that provides beach access equipment and promotes accessible beaches, supplied the equipment.

Key priority 2: Universal design

A whole-of-government policy incorporating universal design (see Glossary) into areas such as infrastructure and public transport commenced with an early draft presented to the Victorian Disability Advisory Council.

The policy will be accompanied by guidelines and an implementation plan.

In March 2018, we announced 26 grants for new Changing Places (see Glossary) in Victoria. We are successfully influencing national design standards to include the larger than standard accessible toilet facilities in many state building projects.

Key priority 3: Transport

We led a comprehensive review of accessible point-to-point transport (see Glossary), focusing on:

- supply and viability of wheelchair accessible services
- expanding the Multi Purpose Taxi Program (see Glossary) to all commercial passenger vehicles.

The review found commercial passenger vehicle reforms had increased the supply of accessible point-to-point vehicles.

The review allowed the Multi Purpose Taxi Program to expand to more commercial passenger vehicles, increasing supply and providing more choice for passengers.

On 1 February 2018, Ms Colleen Furlanetto was announced as a Commissioner for Commercial Passenger Vehicles Victoria (formerly Taxi Services Commission), with a particular focus on disability and accessibility.

Key priority 4: Inclusive schools

Architectural design is important in the provision of an inclusive environment and must support students with diverse physical, cognitive, social emotional and sensory abilities. The Department of Education and Training (DET) has adopted universal design principles to guide the construction of new schools as well as the upgrade of existing facilities.

In order to address the highest-priority requirements of students with disability, DET maintains a statewide, evidence-based infrastructure pipeline that incorporates demand forecasting for students with special needs. DET's approach preferences a move towards inclusive settings and supports the participation of students with disability in schools closer to their places of residence.

The design of all schools funded in the 2018–19 and 2019–20 State Budgets will incorporate universal design principles (see Glossary). Furthermore, five schools (Craigieburn South Secondary School and Wyndham South (Riverwalk) Primary School, to open in 2020, and Wollahra Primary School, Greenvale North West Primary School and Cranbourne West Secondary School, to open in 2021) will be specifically designed to provide inclusive education for a substantial cohort of students with disability within mainstream settings. These schools will build on models of inclusive education and inclusive facilities design implemented previously at Victorian government schools.

Key design considerations for these schools will include:

- ensuring equity of access by making indoor and outdoor areas accessible to those in wheelchairs or with limited mobility
- providing additional support spaces, such as consulting and sensory spaces, to support the needs of students with disability and specialist support provided by allied health professionals and others
- providing multiple learning settings that can support a range of group sizes, recognising that the degree to which each learner participates in mainstream classrooms can be determined according to need, ability and assessed benefit, and that a 'one size fits all' approach to inclusion may not be appropriate
- providing aesthetically pleasing and welcoming environments to support the physical and emotional health and wellbeing of all students and staff.

In addition, DET's Inclusive Schools Fund will continue to promote learning environments that support the needs of students with disability. Inclusive Schools Fund projects adhere to the Disability Standards for Education, to prioritise equal access for all students to participate in education.

Similarly, DET's ongoing Accessible Building Program will continue to assist with facility adjustments where, on a case-by-case assessment of individual needs (including students with autism), specific building modifications may be required.

Action 1: Building requirements

We made a commitment in 2018 to require new construction to incorporate universal design principles. Specifically, the commitment was to:

'Ensure Victoria's planning system and building regulations require new construction to incorporate universal design principles that facilitate better access for persons with disability and older persons.'

The new commitment recognises that more needs to be done to realise the benefits of universal design (see Glossary) across all building classes.

The Australian Building Codes Board (ABCB) is leading work on the costs associated with minimum accessibility standards for residential dwellings for potential inclusion in the National Construction Code on 1 May 2022. We have reviewed the ABCB's **Consultation outcomes report**, following the release of an options paper in 2018, and confirm that it provides a solid platform for the next critical stage in the process.

The ABCB is expected to brief the Building Ministers' Forum in late 2019 or early 2020 on a consultation regulation impact statement (RIS) that assesses minimum universal design standards in domestic buildings.

We have been considering a number of complementary measures, separate to the ABCB process, that could be undertaken at a state level and which could improve domestic building regulations for older people and people living with disability.

Case study

Kingsbury Primary School has a diverse intake, including a number of students with additional needs.

The school used a grant from the Inclusive Schools Fund to transform an unusable area of land into a multisensory garden.

Students use the garden as a relaxing space where they can remove their shoes and socks and experience the textures that have been incorporated into the garden.

'I like the feeling in my feet ... I like it when it's quiet because then I can read a book.'

- Kingsbury school student

Inclusive Communities. The built and natural environment is accessible to people with disability. Livvi's Place at Craigieburn ANZAC Park. Image descriptions, left: young child playing on playground equipment, being watched by mother. Right: young boy walking through playground tunnel.

Action 2: Community infrastructure

The Office for Suburban Development engaged with the Department of Health and Human Services on key investments to support the inclusion of people with disability in regional Five Year Plans for Jobs, Services and Infrastructure. Plans were released in September 2018 for six metropolitan regions – eastern, inner south-east, northern, southern, inner metro and western.

The plans highlight their interface with key policies such as **Absolutely everyone**.

Action 3: Government communications

The Victorian Disability Advisory Council was among a number of key stakeholders that provided feedback on a draft plan to improve accessibility of government documents for Victorian Government staff and the general community.

This project is an important enabler for the Victorian Government to meet employment targets for people with disability (see Key Priority 10: Employment on page 21).

Action 5: LGBTIQ people

The Victorian virtual Pride Centre went live on 1 June 2018, providing access to live events, resources, knowledge and contacts for LGBTIQ communities. The centre will benefit people isolated by geography, finances or mobility, including LGBTIQ people with disability.

Action 6: Refugees

The Refugee Health Network report has published its report for the Victorian Government, **Service responses for people with disabilities from refugee backgrounds in northern Melbourne.**[1] The report details the outcomes of a place-based needs assessment. It makes recommendations for service and policy changes and future activities to improve service responsiveness.

The report's recommendations have been embedded into the work of an interorganisational working group.

Actions 4 and 8: NDIS and diversity, Aboriginal self-determination

A number of projects that give leadership and control to Aboriginal people and community organisations around disability and NDIS were funded in 2018.

The Victorian Aboriginal Community Controlled Health Organisation (VACCHO) is working to build the capacity of Aboriginal community-controlled organisations to understand NDIS reform and operate as NDIS providers if they wish to do so.

Aboriginal organisations in the Latrobe Valley have been supported to:

- recognise acquired brain injury
- understand how to support people with acquired brain injury within their organisation or service
- link people with acquired brain injury to the other services and supports.

Work is underway to establish four Aboriginal Disability Networks across Victoria to bring together Aboriginal community-controlled organisations, disability service providers, the Department of Human Services and the National Disability Insurance Agency.

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1   The report is available at <http://refugeehealthnetwork.org.au/service-responses-for-people-with-disabilities-from-refugee-backgrounds-in-northern-melbourne/>.

Health, housing and wellbeing

Key priority 5: Health services

The 2018–19 Statement of Priorities (see Glossary) requires all health services to develop a draft disability action plan by 30 June 2019 for implementation within three years of publication.[2]

We partnered with the Victorian Healthcare Association to deliver an interactive disability action plan e-learning module for health services, including Victorian public hospitals, community health services and regional multi-purpose services.

The module builds capacity within organisations to:

- be responsive to the needs of people with disability
- increase representation of people with disability on governing bodies, boards and committees.

Key priority 6: Housing

The Director of **Housing design guidelines** are now in place for all low-rise public housing. These guidelines stipulate the required level of adaptability and accessibility to enable access amenity for residents with disability, including those in a wheelchair, and to facilitate modification if required in the future. These guidelines outline the minimum levels of amenity and specific requirements to incorporate both visitability and adaptability in the design and construction of new public housing.

The design of new dwellings must, where practical, achieve the standard of gold level of the **Liveable housing design guidelines** or AS4299 Adaptable Housing to ensure housing is constructed to readily meet the needs of residents who may require accessible accommodation.

The Victoria Planning Provisions set an objective and standard for accessibility to ensure the design of apartments meets the needs of people with limited mobility. Apartments that comply with the standard provide passages, doors and room layouts to meet the changing needs of residents and ensures housing stock caters for a diverse range of household types over time.

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2 https://www2.health.vic.gov.au/hospitals-and-health-services/funding-performance-accountability/statement-of-priorities

Case study

George[3] spent more than 20 years living in a refugee camp before arriving in Brisbane in 2015 on a humanitarian visa with his wife and nine children.

Three years before he left the camp, George suffered a severe stroke, resulting in extensive hemiparesis to the right side of his body, incontinence, memory impairment and extensive use of a wheelchair. He also has type 2 diabetes.

The family relocated to Melbourne to live with extended family; however, it was not a long-term solution because of the lack of disability access at the property where George often has to shower and sleep in the backyard.

Unable to find private housing due to no rental history coupled with disability access needs, the family was referred to the Refugee Health Program. Through this service the family's need for comprehensive care coordination was identified, including crisis and transitional housing, occupational therapy, physiotherapy, diabetes education, dietetics, welfare support, home-based aged care, education and community services.

The Refugee Health Program worked with housing agencies to secure suitable housing and occupational therapy support.

Home-based appointments with occupational therapy hospital services and settlement services enabled a State Wide Equipment Program and Aged Care Assessment to be completed.

Action 9: Health promotion

In mid-2018, we launched the Supporting Every Smile Online Oral Health Package, which is supported with consumer-tested Easy Read oral health information. The package includes:

- guides to developing policy and procedures to embed oral health promotion at the organisational level
- information and strategies to build the capacity of support workers to support oral disease prevention every day
- consumer-tested Easy Read oral health information and communication tools that can be shared with service users and their families.

In September 2018 a presentation about the Supporting Every Smile website was delivered at the Special Needs Dentistry Workshop to approximately 40 attendees.

Dental Health Services Victoria continues to support genU's oral health champions program. The program was a finalist in the Public Oral Health Awards Community Oral Health Champion category in November 2018.

The Under-screened Program commenced in July 2018 to improve cancer screening participation for people with disability. This initiative, led by Cancer Council Victoria and BreastScreen Victoria, has developed and implemented a program to strengthen access to safe, acceptable quality screening programs for people with disability.

3 Name changed for this case study

Action 10: Dual disability

We funded Mindful to offer more than 20 workshops with 520 places available for autism-specific training in assessment, diagnosis and early intervention. The focus of the training was on child and adolescent mental-health staff working with children from birth to 12 years and youth justice and adult mental health service staff.

Action 11: Vulnerable children and families

In 2017–18 we allocated $5 million additional funding over two years to meet demand for the Kindergarten Inclusion Support program.[4] The Kindergarten Inclusion Support program gives children with disability or developmental delay access to quality kindergarten programs that maximise their inclusion and participation.

An additional $3.2 million for the program was secured from the Additional Supports for Children with Disabilities package announced in November 2017. This one-off additional funding provided services with further capacity to support children with disability or developmental delay in kindergarten.

Health, housing and wellbeing. People with disability experience a high level of wellbeing in all aspects of their lives. Robert Rose AFL Wheelchair League. Image descriptions, left: wheelchair football team. Right: woman in wheelchair with football, being followed by man from the opposition team.

4 https://www.education.vic.gov.au/childhood/professionals/needs/Pages/kinderinclusion.aspx

Case study

Autism Swim and Sport and Recreation Victoria partnered with the Victorian YMCA and Special Olympics Victoria to deliver workshops and online training and certification to more than 100 swim instructors around Victoria.

A focus on swimming can help to develop physical literacy and fundamental movement skills in early childhood.

Aquatics offers the additional benefits of lifelong water safety skills and is a great Victorian pastime for many families.

Whether it is chasing a gold medal in the pool or building confidence so a family can enjoy a day at the beach the ability to swim is a skill for life.

Action 12: Parks access

In 2018, we introduced the following inclusive initiatives through Parks Victoria:

- a visitor guide for walking trails suitable for all-terrain wheelchairs in the Dandenong Ranges National Park
- a volunteer Sherpa program in Mt Dandenong National Park to assist visitors using the park's all-terrain wheelchair
- universal design principles (see Glossary) in the planning of new visitor experiences and upgrading of old visitor facilities
- a Forest Therapy Program at Gresswell Forest for adults with intellectual disabilities, delivered by Milparinka.

Action 13: Sport and recreation

In 2018, the *Access for All Abilities* component of the *Supporting Victorian Sport and Recreation* program enabled over 43,000 participants with a disability to engage in sport and active recreation across Victoria.

Over $3 million was invested for the 12 month period supporting mainstream organisations, and disability sport and recreation organisations to build capacity to deliver and sustain better opportunities for participation.

In July 2018, we expanded Access for All Abilities Play to become state-wide. AAA Play is a first-point-of-contact web and telephone hotline service promoting accessible sport and active recreation opportunities across the whole of Victoria.[5]

Health, housing and wellbeing. People with disability experience a high level of wellbeing in all aspects of their lives. Ice Sport Victoria, Para Ice Hockey. Image descriptions, left: man skating on sit ski. Right: two team members talking, one kneeling and the other sitting on a sit ski.

5 https://aaavic.org.au/

Actions 14–17: National Disability Insurance Scheme (NDIS)

Our $41 million Transition Support Package (see Glossary) is helping people with disability and their families, carers and service providers transition to the NDIS. At the end of 2018, 27 organisations were funded to deliver readiness activities such as information resources and support for people with disability, their families and carers, the disability workforce and service providers.

We developed two initiatives to support people with complex needs transition to the NDIS – the Intensive Support Team and the Supported Access Team.

The Information, Linkages and Capacity Building component (see Glossary) of the NDIS began in Victoria on 1 July 2018. We are working closely with the National Disability Insurance Agency to ensure this component contributes to services, environments and communities that are more inclusive of all people with disability.

Action 18: Workforce

We are investing $26 million to further support and prepare the disability workforce to transition to the NDIS, under **Keeping our sector strong – Victoria's workforce plan for the NDIS**.

This plan will deliver 16 projects under nine key priorities focusing on building workforce intelligence, supply, capability and innovation.

In 2018, we have completed a:

- study on the disability workforce's experiences as the NDIS rolls out – this study will provide a comprehensive evidence base that will inform policy and workforce planning
- rural and regional readiness project placing 'workforce connectors' in strategic locations throughout Victoria and supporting the workforce with locally informed, place-based grants.

We also delivered workforce projects under the Sector Development Fund.

In 2018, we delivered:

- projects through the Summer Foundation and Young People in Nursing Homes to assist health clinicians to work with current and future NDIS participants in the health system
- an online e-learning module and 28 workshops to support the new **Supervision and delegation framework** for allied health assistants and support the disability workforce.

'The flexibility of the NDIS, together with the tools provided in this framework, is a game changer for our family, more importantly it can be for anyone.'

Case study

Keeping our sector strong – Victoria's workforce plan for the NDIS has a focus on building the capacity of the allied health system. Improved use of allied health assistants and disability support workers will increase allied health workforce capacity and sustainability in the disability sector. This will improve the system's capacity to meet future community needs future.

On 20 September 2018, the Department of Health and Human Services launched a new **Supervision and delegation framework for allied health assistants and the support workforce** in disability.[6] In collaboration with Wodonga TAFE, the department delivered 25 training workshops across regional and metropolitan Victoria to support the use of the framework and increase understanding of allied health professionals working with support workforce in disability. An online training module is available online.

'Using the **Supervision and delegation framework** within this NDIS plan, our grandson Riley has more opportunities to access intense therapy.

'We also have a great reference point to effectively self-manage the implementation of the right team to meet his needs as he grows. Having the right team is really important to our family, as we rely on clear communication regarding processes.

'This is about Riley's future. It is essential that we are informed every step of the way, but we also need to understand what those steps include. This framework has already improved Riley's ability to perform essential, everyday tasks that we take for granted. His determination is inspirational, taking charge of his own goals and even having input into how he wants to achieve them.

'Riley sums up nicely the importance of his allied health team. On New Year's Eve 2016, Riley said "I have a New Year resolution – in 2017 I'm going to work harder on my hand so it gets better and I can use it more".'

– Tracy, grandmother and carer to Riley who accesses support from allied health assistants

Health, housing and wellbeing. People with disability have housing choices that are flexible, suitable, affordable and accessible. Image descriptions, left: man standing on balcony. Right: two women pointing at shopping list in kitchen.

6 The framework overview and full version are available at <www2.health.vic.gov.au/health-workforce/allied-health-workforce/victorian-assistant-workforce-model>. An accessible version of the framework is also available by email request to <Alliedhealthworkforce@dhhs.vic.gov.au>.

Fairness and safety

Key priority 7: Family violence

Victoria Police has redesigned the risk assessment and risk management **Family Violence Report** (L17 form) for statewide release in mid-2019. It includes expanded attention to accessibility needs for parties at a family violence incident and improved collection of disability data. It is accompanied by new practice guides, one of which includes advice for police members about working with people with disability.

We commissioned a prevalence study led by Brain Injury Australia that included:

- Monash University
- No to Violence/Men's Referral Service
- Domestic Violence Victoria
- the Centre for Excellence in Child and Family Welfare.

This was the first evidence-based study of acquired brain injury and family violence in Australia.

Australian of the Year 2015, Rosie Batty, launched the report at the Melbourne Town Hall on 1 May 2018. The report identifies a strong association between brain injury and family violence, and significant gaps in service responses. Recommendations include an integrated family service system that allows people to be screened for an acquired brain injury and referred to specialist services for treatment and support.

Key priority 8: Disability advocacy

Twenty-one Disability Advocacy Innovation Fund initiatives were complete by 30 June 2018 after the Victorian Government provided grants totalling $1.77 million to organisations to deliver initiatives focused on:

- engaging diverse, isolated people with disability
- managing demand
- strengthening systemic advocacy.

The following examples give a sense of the diversity of work that was achieved through Disability Advocacy Innovation Fund initiatives in 2018.[7]

The Disability Advocacy Resource Unit developed an online learning module for disability advocates comprising videos and case studies.

The Self-Advocacy Resource Unit undertook work to strengthen the Rainbow Rights Advocacy self-advocacy group and raise the profile of people with an intellectual disability from LGBTIQ communities.

The Victorian Advocacy League for Individuals with Disability worked with peer-support groups for parents with an intellectual disability to build their capacity and increase knowledge of their rights and responsibilities.

Women with Disabilities Victoria expanded advocacy options for women with disability in rural and regional areas by increasing access to information about their rights, building their confidence through mutual support, and building the capacity of the advocacy workforce around gender disadvantage.

7   A full list of projects can be found at <https://providers.dhhs.vic.gov.au/victorian-disability-advocacy-innovation-fund-initiatives-word>.

The **Victorian disability advocacy futures plan 2018–2020** was released in October 2018.

The 2018–19 State Budget included $4.3 million in advocacy over two years. The **Victorian disability advocacy futures plan** will focus on strategies to improve advocacy supports for diverse and isolated groups.[8]

Action 19: Safeguards

The **Dignity, respect and safer services: Victoria's disability abuse prevention strategy** was released in April 2018. This strategy supports the implementation of a zero tolerance of abuse in disability services. A range of safeguarding information is included for people with disability, families and disability service providers and workers.

The strategy introduces Victoria's first code of conduct for disability service workers. On 31 August 2018, the code of conduct was implemented across disability services operated, funded or registered by the Department of Health and Human Services.

In August 2018 the Victorian Parliament passed the **Disability Service Safeguards Act 2018**. The Act provides for the establishment of a registration and accreditation scheme for the Victorian disability workforce. The scheme is expected to begin in July 2020, after Victoria's transition to full-scheme NDIS.

The **Disability Amendment Act 2017** provides the Disability Services Commissioner with expanded powers that includes a new function to conduct own motion investigations into abuse and neglect of people with disability.

Under the new Act, the Commissioner began investigating:

- deaths of people with disability where the person was receiving services at the time of their death
- Category One incident reports of assault, injury and poor quality of care
- referrals of abuse and neglect from the Community Visitors Board to the Commissioner.

Action 20: Victorian Civil and Administrative Tribunal accessibility

The Victorian Civil and Administrative Tribunal (VCAT) launched its four-year **Accessibility action plan 2018–2022** in February 2018.

The plan focuses on four key priorities to be implemented by 2022, including:

- training for staff, including four newly appointed disability liaison officers
- improving the accessibility of services
- creating employment opportunities by providing tailored training to hiring managers, and actively promoting VCAT as an equal opportunity employer
- monitoring and evaluating VCAT's inclusiveness.

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8 https://providers.dhhs.vic.gov.au/disability-advocacy-and-self-help

Intermediaries pilot

Intermediaries were introduced into the Victorian justice system on 1 July 2018 and are being piloted until 30 June 2020.

Intermediaries are court-appointed officers who provide a written report outlining practical strategies and recommendations to assist a witness with disability to understand questions and provide the best possible evidence.

Intermediaries are trained allied health professionals with specific skills in communication. They are important for highlighting individual witness' communication needs to police, lawyers and judicial officers. This helps all parties to plan questions and determine how a trial will run.

This pilot aims to achieve greater access to justice and reduce the trauma experienced by vulnerable witnesses giving evidence in a criminal proceeding.

The initial scope of the pilot involves intermediaries facilitating communication for adults with a cognitive impairment as defined by the **Criminal Procedures Act (2009)** and children under the age 18 who are complainants in a sexual offence or witnesses in a homicide matter.

Intermediaries are located in all jurisdictions in the Melbourne legal precinct and Geelong Court. Sexual Offences and Child Abuse Investigation Teams (SOCITs) are also piloting intermediaries in Visual and Audio Recorded Evidence interviews at six police sites – Frankston, Fawkner, Box Hill, Knox, Geelong and Moorabin.

Action 21: Victoria Police

Victoria Police continues to address key recommendations of **Beyond Doubt: the experiences of people with disabilities reporting crime**. At the end of 2018, Victoria Police has:

- developed practice guidelines with the Department of Health and Human Services for responding to allegations of abuse involving people with disability for service providers and Victoria Police
- developed a protocol with the Disability Services Commissioner to clarify investigation roles and processes for responding to allegations of abuse involving people with disability
- updated the Independent Third Person program's Ready Reckoner (see Glossary)
- developed a disability port within the Community and Cultural Diversity Resource Hub providing information, case studies, resources and list of stakeholders for police members to access
- begun the Communication Access Accreditation Pilot Project (see Glossary) in collaboration with Scope (Aust)
- developed a range of plain-English documents providing information around rights and police services.

'Easy to watch. Accessible to every woman. Well focused. Respectful. Very sensibly filmed and good information.'

Case study

In 2017 and 2018 Women with Disabilities Victoria undertook a project funded by the Victorian Government to develop safeguarding resources for women with disability and for organisations about violence, abuse and safety. The Our Right to Safety and Respect project aimed to increase the access of women with disability to safe, useful and good practice information about their right to safety and respect.

Women with Disabilities Victoria recruited 40 diverse women with disability living in Victoria to take on a range of roles in the project, including:

- members of the Project Advisory Group
- participants in consultations participants in the film
- expert advisors

- participants in testing, validating and evaluating the final resources
- MC and panel members at the launch of the resources.

Women with disability involved in the test group highlighted the importance of authentic representation and what makes a good resource by and for women with disability about violence, abuse, safety and respect:

'Yes it is good to see/hear how the women got through their situations. It is refreshing not just to see women with disability as "victims" but as resourceful and strong to come through their individual ordeals.'

'I felt powerful doing it and gutsy to tell what I went through … empowering.'

Contributing Lives. People with disability hold positions of leadership and responsibility across private, public and community sectors. Image description: woman standing at a lectern, presenting.

Health, housing and wellbeing. People with a have housing choices that are flexible, suitable, affordable and accessible.
Image description: woman reading magazine.

Our right to safety and respect forms part of a suite of safeguarding and preventative education resources developed under Victoria's **Disability abuse prevention strategy**. This is an initiative developed and implemented by the Victorian Government in response to the 2015–16 Parliamentary Inquiry into Abuse in Disability Services.

The strategy and safeguarding resources aim to embed a culture of zero tolerance of abuse of people with disability across Victoria.[9]

Action 22: Corrections

We have implemented an NDIS-readiness program to:

- prepare prisoners and offenders to transition from state-based services to NDIS supports
- assist first-time receivers of disability services to access NDIS supports.

The development of e-learning training modules commenced to increase understanding and improve skills for communicating and working with people with disability. The training was sourced through the Victorian Dual Disability Service for correctional officers and programs staff at the Dame Phyllis Frost Centre to support these organisations working with women with disability.

Case study

LD Bites are five short, sharp webinars for teachers to deepen knowledge on supporting students with learning difficulties including dyslexia. These sessions give school staff a deeper look at particular skills required for literacy learning. The LD Bites were recorded and remain publicly available resources.[10]

The LD Bites webinars were live streamed to more than 800 people and as at October 2018 have been viewed on YouTube more than 9,000 times. Feedback from participants at the workshops and from LD Bites participants has been positive. A number of learning difficulties specialists have promoted the LD Bites on their websites as an example of best-practice professional learning.

9   Visit the Department of Health and Human Services Disability abuse prevention information hub at <https://dhhs.vic.gov.au/ publications/disability-abuse-prevention-strategy>.
10 https://www.youtube.com/playlist?list=PL5PZPiinKtX5PiBYAZf_K0rGjs5HLmfPw

Contributing lives

Key priority 9: Inclusive education

In December 2017 an inclusive education policy was developed in collaboration with students, families and experts in the education and disability sectors. The policy sets clear expectations and aspirations for inclusive education in Victorian government schools. To help implement the policy, we delivered an Inclusion Boost initiative in 2018 that gave schools extra funding and guidance to embed the policy in their local setting and build their knowledge and expertise in inclusive education.

To further inform how we best support schools to improve outcomes for students with disability, we piloted an Inclusive Schooling Index tool with 19 schools in Victoria's North West region. The schools tested the tool in communities of practice and worked closely to share their professional knowledge.

Professional development opportunities were delivered to foster inclusive practices and learning and development of children with disability or developmental delay in the early years. Existing online blended learning courses were expanded in late 2018 and early 2019.

We conducted almost 60 face-to-face professional learning workshops around the state for teachers and school leaders on supporting students with learning difficulties including dyslexia.

We completed the expansion of the Reconnect program (see Glossary) to support an additional 3,300 high-needs learners.

Key priority 10: Employment

Every opportunity: Victorian economic participation plan for people with disability 2018–2020 was launched in February 2018.

We set a target for employing people with disability across the Victorian public service of six per cent by 2020 and 12 per cent by 2025.

In October 2018 we launched **Getting to work: Victorian public sector disability employment action plan 2018–2025** to support the achievement of these targets and to develop a methodology to track and measure progress. This plan was developed with extensive involvement from the public sector's network for people with disability, the Enablers Network.

We supported Get Skilled Access to deliver face-to-face and online training to Victorian public service executives and hiring managers in the first half of 2018.

Victoria's **Social procurement framework** was launched to all government departments and agencies in April 2018. This framework is designed to support and increase procurement from businesses and social enterprises that provide employment opportunities for people with disability.

We are supporting initiatives for employment outside of the Victorian Government through the Jobs Victoria Innovation Fund. The fund includes a stream specifically to support new and innovative approaches to employment support and employment services for people with disability.

The Municipal Association of Victoria's Disability Employment and Economic Participation Project is a two-year project funded by the Department of Health and Human Services. The project identifies and showcases existing good council practice, with the aim of replicating it throughout the local government sector.

The project aims to improve employment and economic participation of people with disability in the local government sphere, including:

- employment and paths to employment
- social enterprise
- social procurement.

Two examples of success showcased by the project are provided below.

Glen Eira City Council

Glen Eira City Council sees equitable access to opportunities for all as vital to the City's socioeconomic development. Glen Eira City Council's Human Resources Business Partner Danny Milincic believes it's essential for Council to lead by example.

Since March 2018, Glen Eira City Council has placed at least five candidates who identify as having disability in a range of roles across Council.

'We've seen a positive contribution from these candidates, as well as higher productivity at the workplace. Beyond making clear business sense, getting people with disability to work has a meaningful impact on their families and the people around them.'

Warrnambool City Council AccessAbility Day

Warrnambool City Council has partnered with Women with Disabilities Victoria to implement the Here We Are Project. This project involves the employment of a woman with disability as a Local Community Builder, who undertakes a range of projects with the aim of increasing the community's capacity to be inclusive of women with disability in everyday life.

One such project was AccessAbility Day, an initiative promoted by the Australian Government to connect jobseekers with disability and employers. Warrnambool City Council played host to five jobseekers with disability. Each participant was able to spend a full day in a different council department, chosen to align with their career aspirations. The feedback from the supervisory staff, the participants and the local employment service representatives was extremely positive and has resulted in the employment of one of the participants in a six-month, part-time administration support position.

The Local Community Builder will continue to provide support and look to expand on employment opportunities for people with disability within Warrnambool City Council and the general community.

Fairness and safety. People with disability have equal opportunities to identify, pursue and achieve their aspirations. High Street Bells Choir. Image descriptions: people singing in choir.

Action 24: Voice and leadership

Fifty-one people with disability completed the Disability Leadership Program. Leadership Victoria and the Disability Leadership Institute delivered the program.

We invested a further $550,000 to increase the number of people with disability represented on Victorian public sector boards and committees.

The Get On Board initiative:

- builds the capacity of secretariat staff and board members to advertise, recruit, appoint, induct and include people with disability on boards
- removes barriers and strengthens pathways for people with disability.

We worked with the Victorian Disability Advisory Council to strengthen its connections with the Interdepartmental Committee on Disability (see Glossary). A webpage was developed for the council as a platform for key messages and regular communications.

Case study

The YMCA Youth Parliament program included a Deafhood team for the second consecutive year. Funding from Youth Affairs provided interpreters for young people in the Deafhood team to actively participate in the program. Young people with disability are represented on the Victorian Youth Congress, working with government to inform policy, program and service developments. Membership to the Victorian Youth Congress is determined by open application and has reserved positions for youth and community sector organisations including Youth Disability Advocacy Service.

Action 25: NDIS participation

The Department of Premier and Cabinet led four rounds of co-design with people with disability, family members and staff to shape the transfer of disability services to non-government providers.

The Victorian Government's NDIS Implementation Taskforce provides opportunities for people with disability, disability advocates, service provider representatives, unions and peak bodies to influence the government's approach to rolling out the NDIS. In 2018, 20 meetings were held with the taskforce and its six working groups.

Action: 26: Creative industries

Creative industries inclusion is delivered via three streams:

- support for practitioners (Talent Matters)
- capacity building for organisations
- the Arts Access Victoria NDIS Transition Package.

We continue to provide additional recurrent funding to Arts Access Victoria, Back to Back Theatre and Rawcus Theatre Company.

Action 27: Tourism

Workshops were held to promote the value and benefits of creating accessible tourism facilities.

In March 2018, 50 businesses attended a workshop on the Mornington Peninsula and 65 businesses attended the Melbourne event in April. Research into understanding and exploring the potential of Accessible Tourism in Australia was completed in January 2018 and communicated to the tourism sector in January and February.

More than 1,000 businesses have now committed on the Visit Victoria platform to providing some level of accessibility in the tourism services they provide.[11]

Announced in May 2018, the Victorian Government's Improving the Accessibility of Geelong and the Bellarine project directly supports tourism businesses and 110 workplaces in the Geelong and Bellarine areas by providing toolkits, resources and mentoring support to improve accessibility. The $1.76 million project is being funded through the Department of Jobs, Precincts and Regions Regional Skills Fund and is led by the Australian Federation of Disability Organisations in partnership with the City of Greater Geelong, Deakin, WorkSafe Victoria and the Helen Macpherson Smith Trust.

11 Further information can be found at <visitvictoria.com>.

Case study

It is estimated that less than one per cent of people serving on Victorian public sector boards identify as having disability. A concerted and measured effort across government to change this is underway through the 'people with disability on Victorian public sector boards initiative'.

The initiative is guided by subject matter experts including people with disability and governance staff. This includes the Victorian Public Sector Enablers Network, Voice at the Table – Self Advocacy Resource Unit, Disability Leadership Institute and Leadership Victoria.

A checklist has been developed through the initiative to support board personnel in ensuring recruitment processes are inclusive. Enhancements are also underway to collect information about disability in a more relevant and sensitive way through the Get on Board recruitment platform. To date, seven departments have received one-on-one support in advertising board vacancies and engaging people with disability.

In 2019, people with disability will have access to a range of professional development opportunities to assist in applying for and sustaining public sector board appointments including coaching, courses and mentoring programs. Victorian public sector recruitment teams, board personnel and secretariat staff will also have access to training to build capacity in advertising, recruiting, appointing, inducting and including disability leaders on boards.

Fairness and safety. People with disability have equal opportunities to identify, pursue and achieve their aspirations. Migrant Resource Centre North West, Diversity and Disability, Scope Woodwork Group. Image descriptions, left: person hammering nail into wood, with support. Right: man painting wooden toy plane.

> ‘
> My kids' primary school are interested
> in booking I CAN now as the staff
> that went along had great things
> to say at school the next morning,
> so that really pleases me.
>
> *– Meaghan, Autism and Asperger's
> Information Evenings Rosebud*

Connecting regional and rural autistic youth with I CAN Network
March 2018 – March 2019

The Department of Health and Human Services continues to partner with I CAN Network to deliver more support to autistic youth living in regional and rural communities. I CAN Network is Australia's largest autistic-led service provider, delivering mentoring programs nation-wide and training and consultancy throughout Victoria and Brisbane. Support for regional communities was one of the priority actions identified by the Victorian Government in its Response to the Parliamentary Inquiry into Autism Spectrum Disorders (December 2017).

With the department's support, I CAN Network has delivered eight community workshops and one conference across regional Victoria. The content of the workshops was storytelling on 'stepping out of your comfort zones'. Stories were delivered by I CAN autistic mentors and participants in I CAN's group mentoring programs.

Partner organisations included Campaspe Youth Partnerships and local autism support groups.

The workshops and conferences combined have reached around 570 people in regional and rural communities, including autistic people, family members and organisations.

**'One of the highlights of the session was hearing from the young people who have participated in the program as a participant or a mentor. They demonstrated pride in their autism, confidence to speak in front of a large group and an insight into what they have gained from the program.'
– Cheryl Sweeney, Project Worker, Campaspe Youth Partnerships**

Image description: group of young people, members of the I CAN Network.

> ❛
>
> **The personal growth of Ayesha and Lachlan has blown me away. They have grown into very confident young adults. Ayesha and Lachlan are now mentoring and presenting in front of audiences in the South West and in Inner Melbourne.**
>
> *– I CAN Manager Bree Huggins speaking about autistic trainees Ayesha and Lachlan*

Developing the Leadership and Traineeship Program with I CAN Network July 2018 – June 2019

The Department of Health and Human Services has been a collaborator in I CAN Network's Leadership and Traineeship Program, which aims to develop 40 trainee autistic mentors for group mentoring programs across Victoria and 25 trainee autistic speakers. These autistic people are typically aged upwards of 16. The department supported I CAN Network to prepare a successful grant application to the NDIS Information, Linkages and Capacity-Building Fund to help fund the program.

The program was an existing but unfunded limb of I CAN's mentoring program. I CAN's outcomes framework pursues developmental outcomes across three stages of mentoring: 'foundations with I CAN' (stage one), pathways (stage two) and leadership (stage three). The funding gives autistic mentees ready for the leadership stage more funded time from their Network Managers and Senior Network Leaders to develop their facilitation and public speaking skills.

Mentees' skills are honed by their placement as a trainee in I CAN's camp teams, school mentoring and online mentoring. Prior to placement, mentees participate in training workshops.

The program is on track to achieving its targets. So far it has enabled I CAN Network managers to develop nine autistic staff in I CAN's Goulburn Murray region (Echuca to Shepparton), eight trainee staff in the South West region (Portland to Colac) and 16 trainee autistic staff in the Greater Melbourne region.

Image description: young man wearing hat and tie.

Data and measure development

When we released outcome indicators and measures in the **Absolutely everyone: state disability plan 2017 annual report**, we advised that further work was required for a number of indicators. Specifically, at the time of release:

- 33 measures did not have suitable data sources
- seven indicators require measures to be developed.[12]

The filling of these gaps is a major project that requires a long-term plan based on clear prioritising principles.

In the short term, there is work to be done that allows us to get the best value from existing measures and data.

Both short-term and longer term solutions will help the state disability plan's outcomes framework provide the best information to people with disability about Victoria's progress.

In this section of the 2018 annual report, we outline the following enhancements to data:

- new interim progress measures relating to education
- new baseline data sources
- updated data results for 2018.

We also outline development work needed to increase the completeness and utility of indicators and measures:

- a prioritising framework for longer term tasks that will support the ongoing use of the outcomes framework
- planning for a shorter term project to increase the value of existing measures and data.

2018 data enhancements

The Department of Education and Training has developed six new measures for the Education and Skills outcome. These measures were developed as part of the response to the Review of the Program for Students with Disabilities and ongoing efforts to strengthen the quality of evidence and information on the outcomes of children and young people with disability.

The five new school year's measures relate to the indicators of achievement, engagement and wellbeing of students with disability. The measures are drawn from the Student Attitudes to School Survey. There is also a new measure for early years relating to engagement in kindergarten.

New and updated baseline data released in 2018

Baseline data has now been updated for indicators and measures through the following sources:

- Household, Income and Labour Dynamics in Australia, 2017
- Community Attitudes Survey, 2018.

In addition, baseline data for indicators and measures relating to interpersonal violence is now available through the Personal Safety Survey, 2018.

Updates and new baseline data are set out in the '2018 updates' columns of the tables overleaf.

Note on comparing baseline and updated estimates

All baseline and updated estimates are standardised to the 2001 Australian population unless otherwise noted. Fluctuation in estimates between years is partly due to sampling variation between waves of data collection. Readers should therefore be cautious about interpreting changes between baseline and updated estimates as evidence of a positive or negative trend until subsequent waves of data are released.

12 Five of these measures are currently being developed by DET and will be supported by appropriate data sources.

Abbreviations

(nd)   Data for the measure is not yet available

(a)   Absolute measure

(r)   Relative measure

           Derives a risk ratio between people with and without disability

           1 = no difference

           < 1 = lower for people with disability

           > 1 = higher for people with disability

Baseline data sources

AEDC   Australian Early Development Census

AtoSS   Attitudes to School Survey

CIS   VicHealth Community Indicators Survey, 2015

GSS   General Social Survey, 2014

HILDA   Household, Income and Labour Dynamics Australia

KC   Kindergarten Census

NHS   National Health Survey, 2015

PASS   Public Transport Victoria Infrastructure Data

PSS   Personal Safety Survey

SDAC   Survey of Disability, Ageing and Carers, 2015

VISTA   Victorian Integrated Survey of Transport and Activity, 2014-2016

Inclusive communities

Outcome	1.1 Connection: People with disability are active participants in communities aligned with their interests and identities			
Indicator	**Measure**	**Baseline**		**2018 updates**
		With disability	Without disability	
1.1.1 Increase social connections	1.1.1.1 Proportion of people with disability who report they are involved in a community support group (a)	36.3 per cent (GSS, 2014)	34.5 per cent (GSS, 2014)	
	1.1.1.2 Proportion of people with disability who report they are involved in a community support group relative to those without disability (r)	1.05 (Minimal difference between people with and without disability)		
	1.1.1.3 Proportion of people who report they have seen friends/family not living in the same household within the last week (a)	72.6 per cent (SDAC, 2015)	No data available (SDAC, 2015)	
	1.1.1.4 Proportion of people who report they have seen friends/family not living in the same household within the last week relative to those without disability (r)	For future development in alignment with endorsed Victorian Government outcomes architecture		
1.1.2 Increase activity in the community	1.1.2.1 Proportion of people who report participating in a physical activity for sport or recreation in the last 12 months (a)	62.2 per cent (GSS, 2014)	68.9 per cent (GSS, 2014)	
	1.1.2.2 Proportion of people who report participating in a physical activity for sport or recreation in the last 12 months relative to those without disability (r)	0.90 (People with disability are less likely to be participating in physical activity)		
	1.1.2.3 Proportion of people with disability who report attending cultural venues and events in the last 12 months (a)	72.7 per cent (SDAC, 2015) / 77.7 per cent (HILDA, 2016)	No data available (SDAC, 2015) / 86.8 per cent (HILDA, 2016)	
	1.1.2.4 Proportion of people with disability who report attending cultural venues and events in the last 12 months relative to those without disability (r)	0.90 (People with disability are less likely to attend cultural venues and events)		Not repeated in HILDA 2017

1.2 Inclusion: Victoria's communities and places are welcoming and inclusive for people with disability

Outcome	Indicator	Measure	Baseline	2018 updates
	1.2.1 Increase positive community attitudes	1.2.1.1 Proportion of people who have positive attitudes towards people with disability (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture	38.7 per cent (Community Attitudes Survey, 2018)
	1.2.2 Increase connections to culture and community	1.2.2.1 Proportion of people with disability who report satisfaction with feeling part of their community being 7 or higher on a scale of 1 to 10 (a)	With disability 59.3 per cent (CIS, 2015) — Without disability 72.2 per cent (CIS, 2015)	
		1.2.2.2 Proportion of people with disability who report satisfaction with feeling part of their community being 7 or higher on a scale of 1 to 10 relative to people without disability (r) (nd)	0.82 (People with disability are less likely to report satisfaction with feeling part of the community)	
		1.2.2.3 Proportion of people with disability who know someone in an organisation they would feel comfortable contacting for information and advice (a)	With disability 69.1 per cent (GSS, 2014) — Without disability 68.6 per cent (GSS, 2014)	
		1.2.2.4 Proportion of people with disability who know someone in an organisation they would feel comfortable contacting for information and advice relative to those without disability (r)	1.01 (Minimal difference between people with and without disability)	
		1.2.2.5 Proportion of people with disability reporting using the internet in the last 3 months	With disability 80.9 per cent (SDAC, 2015) — Without disability No data available (SDAC, 2015)	
	1.2.3 Increase inclusion in local neighbourhoods	1.2.3.1 Proportion of people with disability who agree that people in the neighbourhood are willing to help each other (a)	With disability 68.1 per cent (CIS, 2015) — Without disability 77.4 per cent (CIS, 2015)	
		1.2.3.2 Proportion of people with disability who agree that people in the neighbourhood are willing to help each other relative to those without disability (r)	0.88 (People with disability are less likely to report that people in the neighbourhood are willing to help each other)	
		1.2.3.3 Proportion of people with disability who have high levels of trust in people in the neighbourhood (a)	With disability 68.2 per cent (CIS, 2015) — Without disability 75.1 per cent (CIS, 2015)	
		1.2.3.4 Proportion of people with disability who have high levels of trust in people in the neighbourhood relative to those without disability (r)	0.91 (People with disability are less likely to report high levels of trust in people in the neighbourhood)	

Outcome	1.3 Accessibility: The built and natural environment is accessible to Victorians with disability		
Indicator	**Measure**	**Baseline**	**2018 updates**
1.3.1 Increase public transport accessibility	1.3.1.1 Proportion of buses that are accessible	Data forthcoming (PTV PASS)	
	1.3.1.2 Proportion of public transport stops that are accessible	Data forthcoming (PTV PASS)	
1.3.2 Increase accessible or adopted footpaths and crossings	1.3.2.1 Density of traffic light pedestrian crossings	For future development in alignment with endorsed Victorian Government outcomes architecture	
	1.3.2.2 Proportion of streets that have footpaths	For future development in alignment with endorsed Victorian Government outcomes architecture	
1.3.3 Increase spaces and places with universal design	1.3.3.1 Proportion of dwellings in Victoria that are built according to principles of universal design	For future development in alignment with endorsed Victorian Government outcomes architecture	
	1.3.3.2 Proportion of buildings and public places that are built according to universal design principles	For future development in alignment with endorsed Victorian Government outcomes architecture	

1.4 Mobility: People with disability are able to move around and get to the places they want to go

Outcome	Indicator	Measure	Baseline	2018 updates
		1.4.1.1 Proportion of people with disability who report having difficulty with transport	For future development in alignment with endorsed Victorian Government outcomes architecture	
		1.4.1.2 Proportion of people with disability who are not able to use some or any form of public transport	16.8 per cent (SDAC, 2015)	
		1.4.1.3 Rate of usage of public transport for people with disability (a)	For future development in alignment with endorsed Victorian Government outcomes architecture	
	1.4.1 Increase access to transport	1.4.1.4 Rate of usage of public transport for people with disability compared with people without disability (r)	For future development in alignment with endorsed Victorian Government outcomes architecture	
		1.4.1.5 Proportion of people with disability who had trouble getting a job due to transport problems or are not looking for work due to lack of transport (a)	With disability: 8.8 per cent (HILDA, 2016); Without disability: 6.7 per cent (HILDA, 2016)	With disability: 7.9 per cent (HILDA, 2017); Without disability: 6.3 per cent (HILDA, 2017)
		1.4.1.6 Proportion of people with disability who had trouble getting a job due to transport problems or are not looking for work due to lack of transport relative to those without disability (r)	1.31 (People with disability are more likely to have trouble getting a job or are not looking for work due to transport)	1.25 (People with disability are more likely to have trouble getting a job or are not looking for work due to transport[3])
		1.4.1.7 Proportion of people with disability who are leaving home as often as they would like	70.1 per cent (SDAC, 2015)	
		1.4.2.1 Proportion of people with disability who report being able to make at least one trip away from home per day (a)	With disability: 69.7 per cent (VISTA, 2014–16); Without disability: 78.5 per cent (VISTA, 2014–16)	
	1.4.2 Increase mobility	1.4.2.2 Proportion of people with disability who report being able to make at least one trip away from home per day compared with people without disability (r)	0.88 (People with disability are less likely to make at least one trip away from home per day)	
		1.4.2.3 Average number of trips from home for people with disability by any mode of transport on the day of the survey (a)	Data forthcoming (VISTA)	
		1.4.2.4 Average number of trips from home for people with disability by any mode of transport on the day of the survey compared to average number for people without disability (r)	Data forthcoming (VISTA)	
		1.4.2.5 Proportion of people with disability reporting that their mobility needs are being met	Data forthcoming (VISTA)	

3 Not statistically significant

Health, housing and wellbeing

2.1 Housing: People with disability have housing choices that are flexible, suitable, affordable and accessible

Outcome	Indicator	Measure	Baseline		2018 updates	
			With disability	Without disability	With disability	Without disability
	2.1.1 Increase affordable housing for people with disability*	2.1.1.1 Proportion of people with disability who are in the lowest 40 per cent of the income distribution whose housing costs exceed 30 per cent of their household income (a)	11.0 per cent (HILDA, 2016)	5.4 per cent (HILDA, 2016)	13.2 per cent (HILDA, 2017)	4.9 per cent (HILDA, 2017)
	*Targets not relevant: Change driven by broader national context, recommended for monitoring only.	2.1.1.2 Proportion of people with disability who are in the lowest 40 per cent of the income distribution whose housing costs exceed 30 per cent of their household income relative to those without disability (r)	2.05 (People with disability are more likely to be in unaffordable housing[3])		2.71 (People with disability are more likely to be in unaffordable housing[3])	
		2.1.2.1 Proportion of people with disability who are in the lowest 40 per cent of the income distribution and are in private rental (a)*	13.9 per cent (HILDA, 2016); 11.8 per cent (SDAC, 2015)	8.3 per cent (HILDA, 2016); 7.6 per cent (SDAC, 2015)	15.4 per cent (HILDA, 2017)	6.8 per cent (HILDA, 2017)
	2.1.2 Increase stable and secure housing	2.1.2.2 Proportion of people with disability who are in the lowest 40 per cent of the income distribution and are private renters relative to those without disability (r)* *Rationale: Being on a low income and in private rental accommodation is a form of precarious housing, which is associated with poorer mental health	1.68 (HILDA, 2016); 1.55 (SDAC, 2015) (People with disability are more likely to be on a low income and in private rentals[3])		2.24 (1.29, 3.19) (People with disability are more likely to be on a low income and in private rentals)	
		2.1.2.3 Proportion of people with disability who report not being able to pay their rent or mortgage on time (a)	10.9 per cent not able to pay on time (HILDA, 2016)	4.5 per cent not able to pay on time (HILDA, 2016)	8.4 per cent (HILDA, 2017)	4.6 per cent (HILDA, 2017)
		2.1.2.4 Proportion of people with disability who report not being able to pay their rent or mortgage on time relative to those without disability (r)	2.42 (People with disability are more likely to not be able to pay their rent or mortgage on time)		1.84 (People with disability are more likely to not be able to pay their rent or mortgage on time)	
		2.1.2.5 Average length of housing tenure for people with disability who are in private rentals (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture			

3 Not statistically significant

2.1 Continued

Indicator	Measure	Baseline		2018 updates	
		With disability	Without disability	With disability	Without disability
	2.1.3.1 Proportion of people with disability who report being dissatisfied with the home in which they live (a)	6.9 per cent dissatisfied (HILDA, 2016)	3.3 per cent dissatisfied (HILDA, 2016)	4.8 per cent (HILDA, 2017)	3.1 per cent (HILDA, 2017)
2.1.3 Increase suitable housing	2.1.3.2 Proportion of people with disability who report being dissatisfied with the home in which they live relative to those without disability (r)	2.08 (People with disability are more likely to be dissatisfied with their housing)		1.53 (People with disability are more likely to be dissatisfied with their housing)	
	2.1.3.3 Proportion of people with disability who have access to essential services from home (including shops, medical services, libraries and community services) (a) (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture			
	2.1.3.4 Proportion of people with disability who have access to essential services from home (including shops, medical services, libraries and community services) relative to people with no disability (r) (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture			

Outcome	2.2 Health: People with disability achieve their optimal mental and physical wellbeing				
Indicator	**Measure**	**Baseline**		**2018 updates**	
		With disability	Without disability	With disability	Without disability
2.2.1 Increase physical health	2.2.1.1 Proportion of people with disability who report either very good or excellent self-rated health (a)	31.7 per cent (SDAC, 2015)	No data for people without disability (SDAC, 2015)	31.0 per cent	60.0 per cent
		24.8 per cent (HILDA, 2016)	60.3 per cent (HILDA, 2016)		
		39.8 per cent (NHS, 2015)	65.9 per cent (NHS, 2015)		
	2.2.1.2 Proportion of people with disability who report either very good or excellent self-rated health relative to people without disability (r)	0.41 (HILDA, 2016) 0.60 (NHS, 2015) (People with disability are less likely to report very good or excellent self-rated health)		0.52 (NHS, 2017) (People with disability are less likely to report very good or excellent self-rated health)	
	2.2.1.3 Proportion of people with disability consuming sufficient daily intake of fruit and vegetables (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture			
	2.2.2.1 Proportion of people with disability who report being physically inactive (a)	51.1 per cent (NHS, 2015)	40.3 per cent (NHS, 2015)		
	2.2.2.2 Proportion of people with disability who report being physically inactive relative to people without disability (r)	1.26 (People with disability are more likely to be physically inactive)			
2.2.2 Increase healthy living	2.2.2.3 Proportion of people with disability who reporting being current smokers (a)	19.0 per cent (NHS, 2015)	13.3 per cent (NHS, 2015)		
	2.2.2.4 Proportion of people with disability who reporting being current smokers relative to people without disability (r)	1.42 (People with disability are more likely to be current smokers)			
	2.2.2.5 Proportion of people with disability who report visiting the dentist in the last year	Data forthcoming (HILDA)		50.9 per cent (HILDA, 2017)	58.5 per cent (HILDA, 2017)

2.2 Continued

Indicator	Measure	Baseline		2018 updates
	2.2.2.5 Proportion of people with disability who report visiting the dentist in the last year relative to people without disability (r)	Data forthcoming (HILDA)		0.87 (People with disability are less likely to report visiting the dentist in the last year)
	2.2.2.6 Proportion of people with disability who report having a blood pressure screen in the last 24 months (a)	With disability 94.1 per cent (NHS, 2015)	Without disability 89.2 per cent (NHS, 2015)	
	2.2.2.7 Proportion of people with disability who report having a blood pressure screen in the last 24 months relative to those without disability (r)	1.05 (People with disability are more likely to report having a blood pressure screen)		
Continued	2.2.2.8 Proportion of women with disability aged over 50 who report having a mammogram in the last 24 months (a)	With disability 47.9 per cent (NHS, 2015)	Without disability 50.3 per cent (NHS, 2015)	
2.2.2 Increase healthy living	2.2.2.9 Proportion of women with disability aged over 50 who report having a mammogram in the last 24 months relative to those without disability (r)	0.95 (No statistically significant differences)		
	2.2.2.10 Proportion of people with disability aged over 50 who report having a bowel cancer screen in the last 24 months (a)	With disability 33.1 per cent (NHS, 2015)	Without disability 26.9 per cent (NHS, 2015)	
	2.2.2.11 Proportion of people with disability aged over 50 who report having a bowel cancer screen in the last 24 months relative to those without disability (r)	1.22 (No statistically significant differences)		

2.2 Continued

Indicator	Measure	Baseline		2018 updates	
		With disability	Without disability	With disability	Without disability
	2.2.3.1 Proportion of people with disability who report psychological distress as measured by the Kessler distress scale (K10) (a)	65.8 per cent (SDAC, 2015)	No data for people without disability (SDAC, 2015)		
		59.2 per cent (HILDA, 2015)	31.6 per cent (HILDA, 2015)	63.4 per cent (HILDA, 2017)	33.8 per cent (HILDA, 2017)
2.2.3 Increase mental health	2.2.3.2 Proportion of people with disability who report psychological distress as measured by the Kessler distress scale (K10) relative to people without disability (r)	1.87 (People with disability are more likely to report psychological distress)		1.87 (HILDA) (People with disability are more likely to report psychological distress)	
	2.2.3.3 Proportion of people with disability who report poor mental health as measured by Mental Component of the Short-Form 12 Health Survey (SF12) (a)	69.1 per cent (HILDA, 2016)	45.0 per cent (HILDA, 2016)	67.4 per cent (HILDA, 2017)	43.9 per cent (HILDA, 2017)
	2.2.3.4 Proportion of people with disability who report psychological distress as measured by the Mental Component of the Short-Form 12 Health Survey (SF12) relative to people without disability (r)	1.54 (People with disability are more likely to report poor mental health)		1.53 (People with disability are more likely to report poor mental health)	

Outcome	2.3 Wellbeing: People with disability experience a high level of wellbeing in all aspects of their lives			
Indicator	**Measure**	**Baseline**		**2018 updates**
		With disability	Without disability	
2.3.1 **Increase overall life satisfaction**	2.3.1.1 Proportion of people with disability who report overall life satisfaction being 7 or higher on a scale of 1 to 10 (a)	67.3 per cent (CIS, 2015)	88.7 per cent (CIS, 2015)	
	2.3.1.2 Proportion of people with disability who report overall life satisfaction being 7 or higher on a scale of 1 to 10 relative to people without disability (r)	0.76 (People with disability are less likely to report high life satisfaction)		
	2.3.1.3 Proportion of people with disability who report 70 or higher on the subjective wellbeing scale (range 1–100) (a)	59.5 per cent (CIS, 2015)	84.5 per cent (CIS, 2015)	
	2.3.1.4 Proportion of people with disability who report 70 or higher on the subjective wellbeing scale (range 1–100) relative to people without disability (r)	0.70 (People with disability are less likely to report high wellbeing)		
2.3.2 **Increase resilience**	2.3.2.1 Proportion of people with disability who agree that it is usually true that they are 'able to adapt to change' and 'tend to bounce back after illness and hardship' (a)	64.1 per cent (CIS, 2015)	77.6 per cent (CIS, 2015)	
	2.3.2.2 Proportion of people with disability who agree that it is usually true that they are 'able to adapt to change' and 'tend to bounce back after illness and hardship' relative to people without disability (r)	0.82 (People with disability are less likely to report high levels of resilience)		

Fairness and safety

3.1 Respect: People with disability are as recognised and respected as any other citizen

Outcome			
Indicator	**Measure**	**Baseline**		**2018 updates**
3.1.1 Decrease disability-related discrimination	3.1.1.1 Proportion of people with disability reporting disability-related discrimination in the last 12 months	13.5 per cent (SDAC, 2015)		
	3.1.1.2 Proportion of people with disability who report having experienced disability-related discrimination from employers in the last 12 months	Data forthcoming (SDAC)		
3.1.2 Decrease unfair treatment	3.1.2.1 Proportion of people with disability who experience general discrimination or being treated unfairly in the last 12 months (a)	With disability 24.9 per cent (GSS, 2014)	Without disability 16.3 per cent (GSS, 2014)	
	3.1.2.2 Relative proportion of people with/without disability who experienced general discrimination or being treated unfairly in the last 12 months (r)	1.52 (People with disability are more likely to report general discrimination and unfair treatment)		

3.2 Safety: People with disability live in safety and feel secure and protected

Outcome	Indicator	Measure	Baseline		2018 updates
			With disability	**Without disability**	
		3.2.1.1 Proportion of people with disability who report feeling unsafe at home during the day (a)	3.2 per cent report feeling unsafe at home during the day (SDAC, 2015)	No data available	
		3.2.1.2 Relative proportion of people with/without disability who report feeling unsafe at home during the day (r)	For future development in alignment with endorsed Victorian Government outcomes architecture		
		3.2.1.3 Proportion of people with disability who report feeling unsafe at home after dark (a)	10.2 per cent report feeling unsafe at home after dark (SDAC, 2015)	No data available	
			7.9 per cent (GSS, 2014)	3.6 per cent (GSS, 2014)	
	3.2.1 Increase community safety	3.2.1.4 Relative proportion of people with/without disability who report feeling unsafe at home after dark (r)	2.21 (People with disability are more likely to report feeling unsafe at home after dark)		
		3.2.1.5 Proportion of people with disability who report feeling unsafe walking in their local area after dark (a)	29.9 per cent report feeling unsafe walking in their local area after dark (SDAC, 2015)	No data available	
			23.8 per cent (GSS, 2014)	20.2 per cent (GSS, 2014)	
		3.2.1.6 Relative proportion of people with/without disability who report feeling unsafe walking in their local area after dark (r)	1.17 (GSS, 2014) (People with disability are more likely to report feeling unsafe walking in their local area after dark)		

Indicator	Measure	Baseline	2018 updates	
			With disability	Without disability
3.2.1 Increase community safety	3.2.1.7 Proportion of people with disability who report feeling unsafe on public transport (a) (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture		
	3.2.1.8 Relative proportion of people with/without disability who report feeling unsafe on public transport (r) (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture		
	3.2.1.9 Proportion of people with disability experiencing at least one incident of crime in the past 12 months (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture		
	3.2.2.1 Proportion of people with disability experiencing physical violence (a)	Data forthcoming (PSS)	7.7 per cent (PSS, 2018)	3.3 per cent (PSS, 2018)
	3.2.2.2 Relative proportion of people with/without disability experiencing physical violence (r)	For future development in alignment with endorsed Victorian Government outcomes architecture	2.33 (People with disability are more likely to report experiencing physical violence in the past 12 months)	
3.2.2 Reduce experiences of interpersonal violence	3.2.2.3 Proportion of people with disability experiencing stalking and harassment (a)	Data forthcoming (PSS)	4.9 per cent (PSS, 2018)	1.7 per cent (PSS, 2018)
	3.2.2.4 Relative proportion of people with/without disability experiencing stalking and harassment (r)	For future development in alignment with endorsed Victorian Government outcomes architecture	2.80 (People with disability are more likely to report experiencing stalking and harassment in the past 12 months)	
	3.2.2.5 Proportion of people with disability experiencing sexual violence (a)	Data forthcoming (PSS)	3.4 per cent (PSS, 2018)	1.2 per cent (PSS, 2018)
	3.2.2.6 Relative proportion of people with/without disability experiencing sexual violence (r)	For future development in alignment with endorsed Victorian Government outcomes architecture	2.80 (People with disability are more likely to report experiencing sexual violence in the past 12 months[3]) Note: Low prevalence may explain non-significant result; relative difference may be meaningful in the population	

3 Not statistically significant

3.2 Continued

Indicator	Measure	Baseline	2018 updates	
			With disability	**Without disability**
	3.2.2.7 Proportion of people with disability experiencing intimate partner violence (a)	Data forthcoming (PSS)	1.8 per cent (PSS, 2018)	0.9 per cent (PSS, 2018)
	3.2.2.8 Relative proportion of people with/without disability experiencing intimate partner violence (r)	For future development in alignment with endorsed Victorian Government outcomes architecture	1.95 (0.39, 3.51) (People with disability are more likely to report experiencing intimate partner violence in the past 12 months[3]) Note: Low prevalence may explain non-significant result; relative difference may be meaningful in the population	
3.2.2 Reduce experiences of interpersonal violence	3.2.2.9 Proportion of people experiencing partner emotional abuse	Data forthcoming (PSS)	9.3 per cent (PSS, 2018)	4.8 per cent (PSS, 2018)
	3.2.2.10 Proportion of people with disability experiencing partner emotional abuse relative to people without disability	Data forthcoming (PSS)	1.93 (People with disability are more likely to report experiencing partner emotional abuse in the past 12 months)	
	3.2.2.11 Proportion of people experiencing any violence (physical or sexual)	Data forthcoming (PSS)	9.7 per cent (PSS, 2018)	4.2 per cent (PSS, 2018)
	3.2.2.12 Proportion of people with disability experiencing any violence (physical or sexual) relative to people without disability	Data forthcoming (PSS)	2.29 (People with disability are more likely to report experiencing any violence in the past 12 months)	

3 Not statistically significant

3.2 Continued

Indicator	Measure	Baseline	2018 updates
3.2.3 Reduce experiences of bullying	3.2.3.1 Proportion of children and adolescents with disability experiencing bullying (a) (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture	
	3.2.3.2 Relative proportion of children and adolescents with/without disability who experience bullying (r) (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture	
3.2.4 Reduce prevalence and impact of abuse and neglect	3.2.4.1 Measure under development	For future development in alignment with endorsed Victorian Government outcomes architecture	

Outcome	**3.3 Opportunity: People with disability have equal rights to identify, pursue and achieve their aspirations**		
Indicator	**Measure**	**Baseline**	**2018 updates**
3.3.1 Increase opportunities to pursue and achieve aspirations	3.3.1.1 Proportion of people with disability who feel they are satisfied with what they are achieving in life (a)	With disability	Without disability	
		60.2 per cent (CIS, 2015)	83.0 per cent (CIS, 2015)	
	3.3.1.2 Proportion of people with disability who feel they are satisfied with what they are achieving in life relative to those without disability (r)	0.73 (People with disability are less likely to report being satisfied with what they are achieving in life)		
	3.3.1.3 Proportion of people with disability who feel they are not able to study despite wanting to (a)	With disability	Without disability	
		22.8 per cent (GSS, 2014)	16.7 per cent (GSS, 2014)	
	3.3.1.4 Proportion of people with disability who feel they are not able to study despite wanting to, relative to those without disability (r)	1.36 (People with disability are more likely to report not being able to study)		

🌱 Contributing lives

Outcome	4.1 Education and Skills: People with disability actively engage and succeed in education and learning			
Indicator	**Measure**		**Baseline**	**2018 updates**
4.1.1 Increase the educational achievement of Victorian students with disability	4.1.1.1 Percentage of positive responses from students with disability in state schools about their teacher engaging them to learn and understand	Data forthcoming (AtoSS)	Data forthcoming (AtoSS)
	4.1.1.2 Percentage of positive responses from students with disability in state schools about being motivated to learn			
4.1.2 Increase the engagement in education of Victorian students with disability	4.1.2.1 Percentage of positive responses from students with disability in state schools about their teachers making learning fun and interesting	Data forthcoming (AtoSS)	Data forthcoming (AtoSS)
	4.1.2.2 Percentage of positive responses from students with disability in state schools about being supported in school to have their say			
4.1.3 Increase the wellbeing of Victorian students with disability	4.1.3.1 Percentage of positive responses from students with disability in state schools about having a sense of belonging at school	Data forthcoming (AtoSS)	Data forthcoming (AtoSS)
4.1.4 Increase the engagement of Victorian children with disability in state-funded kindergarten	4.1.4.1 Number of children with disability identified in state-funded four-year-old kindergarten	Data forthcoming (KC)	Data forthcoming (KC)
4.1.5 Increase the wellbeing of Victorian children with disability at school entry	Measures under development by DET	For future development in alignment with endorsed Victorian Government outcomes architecture	

Outcome	4.2 Employment: People with disability are engaged in flexible and sustainable employment and have opportunities to develop and succeed				
Indicator	**Measure**	**Baseline**		**2018 updates**	
		With disability	Without disability	With disability	Without disability
	4.2.1.1 Proportion of people with disability who report being employed (a)	45.1 per cent (SDAC, 2015)	68 per cent (SDAC, 2015)		
		43.2 per cent (HILDA, 2016)	70.1 per cent (HILDA, 2016)	43.5 per cent (HILDA, 2017)	70.9 per cent (HILDA, 2017)
	4.2.1.2 Proportion of people with disability who report being employed relative to people without disability (r)	0.66 (SDAC comparison) 0.62 (HILDA comparison) (People with disability are less likely to be employed)		0.61 (HILDA) (People with disability are less likely to be employed)	
	4.2.1.3 Proportion of people with disability who are underemployed (working fewer hours than they would like) (a)	17.1 per cent (HILDA, 2016)	14.7 per cent (HILDA, 2016)	23.2 per cent (HILDA, 2017)	14.6 per cent (HILDA, 2017)
4.2.1 Increase employment	4.2.1.4 Proportion of people with disability who are underemployed (working fewer hours than they would like) relative to those without disability (r)	1.17 (People with disability are more likely to be underemployed)		1.58 (People with disability are more likely to be underemployed)	
	4.2.1.5 Proportion of people with disability who are employed in high-skill jobs (managers, professionals, technicians and trades workers) (a)	49.2 per cent (HILDA, 2016)	53.8 per cent (HILDA, 2016)	54.4 per cent	54.9 per cent
	4.2.1.6 Proportion of people with disability who are employed in high-skill jobs (managers, professionals, technicians and trades workers) relative to those without disability (r)	0.91 (People with disability are less likely to be in high-skill jobs)		0.99 (People with disability are just as likely to be in high-skill jobs)	
	4.2.1.7 Proportion of people with disability who are in long-term employment (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture			

4.2 Continued

Indicator	Measure	Baseline		2018 updates	
		With disability	Without disability	With disability	Without disability
4.2.2 Increase job quality	4.2.2.1 Proportion of people with disability who are employed in low-quality jobs (at least one of: low job control, high job demand, high job insecurity, low fairness of pay) (a)	68.6 per cent (HILDA, 2016)	49.6 per cent (HILDA, 2016)	68.9 per cent (HILDA, 2017)	46.6 per cent (HILDA, 2017)
	4.2.2.2 Proportion of people with disability who are employed in low-quality jobs (at least one of: low job control, high job demand, high job insecurity, low fairness of pay) relative to those without disability (r)	1.46 (People with disability are more likely to be in low-quality jobs)		1.48 (People with disability are more likely to be in low-quality jobs)	
	4.2.2.3 Proportion of people with disability who feel they have a low fairness of pay (a)	25.5 per cent (HILDA, 2016)	21.4 per cent without disability (HILDA, 2016)	21.8 per cent (HILDA, 2017)	23.1 per cent (HILDA, 2017)
	4.2.2.4 Proportion of people with disability who feel they have a low fairness of pay relative to those without disability (r)	1.19 (People with disability are more likely to feel they have low fairness of pay)		0.94 (People with disability are more likely to report that they are not paid fairly[3])	
4.2.3 Increase positive attitudes towards people with disability in the workplace	4.2.3.1 Proportion of people holding positive attitudes towards people with disability as employees, managers and senior leaders (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture		47.9 per cent (Community Attitudes Survey, 2018)	
	4.2.3.2 Proportion of people holding positive general attitudes towards people with disability in the workplace	For future development in alignment with endorsed Victorian Government outcomes architecture		41.0 per cent (Community Attitudes Survey, 2018) — 0.86 (People with disability are less likely to believe that workplaces are accepting of people with disability[3])	47.8 per cent (Community Attitudes Survey, 2018)
4.2.4 Increase job flexibility and job design adjustment	4.2.4.1 Proportion of people with disability who have access to flexible work arrangements (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture			
	4.2.4.2 Proportion of people with disability who have access to job design and reasonable adjustments (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture			

3 Not statistically significant

4.3 Economic Independence: People with disability generate income through employment, business ownership and entrepreneurship and participate as consumers

Outcome		Baseline		2018 updates	
Indicator	Measure	With disability	Without disability	With disability	Without disability
4.3.1 Improve financial stability and economic independence	4.3.1.1 Proportion of people with disability in the lowest 40 per cent of the income distribution (person level) (a)	59 per cent in the lowest 40 per cent of the income distribution (HILDA, 2016)	37.9 per cent in the lowest 40 per cent of the income distribution (HILDA, 2016)	58.6 per cent (HILDA, 2017)	36.8 per cent (HILDA, 2017)
	4.3.1.2 Proportion of people with disability in the lowest 40 per cent of the income distribution (person level) relative to those without disability (r)	1.56 (People with disability are more likely to be in the lowest income distribution)		1.59 (People with disability are more likely to be in the lowest income distribution)	
	4.3.1.3 Proportion of people with disability who report not being able to pay their electricity, gas or telephone bills on time (a)	19.1 per cent (HILDA, 2016)	8.5 per cent (HILDA, 2016)	18.4 per cent (HILDA, 2017)	8.2 per cent (HILDA, 2017)
	4.3.1.4 Proportion of people with disability who report not being able to pay their electricity, gas or telephone bills on time relative to those without disability (r)	2.256 (People with disability are more likely to not be able to pay their rent or mortgage on time)		2.24 (People with disability are more likely to report being unable to pay their bills on time)	
	4.3.1.5 Median income of people with disability (a) (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture			
	4.3.1.6 Median income of people with disability relative to those without disability (r) (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture			

Outcome	4.4 Influence: People with disability hold positions of leadership and responsibility across private, public and community sectors			
Indicator	**Measure**	**Baseline**		**2018 updates**
4.4.1 Increase involvement in civic activities	4.4.1.1 Proportion of people with disability who report being involved in a civic or political group (a)	With disability 15.6 per cent (GSS, 2014)	Without disability 13.1 per cent (GSS, 2014)	
	4.4.1.2 Proportion of people with disability who report being involved in a civic or political group relative to those without disability (r)	1:19 (People with disability are more likely to be in a civic or political group)		
	4.4.1.3 Proportion of people with disability who report they are able to have a say within the general community on important issues (a)	With disability 22.0 per cent (GSS, 2014)	Without disability 25.8 per cent (GSS, 2014)	
	4.4.1.4 Proportion of people with disability who report they are able to have a say within the general community on important issues relative to those without disability (r)	0.85 (People with disability are less likely to feel like they have a say within the general community on important issues)		
4.4.2 Increase leadership opportunities	4.4.2.1 Proportion of people with disability in senior roles of influence (public and private) (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture		
	4.4.2.2 Proportion of people with disability sitting on boards (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture		
	4.4.2.3 Proportion of people with disability in elected positions (nd)	For future development in alignment with endorsed Victorian Government outcomes architecture		

Development projects

The **Absolutely everyone** indicators and measures are intended to be durable and lasting. Work to increase their function and value is intended to extend across the life of the outcomes framework.

In this report we outline two streams of work:

- work to increase the value of existing measures and data
- prioritising future development work for outstanding measures and data sources.

Work to increase the value of existing measures and data

The outcomes measures and data are by nature well suited to measuring long-term change. However, we know that some outcomes are also likely to show measurable shorter term changes. We are therefore working to make a more limited set of indicators able to capture shorter term outcomes. While the story they tell will not be complete, it will provide valuable indications of where change is occurring and emerging areas for the government to direct its efforts.

The first part of this project is to identify measures that will show short to medium-term change and to communicate what those changes would look like.

The second stage will be adapting these measures to make them sensitive to smaller increments of change in shorter timeframes.

This work will involve looking at current data collection and identifying opportunities for modifying current and future data collection methodologies to pick up short to medium-term change against identified measures. The intent of the project is not to create additional progress measures.

Development work to address gaps

The primary tasks that will address gaps in the outcomes framework are:

- developing an agreed set of principles for prioritising gaps that are to be addressed
- developing data collection methodologies to address prioritised gaps
- supporting the technical expertise of relevant departments and program areas.[13]

Principles for prioritising future development work

A prioritising framework has been put in place to map out which development tasks need to be undertaken first, and which ones can occur later.

The principles of the prioritising framework are summarised below.

1. Suitability for showing shorter term change

As outlined in the section above, there is substantial value in tracking and analysing the results of indicators and measures that are likely to exhibit shorter term change. For this reason, a primary consideration for future development work will be to identify outstanding measures and data that are likely to point to shorter term progress.

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13 As well as addressing gaps, this will allow us to be less reliant on data sources that are infrequent, have only relevance to the measure and indicator or are not granular enough to capture Victorian trends.

2. Relevance to people with disability

The Victorian Disability Advisory Council's early feedback on the indicators and measures was that the council would like to be able to assess progress in areas including:

- transport
- education
- housing
- upholding of rights and personal safety
- economic participation.

Accordingly, it will be important for a scheduling of tasks to prioritise work on core rights and services where people with disability expect to see improvement over time.

3. Precedence of absolute measures over relative measures

The focus of the outcomes indicators that were introduced in 2017 is on absolute measures. These measures tell us about the experiences of people with disability and don't draw comparisons with the experiences of people without disability.

Relative measures compare the experiences of people with and without disability. They are useful for giving a sense of the scale of disparities or inequities that may exist between these two populations. However, they can also place unwanted emphasis on disadvantage and vulnerability, and are not well suited to illustrating the strengths and ambitions of people with disability.

For these reasons, developing data sources for relative measures is generally a lower priority and will form part of a second development phase.

4. Connection to Victorian Government funding and policy levers

The **Absolutely everyone** indicators and measures are person-centred and were not designed to be dependent on current Victorian Government funding and policies.

However, some indicators and measures do have more direct connections to current Victorian Government funding and policies. These include:

- transport and infrastructure accessibility
- eliminating discrimination and abuse, especially within funded services
- increasing employment and career opportunities, particularly within the Victorian public service.

Where possible, we will look for opportunities to draw on existing government activity that can support data development.

Note on the AIHW disability identifier

The Australian Institute of Health and Welfare Standard Disability Flag (the identifier) was developed as part of the first implementation plan of the **National disability strategy 2010–2020** (see Glossary). The national identifier is intended to allow existing data collections to gather consistent information on people with disability, with a focus on needs and capacities rather than diagnosis. The identifier is particularly suited to data collected by funded service providers.

With the support of the Victorian Disability Advisory Council, opportunities to pilot the identifier in Victorian Government services continue to be explored.

It is anticipated that the identifier will improve and expand data resources that can support the **Absolutely everyone** outcomes framework.

Victorian Disability Advisory Council afterword

I am again honoured to present the afterword for the annual report for **Absolutely everyone: state disability plan 2017–2020** on behalf of the Victorian Disability Advisory Council.

The role of the Victorian Government in creating a fairer, more respectful and inclusive Victoria has come into sharp relief as the NDIS approaches full implementation. Changing attitudes is the first priority of **Absolutely everyone** for good reason.

There are more than one million people with disability in Victoria, and the way we are treated matters. We are pleased that the negative impacts of the attitudinal barriers we experience are being taken more seriously.

Delivering on the vision of **Absolutely everyone** is every Victorian's business because we are one community. While the NDIS was a response to a broken service system, its promise is full citizenship and social inclusion.

In our view, this promise will not be realised without disability policy being widened to target those without disability. Community attitudes that support inclusion should be reinforced, and those that are known to cause harm should be called out and challenged.

We may be at a tipping point. More than ever before, the authentic voices of people with disability are on our television screens and in the mainstream media, changing attitudes and challenging stereotypes.

We have celebrated efforts to increase the voice and leadership of people with disability on government boards and committees, especially lifting representation of people with a cognitive impairment, who too often go unheard.

Unfortunately, we still feel less safe in our own neighbourhoods compared to people without disability. We know there is still a long way to go, particularly in education and employment, and we call on all levels of government to lead by example.

We helped shape **Every opportunity: Victorian economic participation plan for people with disability 2018–2020** and argued strongly for the inclusion of employment targets and affirmative measures that create new opportunities and pathways for engagement and advancement in the public sector.

We look forward to the development and publication of measures and indicators for the education and transport portfolios in future annual reports.

We trust that the necessary time will be found on the legislative agenda to look at reform and harmonisation of service animal policies.

We maintain that one of the best ways the Victorian Government can work towards a more inclusive Victoria is to increase investment in independent advocacy. Power imbalances must be corrected so that choice and control can be exercised meaningfully, whether a person has an NDIS plan or not.

We are grateful that we live in a state with a charter of human rights and a statutory requirement to consult with people with disability regarding the policies and strategies that uphold our rights and remove barriers.

We commend the Victorian Government for its commitment to public accountability and transparency through these annual reports and for ensuring our voice is amplified at the highest levels.

Colleen Furlanetto
Outgoing Chair
Victorian Disability Advisory Council

Glossary

Changing Places are larger-than-standard accessible toilets. They have adult-sized change tables and tracking hoists to meet the needs of people with high support needs.

Communication Access Accreditation Pilot Project aims to build the capacity of staff at one 24-hour police station to communicate effectively and respectfully with people with communication disabilities.

Inclusive Schools Fund supports small innovative building projects that help meet the educational and social needs of children and young people with disability.

Independent Third Person program trains and manages volunteers to assist people with cognitive impairments or mental illnesses in their interviews with Victoria Police.

Information, Linkages and Capacity Building is a part of the NDIS that provides organisations with grants to implement activities that make the community more inclusive and accessible.

Interdepartmental Committee on Disability is the Victorian public service's primary body for overseeing and coordinating whole-of-government inclusion.

Multi Purpose Taxi Program supports people with limited mobility by offering subsidised taxi fares.

National disability strategy 2010–2020 is the guiding document for work by Australian governments to improve the lives of people with disability, their families and carers.

Point-to-point transport includes taxis, hire vehicles and ridesharing services such as Uber.

Ready Reckoner gives advice to police on how to identify if a person has a cognitive impairment or mental illness.

Reconnect program assesses the learning needs and career goals of eligible young people and develops a learning plan for them. It is aimed at vulnerable young people who leave school early and face multiple barriers to re-engaging in education and training and transitioning to the workforce or further training.

Statements of priorities are annual accountability agreements between Victorian public healthcare services and the Minister for Health. They outline key performance expectations, targets and funding and government service priorities.

Transition Support Package helps Victorians with disability, their families and carers, the disability workforce and service providers to transition to the NDIS.

Universal design is the creation of an environment, product or service that can be accessed, understood and used by all people regardless of age, size or ability.