



# Access and Inclusion Committee Communiqué

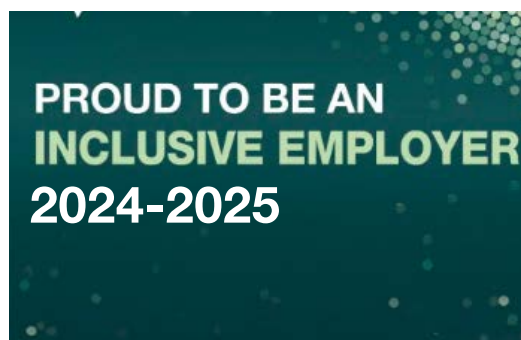
January 2025

*The Department of Transport acknowledges the Traditional Custodians of the land throughout Western Australia and pay our respects to Elders both past and present. We acknowledge the members of all Aboriginal communities, their cultures and continuing connection to Country throughout the state.*

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 recently achieved Inclusive Employer 2024-2025

status after participating in the Diversity Council Australia Inclusive Employer Index survey, which measures organisational inclusion, its impact on performance and wellbeing, and provides comparative data against national and industry-specific standards. DoT outperformed the national benchmark on 42 of the 43 total measures in the survey. The survey results also confirmed the rich cultural diversity of DoT's workforce with participants representing 82 cultural backgrounds and 65 languages.

**DoT celebrated Diwali** on 1 November, across several locations, including the Success Driver and Vehicle Services (DVS) centre and 140 William Street. An internal newsflash acknowledged the occasion and featured DoT employees participating in celebrations. Also known as Deepavali, meaning "row of lamps", this festival is celebrated across numerous faiths by more than 1 billion people worldwide and is a time of joy, unity and reflection.

Work to develop a new **Transport Portfolio Multicultural Plan**, to replace the existing DoT, Main Roads WA and Public Transport Authority plans, has continued over recent months. The new plan is expected to be in place early in 2025.





As part of the Armadale Line Active Travel project, **DoT intensively engaged 14 schools and supported active travel initiatives**, informed by consultation with schools, the Department of Education and local governments. Planning and scoping of service offerings included communication targeted to engage with English as additional language or dialect (EAL/D) and culturally and linguistically diverse (CaLD) students and communities. Specific examples of this are the School Open Streets and parent engagement trials, which have attracted high participation numbers from school CaLD communities.

*Participants in the Armadale Line Active Travel project School Open Streets event*



Ahead of the opening of Boorloo Bridge on 22 December, **DoT's Active Transport team organised a cultural talk** with the Heart Foundation as part of the Asia Pacific Physical Activity Conference on 21 November. Wadjuk elder Karen Jacobs discussed the design process of the new bridge, including DoT's involvement with the initial concept and feasibility stage, and how this resulted in highly regarded cultural recognition for Wadjuk Noongar people.



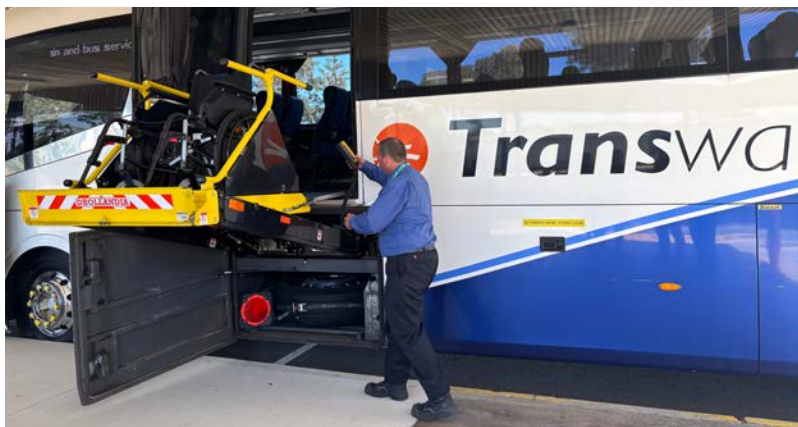
*DoT staff and conference participants with Wadjuk elder Karen Jacobs*





The theme of **International Day of People with Disability** (IDPWD) in December was 'Amplifying the leadership of persons with disabilities for an inclusive and sustainable future'. DoT celebrated the day in several ways, including hosting an online 'lunch and learn' in partnership with the Paraplegic Benefit Fund with over 60 attendees, and a newsflash highlighting cross-Portfolio achievements under our Disability Access and Inclusion Plan.

Several DoT staff also gained insight to the daily experiences of passengers with disability who use Transperth buses and Transwa road coaches, through participation in an interactive Public Transport Authority IDPWD event.



Round five Driving Access and Equity Program (DAEP) grants were announced in October 2025, with **\$15.5 million awarded to 28 organisations across WA**, 18 of which are Aboriginal corporations or organisations. This latest funding round expands DAEP into the South West and Great Southern, as well as continuing to support the existing service locations across the Kimberley, Pilbara, Mid West, Gascoyne and Goldfields-Esperance regions.

DoT produced the [video 'What it means to be working with Westcare'](#), about our partnership with the Australian Disability Enterprise. It features DoT and Westcare employees and highlights the benefits of the partnership to both DoT and the community. The video has been shared with our staff via Transporta, and publicly via social media and our [YouTube channel](#).

The **Westport Noongar Opportunities Strategy** third [Actions Report: March – September 2024](#) was published in November, detailing the progress of Noongar opportunities initiatives.

**DoT recognised Wear it Purple Day** for a fourth year in August. Celebrations took place at both metropolitan and regional locations. A morning tea held at our Innaloo office included purple themed snacks and over 40 purple clad attendees heard from DoT's Executive Director, People and Culture, who spoke on the value of LGBTQIA+ awareness and inclusion.

**Aboriginal artwork has been installed** in several of DoT's Driver and Vehicle Service (DVS) centres. The works were produced by Deanne Tann, Sister Kate's Home Kids Aboriginal Corporation staff, and DoT staff, following cultural awareness training delivered by Sister Kate's Home Kids Aboriginal Corporation.



Artwork 'Makuru' depicting one of the Noongar Six Seasons: Makuru.