



Department of  
Primary Industries and  
Regional Development

Protect  
Grow  
Innovate



# DPIRD access and inclusion plan 2024-29

## Acknowledgement of Country

The Department of Primary Industries and Regional Development (DPIRD) acknowledges the Traditional Custodians of Country, the Aboriginal people of the many lands that we work on and their language groups throughout Western Australia and recognises their continuing connection to the land and waters.

DPIRD respects the continuing culture of Aboriginal people and the contribution they make to the life of our regions, and we pay our respects to Elders past, present and emerging.



*Kangaroos going to the Waterhole* © Willarra Barker/Copyright Agency, 2024

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**WORK//ZONE**



GOVERNMENT OF  
WESTERN AUSTRALIA

Department of  
**Primary Industries and  
Regional Development**

# Message from the Director General



At the Department of Primary Industries and Regional Development, our goal is to provide the best services possible to our primary industries, regions and the Western Australian community as a whole.

A key part of achieving this is to ensure our services, facilities and information are accessible to, and inclusive of, everyone.

Our new *DPIRD access and inclusion plan 2024–29* (plan), builds on the achievements of our *Disability access and inclusion plan 2018–23* (DAIP), and recognises the need to approach access and inclusion from a holistic perspective. The plan also supports our obligations under the *Equal Opportunity Act 1984*, the *Disability Discrimination Act 1992*, the *Carers Recognition Act 2004* and the United Nations Convention on the Rights of Persons with Disability.

We know there are many factors that can affect a person's ability to access our services and feel included. These include disability, age, cultural and linguistic background, and an individual's financial situation, and these factors often intersect.

Our aim is to better understand the impact and importance of how these factors intersect, particularly when considering underrepresented groups in the workforce, and those in the community who are more vulnerable, including people with disability.

I am confident this plan will help us achieve key milestones and better integration of our initiatives that promote accessibility and inclusion such as the Western Australian Multicultural Policy Framework, Reconciliation Action Plan, Equal Employment Opportunity Management Plan as well as the broader public sector Workforce Diversification and Inclusion Strategy.

I want to thank our employees, community members and industry stakeholders who provided feedback on our previous DAIP, which informed the development of this document.

I look forward to your support as we deliver this plan over the next 5 years.

A handwritten signature in black ink, appearing to read 'H. Brayford'.

**Heather Brayford PSM**  
Director General

# Our commitment to accessibility and inclusion

At DPIRD, we believe everyone deserves to be treated fairly. We are committed to provide accessible and inclusive environments where everyone, regardless of their abilities, feels included, valued and respected. Our aim is to ensure that no one feels excluded. This plan outlines how we aim to address barriers to access and inclusion in our workforce, across our buildings, the provision of our services and accessible information.

## Message from the Chair

This access and inclusion plan reflects DPIRD's commitment to ensuring equality of access to our services, information and facilities for those with disabilities, their families and carers; and fostering an inclusive and diverse workplace. I am proud to chair the working group charged with overseeing the implementation and delivery of this plan and look forward to continuing the work towards substantive equality achieved under the previous DAIP.

### **Katherine Smart**

Chairperson

DPIRD Access and Inclusion Plan Working Group  
Director Policy, Innovation and Performance

## Who we are

DPIRD comprises the Fisheries, Regional Development and Agriculture and Food portfolios, in addition to 9 Regional Development Commissions (RDCs):

1. [Gascoyne Development Commission](#)
2. [Goldfields-Esperance Development Commission](#)
3. [Great Southern Development Commission](#)
4. [Kimberley Development Commission](#)
5. [Mid West Development Commission](#)
6. [Peel Development Commission](#)
7. [Pilbara Development Commission](#)
8. [South West Development Commission](#)
9. [Wheatbelt Development Commission](#)

All 9 RDCs have opted to be included in this overarching access and inclusion plan.

Working closely with the RDCs, DPIRD strives to achieve the best outcomes for the people of Western Australia.

## Our role

DPIRD leads sustainable development of Western Australia's regions and agriculture, aquaculture, food and fisheries sectors. We deliver through partnerships in science, research and development, regulation and industry development.

## Our purpose

To enable enduring prosperity for all Western Australians through our work with regions and primary industries.

## Our values

### Working together

We achieve better outcomes with our colleagues, stakeholders, and the community by engaging with their ideas, knowledge and expertise.

### Acting with integrity

We foster a culture where individuals are accountable for their actions, behaviours and contributions.

### Responding with purpose

Our actions and reactions are intentional, well thought out and align with a specific objective or goal.

### Embracing curiosity and creativity

There is always space to be innovative, through curious and creative thinking.

### Aspiring for a better future

Our combined efforts deliver sustainable results – environmentally, socially and economically.

Our access and inclusion plan embodies our core values by working together to implement inclusive practices and responding with purpose to address the needs of people with disability as outlined in our strategies. We encourage innovative solutions to enhance access and inclusion and aspire to a better future by committing to continuous improvement in accessibility and inclusivity.

## What is disability?

The [Disability Services Act 1993](#) (Part 1) defines a ‘disability’ as something that:

- is attributable to an intellectual, psychiatric, cognitive, neurological, sensory, or physical impairment or a combination of those impairments
- is permanent or likely to be permanent
- may or may not be of a chronic or episodic nature
- results in:
  - a substantially reduced capacity of the person for communication, social interaction, learning or mobility
  - a need for continuing support services.

In essence, a disability is any ongoing condition that restricts everyday activities.

## Review of DAIP 2018–23

In 2018, we introduced our inaugural *Disability access and inclusion plan 2018–23* (DAIP). The DAIP outlined our strategies to enhance accessibility and inclusion in the delivery of our services, and access to our facilities for people with disability.

In 2023, we commenced a review of the DAIP which included a desktop audit of the actions contained in our implementation action plan. At the conclusion of the review, a number of key achievements were identified along with actions we elected to continue forward into the new plan.

We are proud to highlight our achievements during the period of the plan, which include:

- a 2.1% increase in representation of people with disability in our workforce (from 2.3% in 2018 to 4.4% as at September 2023)
- successful completion of 20 designated actions and incorporated a further 15 actions into our routine business practices
- raising ongoing disability awareness by integrating diversity and inclusion principles into our corporate induction, procurement and emergency management training
- developing and delivering mandatory diversity and inclusion online training
- delivering training on:
  - psychological safety

- managing mental health risks
- neurodiversity at work
- reviewing and updating our site evacuation procedures to ensure they include the needs of people with disability
- conducting an audit of our buildings to determine accessibility and usability for people with disability.

## Consultation

This plan has been developed in consultation with DPIRD employees and more than 80 external stakeholders (including advocacy groups, peak industry bodies and other government authorities such as the Department of Communities). Consultation was conducted through a survey on our Your Say platform requesting internal and external stakeholders to provide feedback on the DAIP 2018–23 and any ideas or suggestions to be considered and included in the new plan.

The survey results highlighted the following common focus areas for the new plan:

- Adjustments to improve building accessibility
- Enhanced IT accessibility
- Addition of emergency management protocols to provide a range of supports for our people to engage effectively with people with disability.

These focus areas have been converted into actions and incorporated in this plan.



We recognise the importance of equitable access for all sectors of the community and are aligning this plan with broader diversity and inclusion initiatives included in our:

- Equal Employment Opportunity Management Plan (EEOMP)
- Workforce Plan
- WA Multicultural Policy Framework (WAMPF)
- Substantive equality initiatives (SE)
- Work health and safety practices (WHS)

This plan identifies actions that intersect with the initiatives mentioned above. This will provide a holistic approach to guide our people in achieving improved access and inclusion for everyone, across all DPIRD buildings, facilities and services.

## Promoting our plan

The plan is available to all employees, contractors and the community and can be accessed electronically on our website and intranet. Copies of the document may be available in alternative formats upon request.

To help promote the plan and its progress, there will be regular communication through our internal newsletter, intranet articles, events and social media.

## Monitoring and evaluation of our plan

To assist with the progress, monitoring and evaluating of the actions in our plan, we have established a dedicated working group comprising representatives from across DPIRD. This group is supported by ‘implementation champions’ who will help drive our actions. The working group will invite customers, stakeholders and staff to provide feedback on the plan.

The working group will meet quarterly to review progress against actions outlined in the implementation plan and provide biannual updates to our Corporate Executive. While the meetings are scheduled to occur quarterly, it does not preclude the working group meeting on an as-needed basis and/or to address or consider any changes to the actions based on emerging issues and compliance requirements.

Our monitoring and evaluation framework includes a comprehensive implementation plan that outlines all strategies and actions under each of the 7 outcome areas. Progress reports will be distributed biannually to each responsible area for tracking their actions to enhance accountability and transparency.

We will continue to comply with the *Disability Services Act 1993* by reporting annually on the progress of our plan directly to the Department of Communities and provide progress updates in our annual report.

# Strategies to improve access and inclusion

To streamline our approach and save duplication, we have identified strategies to improve access and inclusion across each of the 7 outcome areas, and connected these with other DPIRD strategies and initiatives.



## Outcome 1

People with disability have the same opportunities as other people to access the services of, and events organised by DPIRD and the Regional Development Commissions.

Strategies		Related initiatives
1.1	Improve accessibility across DPIRD.	SE EEOMP
1.2	Events are planned with a focus on accessibility, ensuring both physical and electronic access is available for people with disability and the wider diverse community.	SE EEOMP
1.3	Emergency Management protocols are inclusive of accessibility and inclusion principles.	SE EEOMP

EEOMP – Equal Employment Opportunity Management Plan. WAMPF – Workforce Plan WA Multicultural Policy Framework.  
SE – Substantive equality initiatives. WHS – Work health and safety practices.



## Outcome 2

People with disability have the same opportunities as other people to access DPIRD and Regional Development Commission buildings and facilities.

Strategies	Related initiatives
2.1 All department buildings and facilities of the department are progressively improved for access and useable for people with disability. Invite employees to contribute to the plan by identifying potential barriers to accessing our facilities that people with disability may experience, and by providing suggestions to overcome them.	SE EEOMP
2.2 Ensure that existing buildings include dedicated ACROD parking and ramp access to main entry doors as required.	SE
2.3 New leased office premises meet accessibility requirements.	SE WHS
2.4 New construction, renovation and fit-out works commissioned by DPIRD comply with the Access to Premises (Buildings) standard.	SE WHS



## Outcome 3

People with disability can readily receive and access information from DPIRD and the Regional Development Commissions in an appropriate format that suits their needs.

Strategies	Related initiatives
3.1 DPIRD and RDC information can be provided in alternative communication options and formats.	SE EEOMP
3.2 Improve technology with user-friendly interfaces and simplified webpages.	SE EEOMP
3.3 Web content is accessible to a diverse range of users, including those residing in remote areas and individuals using alternative technologies such as mobile devices.	SE EEOMP WAMPF

EEOMP – Equal Employment Opportunity Management Plan. WAMPF – Workforce Plan WA Multicultural Policy Framework.  
SE – Substantive equality initiatives. WHS – Work health and safety practices.



## Outcome 4

People with disability receive the same level and quality of service as other people from DPIRD and the Regional Development Commissions.

Strategies		Related initiatives
4.1	Continuous staff training to enhance awareness and understanding of accessibility and disability issues.	SE EEOMP
4.2	Develop an accessibility guide.	SE EEOMP
4.3	Invite regular feedback and communication from customers and staff.	SE EEOMP
4.4	Partner with Regional Development Commissions.	EEOMP



## Outcome 5

People with disability have the same opportunities as other people to make complaints to DPIRD and the Regional Development Commissions.

Strategies		Related initiatives
5.1	Provide dedicated communication paths for complaints.	SE EEOMP
5.2	Implement accessible feedback systems to gather input from people with disability, their families and caregivers. Collect feedback on experiences with our services and identify areas where we can make improvements.	SE EEOMP

EEOMP – Equal Employment Opportunity Management Plan. WAMPF – Workforce Plan WA Multicultural Policy Framework.  
SE – Substantive equality initiatives. WHS – Work health and safety practices.



## Outcome 6

People with disability have the same opportunities as other people to participate in any public consultation conducted by DPIRD and the Regional Development Commissions.

Strategies		Related initiatives
6.1	Provide targeted consultation to involve and include people with disability.	SE
6.2	Joint consultation with external bodies.	SE
6.3	Improve accessibility in consultation processes.	SE
6.4	Strive for continuous improvement for accessibility and inclusion in public consultation.	SE



## Outcome 7

People with disability have the same opportunities as other people to obtain and maintain employment with DPIRD and the Regional Development Commissions.

Strategies		Related initiatives
7.1	Set workforce representation targets for people with disability.	SE EEOMP
7.2	Attract – Actively reach out for diversity.	SE EEOMP WAMPF
7.3	Recruit – Implement inclusive recruitment practices.	SE EEOMP WAMPF
7.4	Retain – Create inclusive workplaces.	SE EEOMP WAMPF
7.5	Biannual presentation to senior leadership cohort on diversity activities.	SE EEOMP

EEOMP – Equal Employment Opportunity Management Plan. WAMPF – Workforce Plan WA Multicultural Policy Framework.  
SE – Substantive equality initiatives. WHS – Work health and safety practices.

# DPIRD access and inclusion plan 2024-29 feedback form

DPIRD is committed to meeting the needs of people with disability and we will work to prevent and eliminate any barriers to ensure our services are inclusive and accessible to all. This feedback form is available for you to complete and submit at any time.

Information will be treated as confidential and you have the option to provide your name and contact information or remain anonymous.

## 1. Have you experienced any obstacles or difficulties accessing services from DPIRD and/or Regional Development Commissions due to disability?

Situation	
Reason for difficulty	
What suggestions do you have for how we may improve your access to our services?	

## 2. Do you have any positive feedback or compliments regarding our efforts to support accessibility and inclusion?

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**3. Do you have any comments on how we can make it easier for people with disability to access information or use our services and facilities?**

**4. To help us analyse your feedback, please indicate which category best describes you.**

- Customer/client with disability
- Carer/family member of a customer/client with disability
- Disability service provider
- DPIRD stakeholder
- DPIRD employee
- DPIRD service provider
- Other \_\_\_\_\_

**5. Would you like to be notified of any changes to DPIRD's Access and Inclusion Plan?**

Yes	No
Name	
Email	
Address	

Please email the completed form to [daip@dpiird.wa.gov.au](mailto:daip@dpiird.wa.gov.au)

Alternatively, you can post it to:

Department of Primary Industries and  
Regional Development  
Locked Bag 4  
Bentley Delivery Centre WA 6983

Phone 08 6551 4398 if you require assistance.

# Contact us

Email: [daip@dpird.wa.gov.au](mailto:daip@dpird.wa.gov.au)

Mail: Locked Bag 4, Bentley Delivery Centre WA 6983

Phone: 08 6551 4398

If you have a hearing or speech impairment, you can contact us through the National Relay Service:

- TTY or a computer with modem users, phone 133 677
- Speak and listen users, phone 1300 555 727
- SMS relay, phone 0423 677 767

## Important disclaimer

The Chief Executive Officer of the Department of Primary Industries and Regional Development and the State of Western Australia accept no liability whatsoever by reason of negligence or otherwise arising from the use or release of this information or any part of it.

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