



Access and Inclusion Committee Communiqué

October 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 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:

DoT employees participated in events to support **National Reconciliation Week** (NRW) and **NAIDOC Week**. DoT, together with other WA Government agencies, co-hosted a NRW event on 22 May (in person and livestreamed) and a NAIDOC event on 3 July.

Staff in Albany and Kalgoorlie attended NRW breakfasts, while others in Perth joined in the Walk for Reconciliation in Boorloo (Perth) on 31 May.



DoT staff participating in the Walk for Reconciliation in Langley Park, Boorloo (Perth).

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.

In support of our Reconciliation Action Plan, DoT's Behaviour Change team produced [worksheets](#) for the **Your Move Schools** program highlighting features of the **six seasons of Noongar Boodja for students to discover** while walking and riding to school.

The team engaged with Kurongkurl Katitjin, Edith Cowan University's Centre for Indigenous Australian Education and Research, to develop the resources. The worksheets detail the fauna and flora that thrives in each time of year and encourage students to explore nature on their active journeys to school.

The interactive resources allow students to draw or attach photos of things they see, encouraging them to spot the signs of the seasons and learn the traditions and environmental changes that occur in the south-west of WA. Schools can also access the newly-released children's book *Djinang Bonar: Seeing Seasons* on the Your Move reward shop to explore this topic further in the classroom.



A sample of the 'Walk, wheel and ride' activity sheets.

In recognition of **Pride month** in June, DoT teams hosted celebrations at metropolitan and regional office locations throughout the State.



DoT staff attending a Pride month event.

Following industry and stakeholder feedback from previous rounds, **Regional Wheelchair Accessible Vehicle (WAV) grant amounts** have been increased to align more closely with the costs of purchasing and modifying a suitable WAV. The total available grant funds will increase from \$260,000 to \$420,000, with an increase of \$15,000 available per grant. There are two grant rounds this financial year - one in September 2024 and one in early 2025.

People with disability were consulted and represented in a photoshoot for the active transport photography project, reflecting the **'all ages and abilities'** design approach to active transport. Photoshoots were also held in May/June to refresh the current DoT image collection and ensure it reflects the diversity of our workforce for use in internal and external communications.

The **Aboriginal Community Airstrips Renewal Program** (ACARP) has been established with \$8 million funding across the 2024-25 and 2025-26 financial years to support the renewal of Aboriginal community airstrip infrastructure in the Kimberley region. This program is tailored specifically to Department of Communities (DoC) funded Aboriginal airstrips and is in addition to the Regional Airports Development Scheme.

Following a closed tender process which was limited to Australian Disability Enterprises, **Westcare Incorporated was appointed by DoT to manage inbound driver and vehicle services mail** commencing at the end of July. Westcare provides accommodation, employment, training and development for people with disabilities. Through the contract, several people with disability are in assisted employment with Westcare Incorporated.

A **new workplace adjustment procedure** has been developed to align with DoT's values and commitment to improve access, inclusion and opportunities for all workers. Workplace adjustments are administrative, environmental or procedural alterations that enable a person with an injury, illness, health condition or disability to have equal employment opportunity and to work effectively. Workplace adjustments are available to DoT job applicants and existing employees.

DoT, Main Roads WA and the Public Transport Authority are working together to develop a **Transport Portfolio Multicultural Plan** to replace individual agency plans expiring at the end of the year. The portfolio approach will enhance collaboration, support holistic actions and improvements, and reduce duplication. A public survey held in July sought feedback on how the portfolio can improve transport services, information and facilities for culturally and linguistically diverse people and responses will inform the development of the new plan.

In collaboration with the organisation **Made of Italy**, DoT presented to members of Perth's Italian community in May, to familiarise members with WA's **driver and vehicle licensing requirements**.



DoT officers and members of Perth's Italian community holding road signs at the DoT presentation on driver's licence requirements.