



# Access and Inclusion Committee Communiqué

April 2024

**The Department of Transport (DoT) is committed to providing services and infrastructure to Western Australia's diverse community in a fair and non-discriminatory manner.**

DoT's internal Access and Inclusion Committee (AIC) assists with the development, implementation and review of the Portfolio Disability Access and Inclusion Plan and DoT's Reconciliation Action Plan, Multicultural Plan and Workforce Inclusion and Diversity Plan.

Updates on DoT access and inclusion news and information are provided after each Committee meeting, held three times a year.

## Recent highlights:

In November 2023, the **DoT Pride Reach Out Group** celebrated its second birthday. This LGBTQIA+ employee network has grown to over 50 members, with strong support from executives, high visibility in internal communications, and regular inclusion in the 'Welcome to DoT' induction sessions.



Communications in various formats have been released about the **Taxi User Subsidy Scheme (TUSS) reform program**, to meet a range of accessibility and communications needs and to ensure equitable access to information. This includes the TUSS reform newsletter, which is circulated via email and is available on the [DoT website](#), and a [video](#) about the reforms, designed with accessibility in mind.

We also published an **Easy Read publication** about the reforms on our website which is available as an accessible PDF version with [pictures and text](#), and a [text only](#) version in Word format. Easy Read aims to make information easier to understand for people with learning disability, lower literacy or less familiarity with English. This is achieved through use of plain language, short sentences and clear messaging, and often uses pictures to support the meaning of words.

DoT released **[Planning and Designing for Active Transport in Western Australia: All Ages and Abilities Contextual Guidance](#)** in December 2023. This is a key resource as part of the active transport infrastructure design suite to be used by local government, government and industry practitioners. It is focused on the selection and design of high-comfort bicycle facilities and is underpinned by the vision for an all ages and abilities network.

The Department of Transport acknowledges the Traditional Custodians of the land and their connection to land, waters and community. We pay our respects to all members of Aboriginal communities and their cultures; and to Elders past and present.

There is ongoing engagement with the **METRONET Access and Inclusion Reference Group**. In January, members were invited to provide feedback on the effectiveness of a safety product being trialled at the Claremont station pedestrian crossing, for people using seeing eye canes, mobility devices or with other lived experience. Feedback was captured in a final report on the product, which will inform future decisions on its suitability for use on the wider network.

Members also attended the **launch of the new C series railcar** in April, following the group's earlier input to the design of the cars.



*METRONET Access and Inclusion Reference Group member and assistance dog at the April launch of the new C series railcar.*

The **Driving Access and Equity Program (DAEP)** is training local people to become driving instructors, increasing access to professional instruction in regional areas, particularly for Aboriginal people. This ensures that people are better prepared for their practical driving assessment, supporting improved pass rates. 71 people have completed the training course over eight sessions, with 52 going on to obtain their instructor's licence.

DoT officers attended **Workforce Australia 'Embrace! Employment, Skills and Participation'** events in Busselton and Collie in February to provide information on licensing services for jobseekers in the community.



*DoT Mobile Services Officer, Marnie Cassidy, at the DoT stand at Collie Embrace!*

DoT's **Driver and Vehicle Services (DVS)** area commenced a **pilot outreach program** in March, for persons living in lifestyle villages (over 55) with many residents having mobility issues that can make it difficult to attend DVS centres. The pilot was a success, educating attendees on navigating DoT's website, setting up DoT Direct accounts and direct debit, to reduce the need for in person attendance.



*DoT officer Johnson Nguyen with RAAFA Rockingham Lifestyle Village resident Stella Turner*



In February, DoT partnered with Medibank to host an online **‘Neurodiversity in the Workplace’ workshop**, with over 90 participants. It was designed to provide those who support neurodivergent team members with a deeper understanding of neurodiversity, encourage adaptability and to explore the possibilities that inclusion of people experiencing neurodiversity in the workplace brings.

**Planning for Westport Stage 4** (definition and delivery) actions has commenced, pending outcomes of the Westport Business Case. This includes planning and early drafting of an Aboriginal Participation Framework for construction and the commencement of a consultant to deliver the Westport Workforce Strategy, which will have a strong focus on the Noongar and Aboriginal workforce, training and education. With a number of actions identified in Stage 3 and Stage 4 of the Noongar Opportunities Implementation Plan in relation to jobs, skills and workforce, this is a key piece of work to support social and economic opportunities in coming years for Noongar and Aboriginal peoples.

**DoT acknowledged a range of events** via internal newswatches, including Australia Day, Lunar New Year, International Women’s Day, Harmony Week, Ramadan Mubarak, and Easter. An email banner campaign was conducted for Harmony Week, along with events across several DoT offices. On International Women’s Day in March, DoT Maritime held their first ‘Empower HER’ women’s employee network event, with over 30 attendees.



*DoT employees celebrating International Women’s Day*