

Disability Action Plan



Disability Sport & Recreation acknowledges the traditional owners of the land on which it resides, the Wurrundjeri and Bunurong people of the Kulin Nations. We pay our respect to their elders, past, present, and emerging and acknowledge that sovereignty was never ceded.

Disability Sport & Recreation recognizes that it is unlawful to treat a person with a disability less favourably than a person who does not have a disability, in the same or similar circumstances. Such discrimination is covered by the *Commonwealth Disability Discrimination Act 1992 (DDA)* and the *Equal Opportunity Act 1995*.

Disability discrimination occurs when a person is treated less favourably, or not given the same opportunities, as others in a similar situation because of their disability.

These acts cover people who have temporary and permanent disabilities; physical, intellectual, sensory, neurological, learning and psychosocial disabilities, diseases or illnesses, physical disfigurement, medical conditions, and work-related injuries.

It extends to disabilities that people have had in the past and potential future disabilities, as well as disabilities that people are assumed to have.

In addition, the DDA protects people with disabilities who may be discriminated against because they are accompanied by an assistant, interpreter or reader; they are accompanied by a trained animal, such as a guide, hearing or assistance dog; or they use equipment or an aid, such as a wheelchair or a hearing aid.

The DDA also makes it against the law to discriminate against someone because of their association with a person with disability.

This plan will drive our commitment to building a diverse and inclusive organisation, connecting and advocating for those people who are often disconnected and underrepresented within the community.

This plan has been developed to demonstrate what success looks like for the organisation by 2025. Actions are organised according to deliverables within the organisation's various departments.

About this plan

Our organisation wants to ensure that people with disability are included and can access sport and recreation programs within Victoria. The plan builds on the vast history of the organisation since it commenced over 57 years ago as the Paravics Sports Club, led by Victorians who had competed at the 1960 Rome Paralympics.

Ultimately, more Victorians with disability should be able to enjoy the many benefits associated with being involved in sport and recreation. To enjoy 'an ordinary life' of being active with friends and colleagues, a life with benefits that many take for granted, yet can be challenging without appropriate support and environments.

Our vision

A Victoria where all people with disability can choose and access any sport or active recreation they want to engage with.

Our mission

To provide and promote positive outcomes for people with disability, through meaningful engagement in sport and active recreation.

Three key pillars

Choice

Our vision is a Victoria where people with disability have more sport and active recreation opportunities to choose from. They can make decisions, set goals and receive the support they need to meaningfully engage with the sport or active reaction opportunity they choose.

Access

Our vision is a Victoria where more sport and active recreation opportunities will be accessible to people with disability by taking into consideration:

- physical access
- program design
- provider expertise and understanding
- cost
- equipment required
- time
- transport
- communication methods
- ease of finding information about opportunities.

Participation

Our vision is a Victoria where more people with disability will meaningfully engage with sport and active recreation as a direct result of increased choice and access. Our primary focus is to increase physical activity, however, we recognise that participation may also include other types of engagement with sport and active recreation that deliver social and mental health benefits, and involvement of people with disability in decision making across the organisation.

This plan will drive our commitment to building a diverse, inclusive and progressive organisation, this disability inclusion action plan is a commitment to our community, and we look forward to reporting back on our progress.

Objective one

Create a movement for change

Item	Initiative	Required	Business area responsible:	Complete by:
1	Continue to engage with people with disability to make sure their voice is accurately presented to the sector	• Develop an action plan regarding a new movement for change.	Programs/Communications	Annually
		• Communicate this plan to our members and the concept of the movement we want them (and others) to join and be part of.		Annually
		• Develop mentoring and ambassador programs.	2021	
		• Collaborate with our members with disability to identify key trends and issues to inform submissions to government and the sector.	As needed	
2	Continue to develop new partnerships with organisations aligned with the movement	• Formalise partnerships with organisations whose values align to Disability Sport & Recreation.	Management	As needed
		• Development of a new partnership management framework.	Management	2022
3	Continue to partner with organisations that create opportunities to enhance the lifestyles of all Victorians with disability who participate in sport and recreation	• Maintain our partnership with YMCA Victoria.	Programs	Annually
		• Partner with one recreation focused organisation.	Management	Annually

Item	Initiative	Required	Business area responsible:	Complete by:
4	Continue to maintain and build on existing relationships with sport and active recreation providers	• Work with sport and active recreation providers to promote their programs through our channels.	Communications	Annually
		• Work with providers to increase their capacity and knowledge of inclusive practices relating to people with disability.	Programs	Annually
		• Become a first point of contact for organisations and providers that want advice and guidance on how to become more inclusive of people with disability.	Communications/Programs	Annually
5	Continue to build relationships with local and state government	• Continue to connect and build relationships with state government departments and relevant advisors and Ministers with particular focus on the Minister for Community Sport and the Minister for Disability.	Management	Annually
		• Continue to be a part of the Local Government Inclusive Network to maintain strong connection with Local Government Authorities (LGA).	Programs	Annually
6	Continue to strengthen relationships with other Victorian disability sport organisations and build their capacity	• Establish the Victorian Disability Sport and Recreation Alliance (VDSRA) (previous Victorian Disability Sport and Recreation Organisations Committee (VDSROC) and hold regular meetings	Programs	2021 and then ongoing
7	Start to establish Disability Sport & Recreation central office as the home of disability sport and recreation in Victoria	• Complete construction of the redevelopment of our home at 341 George Street, Fitzroy.	Whole of organisation	2022
		• Create a co-working space that drives collaboration in the sector.		2022

Item	Initiative	Required	Business area responsible:	Complete by:
8	Start to increase connection to people with disability living in regional Victoria	• Establish a formal partnership with Regional Sport Victoria.	Programs	2022
		• Increase connection with Regional Sport Assemblies across Victoria.	Programs	2021
9	Continue to contribute written submissions to government, where relevant, on topics involving the participation of people with disability	• Work with research partners on shared projects focused on improving sport and recreation outcomes for people with disability in Victoria.	Programs	Annually
		• Support research on participation rates for people with disability.		Annually
		• Collaborate with our members and partners to identify key trends and issues to inform submissions to government.		As needed
10	Start to develop an effective measure to ensure a benchmark is established for evaluation across DSR's workforce, which will allow progress to be monitored	• Develop overarching framework for programs to help measure program impacts for participants and partners.	Programs	2021
11	Continue to support volunteering and employment of people with disability in the sport and recreation sector	• Educate the sector on the importance of employing people with disability through promotion of the resource <i>Seeing capability before disability – a guide for employers in sport to attract and retain women with disability.</i>	Programs/Communications	2021

Objective two

Increase choice for people with disability

Item	Initiative	Required	Business area responsible:	Complete by:
1	We will continue to showcase the choices available to people with disability, at our annual Victorian Disability Sport and Recreation Festival	<ul style="list-style-type: none">• Invite a diverse range of state sporting associations, disability service providers and equipment providers to exhibit at the festival.• Provide three activity zones where attendees can try different sport and active recreation activities in a safe and supportive environment.• Invite Victorian specialist schools to take part in the Get Active Challenge.• Increase access to information for those who cannot attend the festival due to disability limitations or distance, by partnering with Vision Australia Radio to host a live broadcast from the event.• Make sure the event is accessible.• Establish a project control group to engage stakeholders in the project design, with the expected outcome of greater diversity in festival planning and implementation and better outcomes.	Events	Annually

Item	Initiative	Required	Business area responsible:	Complete by:
2	We will continue to showcase greater inclusion in sport and recreation through DSR TV - a disability sports channel covering Victorian sporting events that feature athletes with disability	<ul style="list-style-type: none"> Work with My Sport Live, Sport and Recreation Victoria and other stakeholders to continue offering DSR TV as an outlet for sharing broadcasts of events. 	Communications	Annually
3	We will work with sport and active recreation providers to promote their programs through our monthly e-newsletter <i>Vortex</i> and social media channels.	<ul style="list-style-type: none"> Continue offering opportunities for information sharing to our partners, stakeholders and members. 	Communications	Annually
4	We will contribute to increased exposure for disability and inclusive sport in mainstream media	<ul style="list-style-type: none"> Work with a PR company to promote our annual festival and awards, and more broadly the benefits of people with disability engaging with sport and recreation, through print, web, TV and radio media opportunities. 	Communications/Events	Annually

Objective three

Increase access for people with disability

Item	Initiative	Required	Business area responsible:	Complete by:
1	Continue to highlight sector best practice at our annual Victorian Disability Sport and Recreation Awards	<ul style="list-style-type: none">• Continue to deliver this event to a high standard.• Approach a variety of organisations and individuals to potentially be on the independent judging panel.• Secure a keynote speaker for the awards ceremony who can speak about their journey as an athlete, the barriers they have overcome and how sport or active recreation has changed their life.• Work with My Sport Live to live-stream the awards and make it available on-demand, hopefully reaching new audiences.• Make sure the event is accessible.• Establish a project control group to engage stakeholders in the project design, with the expected outcome of greater diversity in awards planning and implementation and better outcomes.	Events	Annually

Item	Initiative	Required	Business area responsible:	Complete by:
2	Continue to provide opportunities for the sector to learn and progress through education programs, including our involvement with the annual National Sports Convention	<ul style="list-style-type: none"> We will continue to ensure that disability sport and recreation content remains a focus for education initiatives we are involved with. 	Programs	Annually
3	Explore ways of improving the informational accessibility of our materials (print and electronic resources)	<ul style="list-style-type: none"> Conduct a scoping exercise for the development of a new website that meets all Web Content Accessibility Guidelines (WCAG) requirements. Where possible, provide electronic documents in an accessible form including accessible PDFs and plain text Word documents. Where possible, provide captions and transcripts for all video content. Where possible, provide all important documents in an Easy Read format. 	Communications	2021

Objective four

Increase participation for people with disability

Item	Initiative	Required	Business area responsible:	Complete by:
1	Continue to manage Wheelchair Rugby Victoria as the state sporting association for Wheelchair rugby in Victoria	• Development of a whole of sport strategic plan to guide decision making in the future for the program.	Programs	2022
		• Establish a steering group to ensure we are meeting the needs of people with disability and improving our program.	Programs	2021
		• Deliver participation opportunities in regional Victoria.	Programs	Annually
		• Maintain partnership with Rugby Victoria.	Programs	Annually
2	Continue to support the delivery of AFL Wheelchair	• Maintain our partnership with AFL Victoria.	Programs	Annually
		• Continue to play the role of program partner to support the governing body, AFL Clubs and players in the Robert Rose Foundation Victorian Wheelchair Football League.	Programs	Annually
3	Continue to develop connections with local communities by working with our partners to deliver come and try initiatives	• Start to connect with local grassroots sports clubs in our communication of programs, initiatives and resources.	Programs	Annually

Item	Initiative	Required	Business area responsible:	Complete by:
4	Continue to educate and develop awareness of how people with disability can include sport and active recreation in their NDIS plans	• Ensure our NDIS Sports Guide remains relevant and up to date.	Programs	Annually
		• Ensure our NDIS Sports Guide is accessible.	Communications	Annually
		• Develop a NDIS Case Study template to promote more stories of NDIS participants successfully being funded for sport and recreation activities.	Programs	2021
		• Educate and develop awareness for NDIS planners so they can help people with disability include sport and active recreation in their NDIS plans.	Programs	Annually
5	Continue to deliver a best practice DSR Kids portfolio of programs where we work with our partners to give children with disability the opportunity to take part in sport and active recreation through our kids camps and hospital programs	• Deliver our annual DSR Kids winter camp.	Programs	Annually
		• Deliver our annual DSR Kids summer camp.	Programs	Annually
		• Deliver our monthly DSR hospital sports program in partnership with the Victorian Pediatric Rehabilitation Service.	Programs	Annually
		• Work with allied health professionals to make sure children with a disability have a pathway to participation.	Programs	Annually
6	Continue to develop greater pathways to support increased female participation	• Explore all relevant State Government initiatives that promote gender equity.	Programs	Annually

Item	Initiative	Required	Business area responsible:	Complete by:
7	Start to collaborate with the sector to provide opportunities for people with disability who are aged 18-25 to be more active in sport and recreation	• Establish a DSR Youth program.	Programs	2021
		• Establish a 'Youth advisory committee' to embed codesign into programming.	Programs	2021
8	Continue to deliver programs to the community to improve community attitudes and behaviours towards people with disability, to encourage increased participation in sport and recreation.	• Review the WheelTalk program to consider its delivery in a 'COVID normal' environment.	Programs	2021
		• Consider other programs, delivery mechanisms and opportunities to enhance understanding around issues for people with disability for mainstream schools, community and corporate organisations.	Programs	Annually

Objective five

Consider inclusion in all its forms across all areas of the business

Item	Initiative	Required	Business area responsible:	Complete by:
1	Start to develop a Diversity and Inclusion Statement which is included on our website	<ul style="list-style-type: none"> • Upload Diversity and Inclusion statement to website. 	Programs	2022
2	Start to strengthen our connection with LGBTIQ+ participants with disability who want to participate in sport and recreation	<ul style="list-style-type: none"> • Develop 'Transgender and Gender Diverse Guidelines'. 	Communications/Programs	2021
		<ul style="list-style-type: none"> • Formalise a partnership with at least one organisation that can continue to guide and inform DSR's work regarding LGBTIQ+. 	Programs	2021
3	Start to strengthen our connection with Aboriginal and Torres Strait Islander Victorians with disability who want to participate in sport and recreation	<ul style="list-style-type: none"> • Better connect and build positive relationships with Aboriginal and Torres Strait Islander organisations involved in the disability sport space. 	Management	2022
		<ul style="list-style-type: none"> • Participate in and celebrate NAIDOC Week. 	Whole of organisation	Annually
		<ul style="list-style-type: none"> • Continue to be involved in the 'Long Walk' event. 	Whole of organisation	Annually
		<ul style="list-style-type: none"> • Better connect and build positive relationships with the Traditional Custodians on the lands on which we work and hold events on. 	Whole of organisation	Annually
		<ul style="list-style-type: none"> • Prepare to establish a reconciliation action plan. 	Management	2023

Item	Initiative	Required	Business area responsible:	Complete by:
4	Review existing policies and procedures and address any barriers to participation and engagement and employment of people with disability	• Implement a Disability Reasonable Adjustment Policy.	Management	2021
		• Employment positions at DSR to be advertised with at least two employment brokers that specifically support people with disability.	Management	2022
		• Establish a partnership with Job Access to provide support in the recruitment process.	Management	2022
		• Ensure our job recruitment process is accessible.	Management	2021
5	Continue to champion gender equality in all programming, governance, and other areas of the business	• Commit to the Sport Male Champions of Change Program that drives gender equity and equality for all women.	Management	2021
		• Develop and promote our resource <i>Seeing capability before disability – a guide for employers in sport to attract and retain women with disability.</i>	Programs	2021
6	Key commemorations relating to at risk communities to be recognised each year. These can include but are not limited to, International Day of People with Disability, IDOHIBIT, International Women’s Day, Mental Health Week and NAIDOC	• Ensure staff and community are aware of these different days of significance.	Management/ Communications	Annually