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**RACP Submission – Department of Social
Services review of the Australian Disability
Strategy 2021-2031**

September 2024

About The Royal Australasian College of Physicians (RACP)

The RACP trains, educates and advocates on behalf of over 30,000 medical specialists and trainee specialists across Australia and Aotearoa New Zealand. The RACP represents a broad range of medical specialties including general medicine, paediatrics and child health, cardiology, respiratory medicine, neurology, oncology, public health medicine, infectious diseases medicine, occupational and environmental medicine, palliative medicine, sexual health medicine, rehabilitation medicine, geriatric medicine, and addiction medicine. Beyond the drive for medical excellence, the RACP is committed to developing health and social policies which bring vital improvements to the wellbeing of patients and the community.



We acknowledge and pay respect to the Traditional Custodians and Elders – past, present and emerging – of the lands and waters on which RACP members and staff live, learn and work. The RACP acknowledges Māori as tangata whenua and Te Tiriti o Waitangi partners in Aotearoa New Zealand.

Executive Summary

The Royal Australasian College of Physicians (RACP) welcomes the opportunity to review the [Australian Disability Strategy 2021-2031](#). This review represents an important opportunity for the RACP to engage with important national policy and our participation ensures medical professionals have a voice in shaping disability and health services across Australia.

Since the launch of the Australian Disability Strategy (ADS) on 3 December 2021, significant developments, including the findings of the Disability Royal Commission and the NDIS Review, have reshaped the landscape, necessitating a fresh perspective.

The RACP was pleased that the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability [Final Report](#) supported many of the recommendations from our [2021 submission](#). The NDIS Review final report, '[Working Together to Deliver the NDIS](#)', also contains health-related recommendations made by the RACP regarding the NDIS aimed at improving the health system and ensuring that people with disabilities have equal access to health services.

A significant number of RACP recommendations remain unaddressed in these final reports (see our summaries of outstanding recommendations from the [Disability Royal Commission](#) and [NDIS Review](#)). Addressing our recommendations on healthcare is vital. This will ensure that healthcare receives the same comprehensive attention as the recommendations of the Disability Royal Commission and the NDIS review for other sectors, including education, employment, and housing.

The RACP hopes that this review of the ADS will address important gaps. Our expert members remains eager to collaborate with governments and stakeholders to achieve positive outcomes for people with disabilities.

The RACP acknowledges the [First Peoples Disability Network](#) (FPDN) as the peak national organisation of and for Aboriginal and Torres Strait Islander people with disabilities, their families, and communities. We encourage appropriate consultation and engagement with the FPDN to ensure First Nations perspectives and input are adequately included in the ADS.

This submission paper provides comments from our RACP members on five (5) draft **Findings and Recommendations** and seven (7) **Outcome Areas** related to what people with disabilities have said is important to them.

Feedback to consultation questions

[Draft Finding 1: More needs to be done to support a coordinated approach to ADS implementation across governments](#)

What do you think about how governments are working together to deliver ADS?

The disjointed approach reported by some members highlights the complexity and confusion caused by multiple layers of bureaucracy with overlapping or unclear responsibilities, especially when navigating different government levels. This perceived complexity can deter people from accessing needed disability services, making the system feel inaccessible.

Members feel a significant issue is the lack of coordination between State/Territory and Federal governments, leading to service gaps, particularly for those who do not qualify

for the National Disability Insurance Scheme (NDIS) but still require support. Members feel State/Territory government disability supports are often insufficient for those not on the NDIS, as they may rely too heavily on Federal programs like the NDIS, reducing state-funded services.

Members believe there is potential for improvement by reducing duplication, clarifying roles, and ensuring seamless user services. This could involve better service integration, improved communication, and joint initiatives between different levels of government. Members suggest effective coordination requires clear leadership, well-defined roles, and streamlined processes. Without these, efforts can falter, resulting in the challenges our members observe in daily practice.

Overall, member concerns align with broader critiques, emphasising the need for governments to prioritise improving coordination and reducing complexity to enhance the delivery of the ADS. Clearer, more consistent, and better-integrated policies are essential to ensure all people with disabilities receive the support they need, regardless of NDIS eligibility or reliance on state services.

ADS is made up of lots of parts; do some parts of ADS need more coordination?

Members believe that the current delivery of the ADS is severely hampered by fragmented approaches across different levels of government and agencies, leading to inconsistent services and support. The diverse approaches of various decision-makers, coupled with the generality of guidelines, result in varied interpretations that further complicate service delivery.

Members express concern that the emphasis on the NDIS has led to the neglect of services for those who are ineligible for the scheme, creating significant gaps in support. They advocate for improved coordination across disability and other services, such as healthcare and education, to benefit both NDIS participants and those outside the scheme.

For children, members stress the importance of integrating disability services with education, noting that the current approach may lack the necessary coordination. They also highlight the broader need for better coordination between disability services and healthcare to enhance the quality of life for all people with disabilities.

Members strongly advocate for legislative reform to align ADS policies with the [United Nations Convention on the Rights of Persons with Disabilities](#) (UNCRPD), ensuring a more coordinated and rights-based approach to disability services.

Members call for reform at both Federal and State/Territory levels to improve the coordination and effectiveness of the ADS, emphasising the critical need for systemic reform to better support individuals with disabilities, including those outside the NDIS.

Draft Recommendation 1: Refine ADS mechanisms to support a nationally coordinated approach to implementing ADS

Do you agree with our draft Recommendation and how we might do it? What would you change?

Members emphasise the need for better coordination across different levels of government and services, advocating for a Federal-level approach to ensure consistency in disability supports, including for those not on the NDIS.

Members stress the importance of clear guidelines and well-defined points of entry to prevent disparities in how individuals with similar disabilities are treated and ensure equality in service delivery.

For children and young people, members highlight the need for community-based services with co-located agencies to facilitate communication and reduce the burden on families. They favour local, multidisciplinary clinics where multiple specialists can be seen in one visit.

There is strong concern from members over any approach that allows governments to selectively address the human rights of disabled people, with members emphasising that human rights are inalienable and must be consistently protected across all government actions.

Members also recognise the critical role of nurse practitioners in coordinating healthcare services, particularly in community-based settings. They wish to advocate for aligning the ADS with the UNCRPD and the recommendations from the Disability Royal Commission's Commissioners to ensure a consistent, rights-based approach across all aspects of the ADS.

Members collectively emphasise a more integrated, rights-focused approach to disability support in Australia, with a strong focus on community-based, person-centred services.

Draft Finding 2: There is strong support for new Targeted Action Plans (TAPs)

How effective are the current TAPs?

Members express concern over the lack of effective coordination in supporting the disability community, which they believe undermines the overall effectiveness of the ADS. They also emphasise that the current TAPs are ineffective due to their misalignment with the UNCRPD) which they see as a critical flaw in the ADS's implementation. Members suggest that better coordination, improved communication, and stronger alignment with international human rights standards are essential to improving the ADS.

Do you agree that the proposed TAPs represent priorities for action?

Members emphasise the importance of ensuring that people with disabilities have access to services and are effectively advocated for before implementing TAPs, suggesting that foundational access issues must be addressed first. Members focus on the capacity of both government and non-government organisations to implement TAPs, viewing this capacity as more crucial to effectiveness than the number of TAPs.

Members prefer to prioritise the practical integration of health and disability services over efforts to change community attitudes, indicating a desire for systemic improvements. They also stress the need for any strategy related to TAPs to align with the UNCRPD, reinforcing the importance of a rights-based approach.

Members collectively highlight the need for strong foundational access, effective implementation, practical service integration, and alignment with international human rights standards.

Draft Recommendation 2: Consider developing new TAPs on Inclusive Homes and Communities; Safety, Rights and Justice; Community Attitudes

Do you agree with our draft Recommendation and how we might do it? What would you change?

Members advocate for prioritising "communities" before "homes," emphasising the need for a society where disability is a collective concern, fostering inclusive communities that naturally accommodate people with disabilities without needing special services.

They strongly support the right of people with disabilities to choose their accommodation, including the option of Residential Aged Care Homes if preferred, highlighting the importance of respecting individual autonomy.

Members prioritise the integration of health and disability services over efforts to change community attitudes, favouring practical, systemic improvements that directly impact the well-being of people with disabilities.

Consistent with previous feedback, they stress that new TAPs should align with the UNCRPD, particularly regarding data reporting obligations under Article 31. This reinforces the need for a rights-based approach grounded in international standards.

Members collectively emphasise community inclusion, respecting individual choice, integrating services, and aligning policies with international human rights obligations.

Draft Finding 3: Accessible information and communications are vital for safe and inclusive communities

Do you agree that accessible communications is a priority for long-term action?

Members agreed that accessible communications are a human right for people with disabilities.

Draft Recommendation 3: Identify ways to support best practice approaches on accessible communications

Do you agree with our draft Recommendation? What would you change?

Members emphasise the importance of aligning recommendations with the UNCRPD, including providing accessible communications, promoting adequate communication accommodations, and establishing universal design standards.

Members stress the need for accessible communication through practical measures such as public signage in Braille, easy-to-read formats, and the availability of live assistance, including sign language interpreters, focusing on practical implementation.

Members advocate for a centralised access point for disability services that can respond quickly and prioritise individual needs, reflecting a concern for efficiency and accessibility in service delivery. They strongly emphasise the need to move beyond identifying needs to actively supporting and implementing best practices in communication, seeking concrete, actionable steps to improve accessibility.

Members collectively highlight the importance of aligning strategies with international human rights standards, ensuring accessible communication, providing centralised and responsive services, and committing to actionable implementation.

Draft Finding 4: ADS reporting does not support government accountability, implementation compliance, or recognising intersectional experiences of people with disability

What do you think about how we currently report on ADS?

Members express dissatisfaction with the current reporting mechanisms, finding them inadequate for measuring progress toward the goals of the ADS. They are concerned about the lack of transparency and meaningful metrics, particularly the absence of data comparing outcomes between disabled and non-disabled Australians, which hinders the ability to assess disparities and track progress.

Members call for improved data reporting to better understand these disparities and whether they are being effectively addressed. Members highlight the need for more robust and transparent reporting mechanisms within the ADS to ensure meaningful progress in achieving the rights and inclusion of people with disabilities.

We report on lots of things; what reporting do you think should be the priority to lead improvement?

Members emphasise the need for the ADS to align with Article 31 of the UNCRPD, focusing on tracking the government's progress in realising the human rights of disabled people.

Members advocate for reporting on specific, measurable disparities between disabled and non-disabled Australians in areas such as health, wellbeing, social and economic participation, and inclusion.

Members suggest updating all measures at least annually and linking them to funding, with the best-performing programs improving the rights of disabled people receiving the most resources. They highlight the importance of assessing the quality of life, service provision efficiency, implementation speed, and funding costs through objective key performance indicator (KPI)-type measurements.

Members see value in using data dashboards for ongoing refinement and stakeholder engagement. They also suggest establishing timeframes for actions and emphasising the importance of understanding and meeting client expectations and satisfaction, with feedback from those directly impacted being integral to the process.

Members collectively advocate for a data-driven, transparent, and client-centred approach to the ADS, with a clear focus on improving the rights and quality of life for disabled people in line with the UNCRPD.

Draft Recommendation 4: Extend ADS data and reporting to improve visibility of intersectional experiences. Embed mechanisms that will support the early identification of delayed and undelivered TAPs actions

Do you agree with our draft Recommendations and how we could do it? What would you change?

Members emphasise the need for TAPs and reporting to align with the UNCRPD to ensure that progress toward realising disabled people's human rights is effectively measured and reported. They stress the importance of clear guidelines for service delivery and coordination across Federal and State/Territory levels to avoid discrepancies and ensure consistency.

Members advocate for the active involvement of disabled people and their representative organisations in leading, designing, and implementing policies related to the ADS. They also believe funding and resource allocation should consider program performance and data outcomes to ensure influential contributions to realising disabled people's rights.

Members believe effective disaggregated data reporting is crucial for monitoring and improving the achievement of human rights goals as outlined in the UNCRPD. Additionally, members want adequate governance mechanisms to support a coordinated approach and ensure accountability in implementing the ADS.

Members believe revising the recommendation to emphasise UNCRPD alignment and performance-based funding will result in a more effective human rights-oriented approach to the ADS.

Draft Finding 5: For ADS to achieve its goals, it is critical that people with disability are genuinely involved in the design, implementation, and governance of ADS

What do you think about how we currently engage with people with disability about ADS?

Overall, members highlight the need for more meaningful and representative engagement of disabled people, ensuring their central role in the design and implementation of the ADS, improving transparency and communication, and holding the government accountable for their involvement of disabled experts.

Members expressed concern that the current engagement of people with disabilities in the ADS is insufficient, viewing mechanisms like community forums and the ADS Advisory Council as potentially limited in scope and impact. They emphasise the need for genuine involvement, prioritising the views of a wide breadth of disabled people and their representative organisations. They acknowledge diversity within the disability community, recognising that some individuals are active disability activists, while others may be less engaged or unable to participate effectively.

Additionally, members stress the importance of improving communication regarding accessing services and providing clear explanations for service provision to avoid misunderstandings and ensure accessibility.

Members advocate for disabled people's leadership in all work related to the ADS.

Members call for greater government accountability, expecting transparency and thorough record-keeping to demonstrate that suitable disabled individuals were actively sought and considered for roles in the ADS.

How could people with disability be more engaged about ADS?

Members recommend broadening access to disability services by involving primary contact points, such as general practitioners (GPs) for direct referrals. They value establishing community-based local services to ensure that individuals with additional needs can easily access advocacy and advice close to home.

Members stress the importance of alignment with UNCRPD Article 4(3) and the need for close consultation and active involvement of disabled people and their representative organisations in developing and implementing legislation and policies. They also

advocate for adherence to legislative obligations to ensure employment equality for disabled people in roles related to the ADS.

Finally, members suggest using focus groups and workshops to gather input from disabled people, ensuring their perspectives are effectively incorporated into decision-making processes.

Draft Recommendation 5: Develop and implement an ADS Community Engagement Plan, in addition to the existing ADS engagement commitments.

Do you agree with our draft Recommendations and how we could do it? What would you change?

Members have mixed views about the recommendation. Although they have reservations about the current draft, they are open to agreement if specific concerns are addressed, such as if it included their considerations about how the government engages with disabled people.

Outcome Area: Economic and financial security

Transition from education to employment - Employment barriers

Do you agree that addressing employment barriers and post-school transitions should be priorities for future work under ADS?

Members support the recommendations, emphasising the need to align them with the UNCRPD, particularly Article 27, which focuses on work and employment rights, including protection against forced or compulsory labour. They advocate for an inclusive approach that avoids labelling individuals and instead focuses on capabilities-based contributions.

Additionally, members stress the importance of recognising a broader definition of "good work" beyond paid employment and including cultural activities for First Nations people. Members would like the transition from education to employment for disabled people to reflect a commitment to human rights, inclusivity, and a culturally sensitive understanding of meaningful work.

How should ADS take action to decrease employment barriers?

Members advocate for a comprehensive approach to improving employment opportunities for people with disabilities, focusing on conducting work capacity assessments to ensure suitability and safety in the workplace. They emphasise encouraging employers to include people with disabilities through special training programs like return-to-work strategies. Supportive programs involving occupational and environmental medicine physicians, employment psychologists and occupational therapists, and lobbying for government financial incentives are also highlighted as crucial.

Members stress the importance of early planning and educational accommodations to prevent disengagement from education. Additionally, they call for employment reform and anti-discrimination legislation to be aligned with the UNCRPD, ensuring that people with disabilities can fully realise their right to employment.

How should ADS take action to improve post-school transitions?

Members emphasise the importance of inclusive education as a fundamental human right and a critical foundation for future employment. They criticise segregated education and employment settings, citing evidence of systemic issues in these environments.

Members advocate for aligning the ADS with the UNCRPD, particularly in promoting inclusive education and employment. They suggest a comprehensive transition of resources from segregated to inclusive settings, starting with thorough assessments at the school level.

Members also stress the need for a life-long, continuous approach to education and employment, supported by workplace accommodations, employment support teams, and incentives for employers to hire individuals with additional needs.

Overall, they call for systemic changes that uphold human rights and support individuals with disabilities throughout their educational and employment journeys.

In what other ways could we improve this Outcome Area?

Members advocate for strengthening Centrelink payments to ensure financial security is achievable through various avenues, not just employment. They propose incentivising research, funding, and support for inclusive education, supported decision-making, and customised employment opportunities.

Members consider the goal to create a more inclusive society where financial security and meaningful participation are accessible through multiple means, rather than being reliant solely on traditional employment. Members emphasise the need to promote and support inclusive practices through targeted measures.

Outcome Area: Inclusive homes and communities

Housing

Do you agree that addressing housing should be a priority for future work under ADS?

Members stress that housing is a universal issue impacting everyone, but it's important to address the specific needs of groups like the disability community. They agree that housing should be considered both as a broad societal concern and with targeted attention to those with needs.

How should ADS take action towards improving housing outcomes?

Members advocate for increasing the appropriateness of housing for people with disabilities through expert design and tailored modifications. They also call for broader engagement with the housing sector, including promoting shared accommodations, enforcing penalties for vacant properties, and improving rental protections.

Members would like to see funding for the development of suitable housing options based on evidence. Members recognise the significant economic challenges faced by people with disabilities and their caregivers, exacerbated by the cost-of-living crisis. They stress the importance of aligning housing strategies with the UNCRPD to ensure that policies uphold the rights of people with disabilities.

In what other ways could we improve this Outcome Area?

Members advocate for increased employment of disabled people in housing, construction, and public sector industries to promote inclusive practices. They call for the development of modular homes specifically adapted for disabilities, emphasising the need for accessible housing solutions.

Members want research to be funded to identify the best housing options, reflecting a commitment to evidence-based approaches. Members highlight housing as a fundamental right essential for well-being and societal function.

Collectively, members stress the importance of inclusive employment, accessible housing, research-driven solutions, and recognising housing as a basic human right.

Outcome Area: Safety, rights and justice

Disability rights and legislation; Violence against women and girls with disability; Criminal justice system

Do you agree that addressing disability rights, violence against women and girls with disability, and the criminal justice system should be priorities for future work under ADS?

Members advocate for viewing disability as part of the broader community, with disabled people having equal rights and no stigma. They emphasise recognising and developing the abilities of all individuals to their fullest potential.

Members stress that rights and protections, including efforts against violence, should be universally applied. They reference Articles 6 and 7 of the UNCRPD regarding the rights of disabled people, including women and children.

Overall, members call for a commitment to inclusion, equality, and universal human rights, ensuring that disabled people are fully integrated into society and their abilities are supported and developed.

How should ADS take action on improving disability rights?

Members emphasise the importance of aligning the ADS with the UNCRPD to ensure adherence to international human rights standards. They advocate for early education to promote equality and reduce stigma, fostering understanding of disability from a young age.

Members also highlight the need for effective engagement with criminal justice experts and the implementation of strategies like restorative justice to address the challenges faced by disabled individuals in the criminal justice system. They point out the difficulties young people with disabilities face in society, which can lead to disengagement and criminal activities, and note that families often struggle with inadequate supports, or difficulties accessing supports.

Overall, members call for policies that align with international standards, address stigma through education, and enhance support and rehabilitation for individuals with disabilities, particularly those facing educational and criminal justice challenges.

How should ADS take action towards eliminating violence against women and girls with disability?

Members emphasise the importance of empowering individuals with disabilities to assert their rights or ensuring they have advocates if needed. They call for regular, unplanned visits from independent services to maintain high-quality care for those living independently with home supports.

Members also express concern about ensuring that individuals with intellectual disabilities can consent to sexual activity while being protected from exploitation and

abuse. They want to focus on strong advocacy, maintaining care standards, and balancing individual autonomy with safety and protection.

How should ADS take action to address the criminal justice system response to people with disability?

Members highlight the need to involve lawmakers and legal professionals in disability-related legal issues, emphasising that specialised expertise is required. They advocate for increasing the expertise of those working within the system to better address the needs of people with disabilities.

Members raise concerns about the age of criminal responsibility, noting that it is particularly challenging for individuals with disabilities. Members also call for investment in social reinvestment strategies aimed at reducing incarceration rates among vulnerable groups, focusing on preventive and supportive measures rather than punitive ones.

In what other ways could we improve this Outcome Area?

Members advocate for enhancing accessibility in court processes for disabled individuals by providing necessary communication support and accommodating specific needs. They propose shifting from traditional guardianship models to supported decision-making frameworks, which respect autonomy and can be applied in various contexts, including healthcare.

Members also emphasise the need to address systemic issues in law and order that contribute to high imprisonment rates and advocate for prevention and support rather than punishment. They express concerns about the NDIS capacity to support young people with severe behavioural issues. They call for improved training for NDIS providers and for developing community-based services that integrate medical, mental health, and allied health support.

Outcome Area: Personal and community support

The disability ecosystem

Do you agree that the disability ecosystem should be a priority for future work under ADS?

Members support establishing minimum standards for universal design to ensure accessibility in all services, facilities, buildings, and events. They advocate for legislative reforms to protect the rights of disabled people and ensure their access to accommodations and support in all areas of life, aligning with international human rights standards such as the UNCRPD.

Members emphasise the importance of integrating these standards into domestic policies and practices to reinforce commitments to human rights and accessibility.

How could ADS take action towards improving the disability ecosystem?

Members advocate for reforming legislation across various sectors to align with the UNCRPD, ensuring that policies respect and promote the rights of disabled individuals. They emphasise proactive inclusion and accessibility to reduce discrimination and avoid costly retrofits.

Members stress the importance of identifying access gaps, ensuring appropriate services, and adapting plans for continuous improvement. They seek clarity on funding responsibilities between Federal and State/Territory jurisdictions and criticise the NDIS for focusing on "fixing" individuals, rather than creating more inclusive environments.

Members want a shift towards improving environmental inclusivity and aligning with international standards.

In what other ways could we improve this Outcome Area?

Members emphasise the need for impartial oversight and neutral reviews to ensure equitable support. They call for increased training for case managers and the creation of specialised roles within organisations to better address specific disability needs.

Members also advocate for incentivising improvements and disincentivising discrimination by implementing processes that require disaggregated data reporting on disabled individuals across government services and systems. They highlight the importance of impartial oversight, specialised training, and data-driven accountability in enhancing support and inclusion for disabled individuals.

Outcome Area: Education and learning

Inclusive education

Do you agree that inclusive education should be a priority for future work under ADS?

Members emphasise the need for personalised support tailored to individual needs and stress the importance of avoiding duplication of existing efforts. They support the proposed measures and advocate for efficient and coordinated approaches to ensure new interventions build on and complement existing work.

How could ADS take action towards achieving inclusive education?

Members stress the importance of creating supportive environments and ensuring proper training for educators and support staff. They highlight the community-wide benefits of inclusive education and express concerns about some current school practices, including the need for better diversity management and additional student support.

Members advocate for embedding support services like occupational therapists and speech pathologists in schools and call for legislative reforms to prevent exclusion based on disability. They also seek to end coercive non-disclosure practices related to abuse or discrimination, aiming for a more inclusive and fair approach to education.

In what other ways could we improve this Outcome Area?

Members call for a more diverse and flexible curriculum that accommodates various needs, aiming to meet all students' needs better.

Outcome Area: Health and wellbeing

Accessible and inclusive health, allied health, and mental health services

Do you agree that the health, allied health, and mental health services should be a priority for future work under ADS?

Members advocate for a unified approach to health and mental health, emphasising the need to treat this as interconnected aspects of overall care. They stress the importance of prioritising access to therapeutic interventions within disability services and believe that community-driven initiatives should shape these services and policies.

Members support the proposed approaches and agree with prioritising holistic health care and integrating the needs and input of the disabled community into service development.

How could ADS take action towards improving health, allied health, and mental health services?

Members emphasise the need for the ADS to align with relevant UNCRPD Articles on health, accessibility, and communication, integrating international standards into national policies. They stress the importance of equitable access to healthcare services, addressing inequities in patient travel support and Medicare funding for home visits.

Members advocate for appropriate funding models for private and public healthcare providers and highlight the need for fair compensation for doctors managing patients with complex needs and a coordinated care approach in order to provide necessary healthcare.

In what other ways could we improve this Outcome Area?

Members emphasise the need to improve funding and financial incentives for healthcare providers working with people with complex needs, suggesting that current incentives are inadequate. They express concerns about the financial motivations for providers in disability care compared to other fields and highlight the benefits of team-based healthcare for complex patients.

Members also advocate mandating disaggregated data reporting to improve accountability and reduce discrimination in government healthcare services.

Outcome Area: Community attitudes

Discrimination and disability awareness; Authentic representation; Leadership

Do you agree that discrimination and disability awareness, authentic representation, and leadership should be priorities for future work under ADS?

Members agree that discrimination and disability awareness, authentic representation, and leadership should be priorities for future work under ADS.

How should ADS take action towards eliminating discrimination?

Members highlight the importance of education as a foundational element for broader objectives and emphasise the need for integration in schools and employment. They stress the necessity of specific training for managers to prevent discrimination during hiring and advocate for legislative reform to align with the UNCRPD.

Members want to focus on education's role in inclusion, practical training to avoid discrimination, and aligning legislation with international disability rights standards.

How should ADS take action towards promoting authentic representation?

Members emphasise the need to empower advocates at various levels to effectively support individuals, recognising the value of diverse and robust advocacy. They also stress the importance of accessible communication, such as using Auslan interpreters and translation of written text into spoken words. While supporting these priorities, members acknowledge that further exploration is needed to clarify how authenticity can be represented in advocacy efforts.

How should ADS take action towards increasing leadership by people with disability?

Members emphasise the importance of education and fostering acceptance as key to achieving inclusive practices. They also stress the need for good employment practices and effective succession planning to create supportive work environments and ensure long-term success. Overall, members want a focus on education and inclusive employment practices.

The RACP thanks the Department of Social Services for considering our submission and we look forward to continuing to contribute to the development of the Australian Disability Strategy.

Please contact the RACP Policy and Advocacy via policy@racp.edu.au for any additional information.