



Government
of South Australia

Green Industries SA

Green Industries SA

Disability Access and Inclusion Plan (DAIP)

2026 – 2030



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Acknowledgements

Green Industries SA (GISA) acknowledges and respects the Traditional Custodians whose ancestral lands we live and work upon, and pays respect to their Elders past and present. We acknowledge and respect their deep spiritual connections, and the relationship that Aboriginal and Zenadth Kes (Torres Strait Islander) people have to Country.

We extend our respect to all Aboriginal and Zenadth Kes peoples and their nations in South Australia, and across Australia.

GISA also acknowledges that where Aboriginal and Zenadth Kes people have a genuine say in the design and delivery of policies, programs and services that affect them, better life outcomes are achieved. Co-design is the preferred method of identifying and delivering the outcomes sought by communities in relation to projects, policies and programs that impact Aboriginal and/or Zenadth Kes peoples.

GISA also acknowledges the contribution of:

- GISA staff who participate in ingoing internal consultation, including those with experience of disability
- the Department of Human Services and contributors to the development of the State Disability Inclusion Plan 2025–2029, whose consultation insights helped inform this Disability Access and Inclusion Plan.

GISA also recognises the ongoing contributions of people with disability, their families and carers in shaping more inclusive policies and services across South Australia.

Message from the Chief Executive

Green Industries SA (GISA) is committed to ensuring the policies, programs and services we deliver are accessible and inclusive for all South Australians. As a South Australian public sector agency, we recognise our responsibilities under the *Disability Inclusion Act 2018* and our role in contributing to the outcomes of the *State Disability Inclusion Plan 2025–2029*.

Our second Disability Access and Inclusion Plan (DAIP) builds on our progress to date and sets a clear and renewed direction for action. It reflects our commitment to meaningful engagement – listening to the voices and experiences of people with disability, and responding with practical and purposeful change.

We will continue to strengthen how we engage with people with disability by reducing barriers to participation across all areas of our work. From the way we design our events and communications to ensuring accessibility within our physical environments, we are embedding inclusion as a core consideration in everything we do.

Our DAIP also reinforces our focus on creating an inclusive and supportive workplace. We are committed to ensuring that current and future employees with disability are able to contribute fully and thrive at GISA. This includes continually improving our internal policies, practices and culture to support equitable opportunities for development, growth and participation.

While this plan sets out clear actions and accountabilities, achieving meaningful inclusion is a shared responsibility. Every member of our organisation has a role to play in fostering an environment that is respectful, inclusive and accessible. We are equally committed to working collaboratively with our partners and stakeholders to advance these outcomes.

I look forward to working with colleagues across the agency to implement this plan and to ensuring that GISA – and the work we deliver – reflects and responds to the diversity of the South Australian community we serve.



Josh Wheeler

Chief Executive

Green Industries SA

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This DAIP is available on the [Green Industries SA website](http://www.greenindustries.sa.gov.au). If you require a copy in an alternate format, or for other enquiries, please contact greenindustries@sa.gov.au.

About Green Industries SA

GISA is a statutory corporation established under the *Green Industries SA Act 2004* with objectives to:

- promote waste management practices that, as far as possible, eliminate waste or its consignment to landfill
- promote innovation and business activity in the waste management, resource recovery and green industry sectors, recognising that these areas present a valuable opportunity to contribute to the state's economic growth.

GISA is guided by 4 statutory principles:

- The circular economy
- The waste management hierarchy
- Ecologically sustainable development
- Best-practice methods and standards in waste management and the efficient use of resources

Further to the functions outlined in the *Green Industries SA Act 2004*, GISA is the designated functional lead for disaster waste management under the State Emergency Management Plan. In fulfilling this function, GISA will provide advice, participate in and, as required when activated in accordance with the plan, administer the coordinated management and clean-up of waste and debris resulting from a disaster event.

GISA has a governing board, and is led by a Chief Executive.

Our vision

Our vision is to create a sustainable future, focusing on the value of materials in a circular economy and providing economic, social and environmental benefits.

We are committed to removing barriers so that people with disability can fully participate in our workforce. We recognise the value that people with disability bring through their skills, experience and perspectives and the role inclusion plays in driving innovation and positive outcomes.

Through implementation of this DAIP, GISA will further embed inclusive practices across leadership, employment and events ensuring disability access and inclusion is an integral part of how we work and how we support the growth of the circular economy sectors.

Our workplace

GISA currently employs 32 full-time equivalent staff, none of which have formally disclosed that they identify as living with a disability.

As part of our ongoing commitment to diversity, equity and inclusion, GISA will strengthen access and inclusion through our DAIP and broader workforce strategies.

These initiatives focus on creating equal employment opportunities, providing accessible workplace adjustments and supporting training, awareness and professional development programs that promote disability confidence across the organisation.

By embedding inclusive practices into recruitment, retention, and career progression, GISA aims to ensure that people with disability are supported to success and that our workforce reflects the diverse community we serve.

Strategic context

GISA's DAIP is guided by South Australian, national and international disability inclusion frameworks.

The [***Disability Inclusion Act 2018 \(SA\)***](#) requires state authorities to embed inclusive practices and develop DAIPs.

The [***State Disability Inclusion Plan 2025–2029***](#) (State Plan) sets out the vision and priorities for an inclusive South Australia.

[***Australia's Disability Strategy 2021–2031***](#) outlines national actions to improve outcomes for people with disability.

The [***United Nations Convention on the Rights of Persons with Disabilities***](#) affirms the right to full and equal participation in society.

Together, these frameworks emphasise equal rights, accessibility and full participation for people with disability. GISA's DAIP reflects these principles and how we will contribute to inclusive outcomes across the South Australian community.

DAIP development

Consultation

In updating and developing GISA's DAIP, internal consultation occurred across all employees. The insights gathered through consultation have been incorporated into this DAIP to ensure our actions are clearly defined and measurable.

GISA also drew upon the extensive consultation process undertaken by the Department of Human Services (DHS) for the development of the *State Disability Inclusion Plan 2025–2029*. The information provided by DHS included valuable feedback from people

with disability, their families and carers, service providers, advocacy organisations, and the broader community.

Relationship to other policies, strategies, frameworks

GISA's DAIP is aligned with existing organisational policies and procedures. The DAIP supports GISA's strategic and business planning by embedding accessibility and inclusion into workforce practices, communications, events, procurement and stakeholder engagement.

Implementation of the DAIP is supported through our human resources, work health and safety and communications functions, ensuring disability access and inclusion is integrated into day-to-day operations of the agency.

Alignment with the State Plan

The State Plan identifies priority areas for action across 5 domains, and outlines which state authorities hold responsibility for progressing these actions.

The domains and priority areas detailed in this DAIP are in alignment with the State Plan, with actions listed only against the priority areas where GISA holds authority.

DAIP actions table

Domain 1: Inclusive environments and communities

Outcome statement

A South Australia where all people with disability can participate as equal citizens and feel connected to their communities

Objective

To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

Priority areas

1. Active participation
2. Inclusive communities and attitudes
3. Universal design
4. Accessible facilities
5. Communications and information
6. Transportation
7. Collaboration, consultation and innovation
8. Housing

Priority area 1: Active participation

Outcome: People with disability are active participants in accessible and inclusive communities.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.	Include accessibility considerations in the planning of GISA events.	1.1.2	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit.	Ongoing	All agency staff Data source: SA Accessible and Inclusive Community Events Toolkit

Priority area 2: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2.	Deliver annual disability awareness and inclusion training for new and existing staff.	1.2.1	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: <ul style="list-style-type: none"> the number of staff and volunteers participating in 	Annual	People and Culture Data source: Staff training participation and completion records

			disability awareness training, including Universal Design <ul style="list-style-type: none"> the number of training providers engaged with lived experience. 		
3.	Ensure workplace initiatives support disability inclusion and inclusive behaviours within GISA. Strengthen awareness and participation in the International Day of People with Disability and Autism Awareness Day.		The number of workplace initiatives promoting disability inclusion.	Ongoing	People and Culture Data source: Internal events and activities
4.	Review DAIP actions to identify opportunities to support Closing the Gap targets in South Australia’s Implementation Plan (2024-2026).	1.2.3	The number of actions embedded in our DAIP working towards Closing the Gap targets.	Ongoing	People and Culture Data source: DAIP action tracking and reporting

Priority area 3: Universal design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
5.	Regular liaison with GISA’s office building management representatives to ensure our office space is accessible, with clear signage, sufficient lighting and easily accessible entry points.	1.3.2	The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors.	Ongoing	People and Culture Data source: WHS accessibility audits

6.	Ensure all planned office changes and refurbishments incorporate universal design principles, including accessibility features and inclusive layouts.		The number of new developments that incorporate universal design.	Ongoing, as required	People and Culture Data source: Office facilities project records
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Priority area 5: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
8.	Review and update GISA’s public facing information in accessible formats where required, including ensuring online content aligns with Web Content Accessibility Guidelines (WCAG) 2.2 level AA standards.	1.5.1	The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.	Ongoing	Engagement and Communications Data source: Website content records
9.	Arrange communication supports, such as Auslan or assistive listening services, for GISA-led public events or engagements where requested and reasonably practical.	1.5.2	The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires, or floods, where timely communication support is essential.	Ongoing, as required	All GISA staff with support from People and Culture Data source: Accessibility service requests
10.	Enable timely access to communication supports and workplace adjustments, including assistive technologies, for staff with			Ongoing, as required	People and Culture Data source: ICT records

	disability by embedding simple request pathways, clear response timeframes and early identification of needs across induction, onboarding and emergency contexts.			
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Priority area 6: Transportation

Outcome: People with disability can get where they need to go safely.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
11.	Consider flexible work arrangements to support staff with disability in relation to transport needs, where appropriate.		The number of workplace initiatives to support people with disability to access employment.	Ongoing	People and culture Data source: Human resources polices and flexible work records

Priority area 7: Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
11.	Engage in meaningful and ongoing consultations with people with disability to ensure their voices actively shape government decisions that impact their lives.	1.7.1	The number of public consultations that included and sought input from people with disability, including engagement with Aboriginal	Ongoing	All GISA staff Data source: Consultation and engagement records.

			Community Controlled Organisations.		
12.	Encourage and support the inclusion of people with disability on GISA working groups, committees and project teams.	1.7.2	The number of people with disability including parents and carers, serving on committees and working groups.	Ongoing	All GISA staff Data source: Working group, committee and project team membership records

Domain 2: Education and employment

Outcome statement

A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security

Objective

To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority areas

1. Targeted knowledge, understanding and support
2. Supports and resources for children and young people
3. Targeted transitional supports
4. Access to employment opportunities
5. Inclusive working environments
6. Data and reporting

Priority area 4: Access to employment opportunities

Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
13.	Implement practical improvements to recruitment and engagement processes to support inclusive hiring and workforce participation.	2.4.3	The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.	Ongoing	People and Culture Data source: Recruitment records and role descriptions
14.	Build people leader capability in neurodiversity and inclusive practices			Ongoing	People and Culture Data source: Training and development records

Priority area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
15.	Promote flexible work and encourage staff to reflect on inclusivity and accessibility in their conversations and interactions.	2.5.1	The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work	Ongoing	Executive and People and Culture Data source: Internal staff communications
16.	Embed discussions on workplace adjustments and support needs into			Ongoing	People and Culture

	Performance Review and Development discussions.		arrangements, workplace adjustments and mentoring programs.		Data source: PRD and work health and safety records
17.	Regularly remind staff of the availability of GISA’s Employee Assistance Program for support.			Ongoing	People and Culture Data source: Internal staff communications

Priority area 6: Data and reporting

Outcome: People with disability benefit from state authorities working to improve disability data at both state and national levels.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
18.	Provide meaningful and relevant information to support whole of government DAIP reporting.	2.6.2	Development and implementation of data collection and reporting systems.	Annual	People and culture Data source: Annual DAIP compliance reporting

Domain 3: Personal and community support

Outcome statement

A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs.

Objective

To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Priority areas

1. Accessibility
2. Advocacy and supports
3. Information sharing
4. Family and carer support
5. Programs

Priority area 1: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
19.	Promote a range of community supports for people with disability and carers through internal communication channels.	3.1.1	The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.	Ongoing	People and Culture Data source: Internal communication records

Priority area 3: Information sharing

Outcome: People with disability receive more coordinated and effective support when services work together and share information.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
20.	Participate in Communities of Practice and collaborate with other agencies to share insights and support coordinated implementation of the State Plan's actions.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and this DAIP.	Ongoing	People and Culture Data source: records of meetings attended

Priority area 4: Family and carer support

Outcome: Carers and families, including siblings of people with disability are provided with dedicated supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
21.	Promote flexible work practices and employee assistance information to support staff who have dependants with disability and caring responsibilities.		The amount of carer support information included in internal human resources policies, procedures and resources.	Ongoing	People and culture Data source: Human resource policies

Priority area 5: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
22.	Where GISA supports or administers grants, sponsorships or funded programs, include consideration of accessibility and inclusion in program promotion, documentation, forms and guidelines, where relevant.	3.5.1	The number of grants and funding amount distributed to enhance disability inclusion.	Ongoing	Program managers Data source: Program and grant documentation

Domain 4: Health and wellbeing

Outcome statement

A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives

Objective

To have a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with disability.

Priority areas

1. Inclusive infrastructure
2. Targeted knowledge, understanding and support
3. Supports and interventions

Priority area 3: Supports and interventions

Outcome: People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
23.	Promote awareness of available wellbeing, mental health and support services, including the Employee Assistance Program and relevant government supports.		Availability of documented human resources guidance and contact points for staff.	Ongoing	People and culture Data source: internal communication resources and guidance

Domain 5: Safety, rights and justice

Outcome statement

A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law.

Objective

To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Priority areas

1. Targeted knowledge, understanding and support
2. Responding to emergencies
3. Support and navigating the justice system
4. Consultation and collaboration
5. Safeguarding

Priority area 1: Targeted knowledge, understanding and support

Outcome: People with disability are understood, supported, and have their rights upheld, including within the justice system.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
24.	Provide staff awareness resources on disability rights, inclusion and respectful engagement with people with disability.		Evidence of staff access to, and promotion of, disability rights and inclusion resources.	Ongoing	People and culture Data source: Internal communication and resources

Priority area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
25.	Ensure internal emergency procedures consider the needs of staff and visitors that may have a disability, including evacuation planning and emergency contacts.	5.2.1	The number of emergency response resources and systems developed for people with disability.	Ongoing	People and culture Data source: Work health and safety records

Priority area 4: Consultation and collaboration

Outcome: People with disability are involved in the design and delivery of policies, programs and laws.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
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26.	Include consultation with staff with disability when developing internal policies, programs, events or communications.		Evidence of consultation meetings, surveys, suggestions received.	Ongoing	People and culture Data source: Internal communication records
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Priority area 5: Safeguarding

Outcome: People with disability can access effective, inclusive and responsive safeguarding supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
27.	Maintain clear reporting procedures for staff and visitors to raise safety or safeguarding concerns, including disability-specific considerations.		Availability of documented procedures and contact points.	Ongoing	People and culture Data source: Work health and safety records

DAIP implementation

GISA will implement this DAIP in a practical and proportionate way that reflects the agency's size, functions and role within government.

Responsibility for delivery actions

Overall responsibility for implementing the DAIP rests with the Chief Executive, with day-to-day coordination managed by the Associate Director People and Culture.

People leaders and staff across GISA share responsibility for embedding disability access and inclusion into their work, consistent with their roles and responsibilities.

Actions within this DAIP will be delivered using existing governance, work health and safety, procurement, communications and event planning processes.

Sharing the DAIP

The DAIP will be:

- published on the GISA website
- made available in alternative formats on request
- shared internally with staff through existing communication channels
- available to view on the Inclusive SA website.

Embedding disability inclusion in daily reporting

Disability access and inclusion will be embedded into GISA's daily operations by:

- considering accessibility in policy development, communications, events and procurement
- supporting flexible work and reasonable workplace adjustments
- using inclusive practices in recruitment, onboarding and workforce development
- incorporating accessibility considerations into work health and safety and emergency planning.

Monitoring and reporting processes

Progress against the DAIP will be monitored using:

- existing human resources, work health and safety, training and planning records
- internal reviews of actions and measures outlined in the plan
- feedback received from staff and stakeholders.

The DAIP will be reviewed and updated periodically to reflect progress, emerging priorities and feedback, and will inform reporting obligations under the *Disability Inclusion Act 2018 (SA)*.

Involving people with disability

People with disability will be involved in the ongoing implementation and review of the DAIP through:

- internal consultation with staff, including those with lived experience of disability
- consideration of feedback received through existing engagement and consultation processes
- drawing on whole-of-government consultation outcomes and guidance where appropriate.

Promoting the DAIP

The DAIP will be promoted to raise awareness and support by:

- sharing key messages through internal communications
- making the plan publicly available on the GISA website
- reinforcing inclusive practices through leadership messaging and staff guidance.