DISABILITY INCLUSION ACTION PLAN

2026–2028

BUNDANON

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Cover: Opening Exhibition Artist Talk at Bundanon.
Photo: Jacquie Manning.

Bundanon acknowledges the Dharawal and Dhurga language-speaking people as the Traditional Owners of the land within our boundaries and recognises their continuous connection to culture, community and Country.

Betty Kuntiwa Pumani and Tuppy Goodwin at Bundanon. Photo: Rae Begley.

ABOUT BUNDANON

Bundanon's purpose is to celebrate the arts and the Australian landscape through its unique natural and cultural heritage. Gifted to the nation by Arthur and Yvonne Boyd in 1993, Bundanon actively supports contemporary cultural practice across all disciplines and in all phases of the creative process.

The Artists in Residence program provides important career opportunities for artists and researchers to develop their work in an engaging natural environment. The new Art Museum and the wider site provide opportunities and context to showcase diverse artforms and creative practices to the public.

Bundanon's declared role is to provide cultural and creative education, and to support learning opportunities for young people whose aspirations and artistic pursuits will help to sustain a creative future. It is committed to its responsibility of stewardship – securing a prosperous future for the organisation, for the benefit of all Australians.

Aligned with the National Cultural Policy, Bundanon plays an important role in safeguarding a diverse and sustainable cultural sector.

OUR MISSION

To operate the Bundanon properties as a centre for creative arts and education, to support the development of arts practice across all disciplines, and to enable public access to the arts and to the landscape.

OUR VISION

To promote creativity and learning based in a unique cultural and natural landscape

OUR VALUES

CREATIVE RISK	We encourage creativity, experimentation, and inquiry.
SUSTAINABILITY	We actively care for and share the cultural and natural assets in our stewardship.
INCLUSION	We advance access and equity.
ACCOUNTABILITY	We base our governance and management on a commitment to integrity.

FROM THE CEO

It is our pleasure to present the Bundanon Disability Inclusion Action Plan (DIAP). This document sets out the next three-year plan as we continue to extend our program of accessibility and inclusion. Our DIAP is informed by consultation with a range of stakeholders including Accessible Arts. It outlines what we can do to remove barriers and ensure that the principles of access are embedded throughout our organisation. The plan is a living document that structures an ongoing process of evaluation and improvement.

Twenty-one per cent of Australians live with disability. People with disability face barriers to participation including physical, technological, attitudinal, transport and cost-related barriers which are often pronounced in regional areas.

Maintenance, infrastructure improvements and capital investment across our properties are our ongoing operational commitment. We have identified key priorities and areas for improvement focusing on the built environment including the Art Museum and Artist in Residence complex, outdoor areas, our arts and learning programs, communications, processes and behaviours.

Bundanon's vision is to create a place where all Australians can engage in the arts within our unique bush setting.

Rachel Kent. Photo: Zan Wimberley.

Rachel Kent
Chief Executive Officer

LANGUAGE AND DEFINITIONS

Bundanon subscribes to the social model of disability, which recognises that disability is not caused by a person's impairment, but by barriers in the environment, attitudes, systems, and communication that prevent full participation. These barriers create disadvantage and exclusion.

Bundanon uses person-first language of 'person with disability' to recognise that disability is one aspect of a person's life and does not determine who they are. However, we respect that different people have different preferences about language.

Bundanon uses uncountable nouns to refer to disability as an experience or state (e.g. a person with disability, a person with sensory sensitivity), rather than as separate conditions counted individually.

The Disability Inclusion Act 2014 (NSW) defines disability in the following terms: 'Disability, in relation to a person, includes a long-term physical, psychiatric, intellectual or sensory impairment that, in interaction with various barriers, may hinder the person's full and effective participation in the community on an equal basis with others.'

Disability may be temporary or permanent, visible or non-visible. Bundanon acknowledges that people experience disability in various ways and that not everyone affected by disabling environments or attitudes identifies as a person with disability.

Science Symposium, 2025. Photo: Tad Souden.

AIMS AND OBJECTIVES

Bundanon's ongoing aim is to ensure accessibility and inclusion is built into all our programs and communication materials. Bundanon delivers a range of initiatives to provide positive and transformative experiences for artists, audiences, learners, staff and volunteers. We aim to remove barriers and enable full participation of people with disability across our programs, systems and procedures through:

- Consultation and co-design with people with disability
- Providing more accessible and inclusive facilities, programs and natural environments
- Engagement and championing of artists with disability or who are d/Deaf
- Ensuring accessibility and inclusion in employment and governance
- Applying the principles of universal design in programs, facilities and infrastructure
- Communicating information in multiple accessible formats
- Ensuring this DIAP is aligned with our Corporate Plan, our Code of Conduct and other core organisational policies
- Ensuring the DIAP covers all areas of our organisation, from programming, employment, venue accessibility, audience and visitor services, marketing, information formatting, creative learning, production and our relationships with local, state and national communities
- Ensuring DIAP is made in accordance with the Disability Inclusion Act 2014 (NSW) and Australia's Disability Strategy 2021-2031
- Aligning with disability and inclusion expectations in the National Cultural Policy 'Revive: a place for every story, a story for every place'
- Reviewing and improving this DIAP every two years.

We are pleased to have made significant progress on our initial Disability Inclusion Action Plan 2022-2025. Bundanon's last DIAP contributed to:

- Accessibility upgrades to the Artist in Residence (AIRS) Complex outdoor areas
- Commencing disability awareness training for staff
- Implementing ramp access to buildings across Bundanon's sites
- Commencing audio descriptions of select artworks, and physical handling resources for access to collections.
- Commencing Auslan interpretation of exhibition opening events and public programs.
- Upgrading sound control in key indoor spaces by installing acoustic absorption materials.

The Shoalhaven River, Bundanon. Video (still): MANA Creative.

COMMUNICATION

The DIAP is published on Bundanon's website in multiple accessible multiple formats, including tagged PDF, Word, HTML and audio versions. Hard copy formats in both large and standard print are also available upon request by email: admin@bundanon.com.au or by phone 02 4422 2100.

IMPLEMENTATION AND GOVERNANCE

Actions required to meet the aims of the DIAP are set out in implementation schedules for six key areas:

1. Built environment
2. Outdoor venues including open space and bushland areas
3. Arts programs
4. Learning programs
5. Communications
6. Employment, systems and processes, attitudes and behaviours

Senior managers and key staff members are responsible for implementing DIAP actions within their respective areas. The Corporate Services Manager oversees compliance with the DIAP, coordinates with key stakeholders to support effective implementation, and prepares performance reports for the executive and the Board.

Bundanon's progress against the DIAP is reported quarterly to the Board and summarised annually in the Annual Report, which is publicly available on the Bundanon's website. The DIAP will be lodged with the Australian Human Rights Commission for inclusion in the Register of Disability Discrimination Act (DDA) Action Plans and published on their website.

BUILT ENVIRONMENT

Goal: Design, upgrade, and maintain all facilities and infrastructure in line with accessible design standards and universal design principles, ensuring independent access for all visitors, staff, and artists while respecting heritage values.

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Masterplan 2.0 works built to accessible design and compliance standards.	2025-26	Infrastructure Services
AIRs Complex accessibility requirements upgrades to indoor areas.	2026	Corporate Services
Further accessibility review to be conducted at the Homestead and Jetty.	2026	Infrastructure Services
Ensure new building works including staff offices, Gallery 5 in the Art Museum and car park are accessible by design.	Dec 2025	Facilities & Operations
Install/procure compliant wheelchair ramps for entries to the Kitchen, and Farmhouse at Riversdale and the Homestead kitchen veranda, the Boyd Studio and the Information kiosk.	2026–29	Facilities & Operations
Scope options to provide a compliant access solution at the Homestead, which may include procuring a portable ramp with high safety rails and sufficient width that is safe for staff to install or installing a permanent ramp or raised walkway with a compliant gradient.	2026–29	Facilities & Operations
Install tactile ground-surface indicators (TGSIs) identified in the site-wide audit to consistent universal standard and where they will not impact heritage requirements (BEC, all stairs and steps and ramps and Homestead Kitchen). Where installation on heritage materials is not feasible, install equivalent wayfinding or warning cues such as contrasting paving, lighting, tactile markers, or audio cues.	2027	Facilities & Operations
Install even, consistent, and glare-free l lighting for the new carpark and steps from VIO to Admin Office.	2027	Facilities & Operations
Review and scope introduction of low sensory or quiet spaces for public visitors and staff.	2026	Audience Engagement, Facilities & Operations
Mark quiet spaces on maps, signage and Visual Stories.	2026	Marketing & Communication
The AV systems in the CLC and BEC require improvements for audibility.	2026	Facilities & Operations
Consider purchasing quiet bladeless fans to reduce background noise in the café and in the BEC.	2027	Facilities & Operations

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Investigate the installation of garden edging on both sides of pathways at the Homestead and Art Museum, with consideration for heritage requirements.	2028	Infrastructure Services
Investigate where a combination of auditory and visual alarms can be incorporated as part of the emergency systems.	2027	Corporate Services
Consider installing more prominent accessible signage for the Art Museum's exit button.	2026	Infrastructure Services
Wayfinding signage should be accessible incorporating Braille and tactile elements, QR codes, high colour contrast, and low-glare finishes, and positioned at heights readable from both seated and standing positions.	2026-29	Facilities & Operations
Ensure there is a variety of seating in the cafe, museum, exhibition space, commercial areas and outdoor paths, including various heights and seating with armrests and backrests. Ensure seating is marked 'priority seating' during programs and events.	2027	Facilities & Operations
Consider if the café doors can be left open and ensure staff are trained and aware of potential barriers with opening heavy doors. Investigate if the café door's solid contrasting strip is compliant.	Immediate and ongoing	Facilities & Operations
Investigate an automatic door at the BEC entrance.	2026	Facilities & Operations
Investigate improvements to the BEC outdoor sink area that address height, usability, and heritage requirements.	2026	Facilities & Operations
Consider purchasing a freestanding lower serving bench for the BEC that meets accessibly and heritage requirements.	2026	Audience Engagement, Facilities & Operations
Investigate an automatic door opener at the Bridge security gates.	2026	Marketing & Communication
Review and, if required, reposition the security swipe at the Bridge entrance so it is located at an accessible height, positioned closer to the door, features a high-contrast colour, and includes both text and Braille labels.	2026	Facilities & Operations
Improvements to accessibility of the Bridge Accommodation and Creative Learning Centre by placing the tea and coffee station at an accessible height.	Immediate and ongoing	Facilities & Operations
Consider adding lounge seating that is higher and has a more upright backrest in the Bridge breezeway areas.	2026-27	Facilities & Operations
Relocate accessible parking space at the Homestead closer to facilities and update it and those outside the Fern Apartment and Studio to hard, flat, even surfaces and linked to a continuous accessible pathway.	2028	Infrastructure Services

The Boyd Education Centre, Bundanon. Photo: Katherine Lu.

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Investigate ventilation in Arthur Boyd's Studio, within heritage requirements, to address the high temperatures in summer and the strong smells and include information on signage and the website.	2027	Facilities & Operations
Ensure accessible bathroom tapware and soap dispensers are accessible.	2027	Facilities & Operations
Review accessible toilet seats to ensure 30% luminance contrasting seat for visibility.	2026	Facilities & Operations
Investigate installation of backrests to accessible toilet.	2026	Facilities & Operations
Ensure bathroom door widths are accessible and consider if auto doors are feasible (with consideration for heritage requirements).	2027	Facilities & Operations
Ensure accessible bathroom and shower grabrails are kept clear of bins and extra toilet paper rolls.	Immediate and ongoing	Facilities & Operations
Assess feasibility of automatic doors on accessible toilets.	2026–29	Facilities & Operations
Consider if first bathroom adjoining pods 1&2 can be made accessible (also with consideration for heritage requirements and compliance).	2026	Infrastructure Services
Review drainage in new and existing accessible showers (e.g. Bridge accommodation) to ensure water does not pool when the showerhead is lowered and flooring remains slip resistant.	2027	Infrastructure Services

OUTDOOR AREAS

Goal: Deliver outdoor environments and programs that are inclusive, clearly communicated, and usable by everyone, removing physical and sensory barriers across all sites.

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Install onsite signage and update the website with information about degree of accessibility for all outdoor tracks and walks, identifying which routes are step-free and meet accessibility standards, and which have barriers such as steep gradients, uneven surfaces, or stairs.	2026-29	Marketing and Communications, Natural Resources
Include information about the locations and seasons for outdoor hazards such as wombat holes, flies, snakes and Bunya nut trees in the Visual Stories and onsite signage.	2026	Marketing and Communications
Install 'Accessible Parking' and 'drop-off' zone signage and wayfinding.	2026	Marketing and Communications
Promote assistance animals' facilities on-site and online.	Ongoing	Marketing and Communications
Identify areas for assistance animals to toilet and provide rubbish disposal receptacles and water bowls.	Ongoing	Facilities & Operations
Identify and remediate any remaining limitations for wheelchair or mobility aid users to: access our outdoor areas independently and with assistance and dignity; to participate in events; and to participate in other programs such as tours and learning programs.	Immediate and ongoing	Infrastructure Services, Facilities & Operations
When developing and upgrading walks and pathways across the sites, consider implementing, regularly placed seats areas.	Ongoing	Facilities & Operations, Natural Resources
Design accessible pathways at the Homestead that enable all visitors to take in the vistas and link the pathway to features and points of interest.	2028	Facilities & Operations
Purchase additional wheelchair suitable for outdoor areas.	2027	Facilities & Operations
Purchase a mobility scooter that can be used outdoors.	2027	Facilities & Operations
Implement Auslan interpreted walks, tours and other outdoor programs and deliver at least one each exhibition Season.	Ongoing	Curatorial & Learning, Audience Engagement
Develop accessible and inclusive outdoor programs with audio description, soundscapes, tactile and haptic elements.	2026	Audience Engagement, Natural Resources, Curatorial & Learning

ARTS PROGRAMS

Goal: Integrate access and inclusion into the planning and delivery of all creative programs, ensuring full participation, representation, and artistic opportunity for people with disability and d/Deaf people.

Auslan interpreter at the opening address of Tales of Land & Sea, 2024. Photo Rachael Tagg.

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Ensure all event and programs scoping and planning includes access and inclusion from the outset.	Ongoing	Audience Engagement, Curatorial & Learning, Facilities & Operations
Provide accessible online and digital platforms for all public programming.	Ongoing	Curatorial & Learning. Audience Engagement, Marketing and Communications
Use universal access principles in designing arts programming.	Ongoing	Audience Engagement, Curatorial & Learning
Investigate and utilise digital access applications for audiences and learners such as text to Auslan, text to speech, and text to tactile.	2027	Curatorial & Learning
Provide Auslan interpretation at public programs, live events, and presentations (at least one for each exhibition Season).	Ongoing	Audience Engagement, Curatorial & Learning
Noise level management in exhibitions and art programs is considerate of people's needs.	Ongoing	Curatorial & Learning, Audience Engagement
Designate at least one wheelchair space with adjacent seating for companions.	Immediate and ongoing	Audience Engagement, Facilities & Operations
Provide Auslan tours of Bundanon Homestead and precinct (at least one per quarter).	Ongoing	Curatorial & Learning, Audience Engagement
Design and implement a digital tour of Bundanon Homestead.	2028-29	Marketing and Communications Curatorial & Learning
Strengthen and expand our network of disability artist, advocacy and representative organisations including Accessible Arts NSW.	Immediate and ongoing	Curatorial & Learning, Corporate Services
Develop a program of activities inclusive of audiences with disability, such as shadow interpreting performances.	2026	Curatorial & Learning, Audience Engagement

ARTISTS IN RESIDENCE PROGRAM

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Complete stages 2 and 3 of the Artists in Residence Complex accessible upgrade.	2026-27	Infrastructure Services
In partnership with Accessible Arts, provide an annual scholarship for artists with disability.	Ongoing	Curatorial & Learning
Scope and cost the installation of hearing augmentation technology in the Dorothy Porter Studio.	2026	Curatorial & Learning, Facilities & Operations
Investigate silversmith studio for accessibility and deliver recommended upgrades.	2026	Curatorial & Learning
Develop video and audio 'plan your stay' Visual Stories with information about physical layout and what to expect for Artists in Residence.	2026	Curatorial & Learning, Marketing and Communications
Ensure information is provided in accessible formats to Artists in Residence applicants, eg when applying, during assessment, and throughout their time in residence. This includes an Access page in the AIRs Handbook.	Ongoing	Curatorial & Learning
Develop processes to deliver access requirements for individuals. Examples include a chair in every room, correct refrigeration temperature for medication, standing desks, using neutral cleaning products to reduce chemical sensitivities, driving artists with access needs around the site to experience bush scenery, access to sites out of hours etc.	Ongoing	Curatorial & Learning, Facilities & Operations
Establish a process to respond to and deliver on individual access requests.	2028	Curatorial & Learning, Facilities & Operations
Establish a toileting place for assistance animals at the AIRs Complex.	2026	Facilities & Operations
Develop and distribute accessible information materials for handlers and their assistance animals, including details about available bathroom facilities, potential environmental hazards (e.g. wombat holes, fox baiting areas), and guidance on preventative tick treatments.	2027	Curatorial & Learning
Develop Easy English accessibility floor plans detailing door widths, ramp gradients, number of steps, and accessible paths for the AIRs Complex.	2027	Curatorial & Learning, Facilities & Operations

EXHIBITIONS AND COLLECTION

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Ensure all exhibitions and collection project scoping and planning includes disability access and inclusion.	Ongoing	Curatorial & Learning, Collections, Audience Engagement
Provide continuous paths of travel through each exhibition.	Ongoing	Curatorial & Learning
As the Homestead's first floor has no step-free access, investigate ways to present first floor collections (e.g. 360° tours, video walkthroughs, displays on the ground floor). If exhibitions are not accessible, develop appropriate information advising of limitations.	2026	Curatorial & Learning
Provide clear information in visitor materials and signage stating that the first floor is accessible only by stairs.	2026	Curatorial & Learning, Marketing and Communications
Print exhibition catalogues and other collateral in accessible formats that include universal access symbols.	Ongoing	Curatorial & Learning, Marketing and Communications
Public tours or guides of exhibitions will be available in Auslan (at least one tour each Season).	Ongoing	Curatorial & Learning
Exhibition artwork labels follow universal design principles, (e.g. large font, high colour-contrast, non-glare surfaces) are mounted to enable reading from a sitting or standing position and are available in accessible formats including Braille, large print, and audio description QR codes.	Ongoing	Curatorial & Learning, Marketing and Communications
Mount artwork at compliant accessible heights for both people who are seating and standing.	Ongoing	Curatorial & Learning, Collections
Lighting is even and appropriate to the activity ensuring illumination for reading, navigation, and lip-reading.	Ongoing	Curatorial & Learning, Facilities & Operations
Display cases and tables are useable for those who are seated and standing.	Ongoing	Curatorial & Learning, Collections
Provide audio description tours for each exhibition Season.	2026	Curatorial & Learning, Audience Engagement
Provide tactile tours and multi- sensory experiences of the exhibits and the Boyd Studio.	Ongoing	Curatorial & Learning, Collections
Ensure changes to lighting levels are clearly identified on signage and maps.	Ongoing	Curatorial & Learning, Audience Engagement
Ensure image descriptions and alt text are embedded in online and digital exhibition collateral.	Ongoing	Curatorial & Learning, Collections, Marketing and Communications
Ensure inclusive and social model language is used in exhibition label texts.	Ongoing	Curatorial & Learning
Provide Audio descriptions for digital image and text content.	Ongoing	Curatorial & Learning

LEARNING PROGRAMS

Goal: Apply universal design and inclusive education principles so that all learners can engage equally through accessible spaces, communication methods, and teaching practices.

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Progress practical strategies for access to outdoor areas by Learning program participants.	Immediate and ongoing	Corporate Services, Facilities & Operations
Utilise suitable fixed or portable hearing augmentation systems for learning indoor/outdoor spaces.	Immediate and ongoing	Corporate Services, Facilities & Operations
With input and guidance from disability representatives and organisations, implement accessible and inclusive learning programs.	Ongoing	Learning
Provide Auslan interpreting for public learning programs. At least One program per Season.	Ongoing	Learning
Train the Learning team in Auslan including creative-arts vocabulary.	Ongoing	Learning
Provide curriculum with inclusive education principles and universal design principles.	Ongoing	Learning

Bundanon Mini, 2025. Photo: Live Photography Australia.

COMMUNICATIONS

Goal: Ensure all communications, media, and digital platforms are clear, accurate, and accessible, using inclusive language and representation across all channels.

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Scope and implement accessibility standards in website design and upgrades.	Ongoing	Marketing and Communications
Develop film and audio 'whole journey' Visual Story guides for the "plan your visit" website page which includes detailed accessibility information.	2026-29	Marketing and Communications
Provide Visual Stories of the Homestead with Auslan interpretation, captions and audio descriptions of spaces and artworks.	2026-29	Marketing and Communications
Ensure accessibility information is clear, comprehensive, and prominent on the website.	2026	Marketing and Communications
Include the statement, 'If you have questions or would like to discuss access requirements before your visit, please, call us at... email us at....' on the Access and Contact pages.	2026	Marketing and Communications
Marketing, media and publications (digital and printed) use affirmative, person-centred language to describe people with disability.	Ongoing	Marketing and Communications
Ensure all event, exhibition, publications and collateral information is in alternate formats (e.g. on web, audio, large print.)	Ongoing	Marketing and Communications
Ensure information materials, contracts, policies, DIAP and other documentation includes our commitment to disability access and inclusion.	Immediate and ongoing	Corporate Services
Include the question, 'Do you have any access requirements or preferences you would like us to be aware of?' on applications, contracts and booking forms.	2026	Audience Engagement
Scope an accessible booking system and a plan developed to implement recommendations.	2026	Audience Engagement
People with disability are represented in all regular marketing, communications platforms, and collateral. For example, portray people with disability as active participants and contributions and reflect diversity in age, gender, culture and type of disability.	Immediate and ongoing	Marketing and Communications
Ensure accessible programs, facilities and services are promoted in marketing and information materials across both mainstream and in disability media.	Ongoing	Marketing and Communications
Use alt text and image descriptions in all social posts. This might include scoping AI tools to generate alt text.	Ongoing	Marketing and Communications

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Publish promotional material in accessible formats.	Immediate	Marketing and Communications
Provide training for staff on using the National Relay Service.	Immediate	Audience Engagement, Human Resources, Marketing and Communications
Staff who know Auslan are clearly identify by a badge.	2026	Audience Engagement
Train staff (including café staff) to recognise and respond appropriately to the access needs of people with non-visible disability and those wearing the Sunflower symbol.	Immediate and ongoing	Audience Engagement
Consider the use of QR codes at tables in the Ramox Café and Kitchen Café and provide the menu in accessible formats online and onsite.	2026	Audience Engagement
Purchase a lightweight, long-handled reacher or grabber tool for each BEC pod window box and mount at a height accessible from seated and standing position and train staff on how to use the grabber and provide assistance if requested.	2026	Audience Engagement, Facilities & Operations
Train staff to ask people with wheelchairs about their preferred transfer side when booking the BEC.	2026	Marketing and Communications
Install bathroom signage that uses the International Symbol of Access and clearly identifies left- or right-side transfer layouts, presented in both visual and raised tactile formats.	2026	Marketing and Communications
Install bathroom signage with the International Symbol of Access in both visual and raised tactile formats.	2026	Marketing and Communications
Provide high density and low-density versions of access maps onsite with QR codes linking to accessible digital formats (e.g. Braile, large print).	2026	Marketing and Communications

EMPLOYMENT, PROCESSES AND BEHAVIOURS

Goal: Foster a workplace culture that is inclusive, equitable, and confident in disability access, embedding inclusive practice across recruitment, operations, governance, and organisational behaviour.

ACTIONS REQUIRED	TIMETABLE	RESPONSIBILITY
Audit employment process, retention and workplaces to identify barriers and install solutions ensure barriers to employment of people with disability or who are d/Deaf, are identified, removed or alternative access implemented.	Ongoing	Human Resources, Infrastructure Services
Promote job vacancies through disability media and networks.	Ongoing	Human Resources
Develop strategy to actively recruit employees with disability or who are d/Deaf.	2027	Human Resources, Infrastructure Services
Bundanon staff, volunteers and Board will attend annual disability awareness training.	Immediate and ongoing	Corporate Services, Human Resources
Learning staff will attend annual professional learning on inclusive Education.	Immediate and ongoing	Learning
Conduct regular training on emergency procedures and assembly points with inclusion of barriers for people with disability.	Immediate and ongoing	Infrastructure Services
Ensure major building and other projects are assessed and monitored by an accredited access consultant.	Immediate and ongoing	Infrastructure Services
Consider designated quiet times and zones in the Homestead and cafe.	Ongoing	Audience Engagement
Reporting against this DIAP is to be provided to the board annually, and progress against the DIAP is to be included in quarterly Periodic Reports (for Government and the board).	Immediate and ongoing	Corporate Services
This plan will be reviewed and updated every two years.	2028	Corporate Services