

**Problem statement: Democratic legitimacy depends on inclusivity. People living with disability tend to face more barriers to electoral participation, including a lack of physical access, information access or communication services.**

### Strategies: Access

Improve physical access to voting centres and services, along with a focus on providing information in various accessible formats and in plain English/Easy English.

### Strategies: Changing attitudes

Encourage both staff and the public to focus on ability rather than disability and be respectful of human rights and personal dignity.

### Strategies: Community

Engage with communities and disability support services to increase awareness of supports and resources in place for people living with disability to participate in elections.

### Strategies: Employment

Update and review VEC and election recruitment and training policies and procedures to ensure they are inclusive and 'walk the talk' through an internship program for persons living with disability.

### Intended impacts

- The VEC is an accessible and inclusive workplace for people.
- People with disabilities have increased access to participate in electoral processes.
- Increased enrolment of under-represented groups.
- Increased participation (i.e. formal voting) of under-represented groups in electoral processes and democracy.
- Maximised participation of all eligible Victorians in democracy and electoral processes.

### Evidence and assumptions

- **Evidence** - People with disabilities are not always participating in our democracy fully for several reasons: people with disabilities and their supporters are not always aware of legal rights to vote; access issues at voting centres or to other voting options; VEC staff and people with disabilities are not always aware of support available to vote; inability to have a secret vote if vision impaired or blind and information sent out to public required in accessible formats (Bigby, C et al. [2019]. *Strategies to support people with intellectual disabilities to vote*; internal and external consultation).
- **Assumption 1** - Education and outreach activities improve engagement of people with disabilities in democratic processes.
- **Assumption 2** - The strategies will lead to intended impacts through activities, outputs and outcomes outlined in the DAIP program logic.

## Disability, Access and Inclusion Plan (DAIP) program logic

