



# Summary Report - QDN Online Forum: Brisbane 2032 Games Visioning

*Our Vision for 2032 and beyond: Working together  
to create an inclusive games and legacy for all*

13 June 2022

# Online Forum

## About Queenslanders with Disability Network (QDN)

Queenslanders with Disability Network (QDN) is an organisation of, for, and with people with disability. QDN operates a state-wide network of 2,000 plus members and supporters who provide information, feedback and views based on their lived experience, which inform the organisation's systemic policy and advocacy activities. We believe people with disability should always be at the table when decisions are made that directly impact their lives. QDN currently hosts 31 peer support groups across Queensland, made up of people with a diverse range of disabilities, convened by people with disability. The groups network socially, share information, life experiences and solutions, and are key to informing QDN's systemic policy work.

## Introduction

The Brisbane 2032 Olympics and Paralympics Games provide a 'once in a lifetime' opportunity for Southeast Queensland and our state more broadly to be recognised on the world stage as the most inclusive and accessible city. The Games also provide an unprecedented opportunity to deliver an Olympics and Paralympics that showcases inclusion and accessibility and leaves a legacy for an inclusive Queensland for all including people with disability.

We have 10 years to go until the main event occurs with the Olympic games being held from 23 July to 8 August 2032 and the Paralympic Games from the 24 August to 5 September 2032. Whilst this is a momentous and important event, we acknowledge that the Games are a short moment in time. QDN and the disability community broadly aspires to a legacy left that encompasses people with disability living, playing, learning and working in inclusive and accessible communities across Queensland.

As part of the Queensland Government's submission to the International Olympic Committee – these 5 legacy areas were identified as:

- Sport and healthy lifestyle pathways
- Economic benefits
- Human skills, networks, and innovation
- Environmental benefits and target
- Culture and creative development

For people with disability the opportunities of the games and the legacy include:

- More accessible, affordable housing
- Improved accessible, affordable and integrated transport
- Infrastructure and built environment that enables people to move around well in their communities
- Inclusive and accessible tourism that encourages and enables people with disability to participate as athletes in the games, but also delivers ongoing legacy for all visitors to Queensland and positions our state as the most accessible/inclusive destination of choice for tourism into the future
- Growing the next generation of athletes to compete in the games
- Health and well-being outcomes to improve our quality of life

- Employment opportunities
- Volunteering opportunities
- Sustainability
- Inclusive practices around procurement of services, products, infrastructure that starts with accessibility and inclusion principles
- Disability inclusive arts and culture

Responsibility for creating and delivering on these goals does not sit with one entity and will require a collaborative and inclusive approach across government, business and community, to creating and delivering for all Queenslanders. Along with the Olympic Committee, we have three levels of Government working together and Queenslanders with disability want to be at the table having a valued and active role in shaping and leading this work through a co-design approach.

QDN and its broad network of people with disability want to ensure Queenslanders with disability benefit from the \$8 billion economic and social revenue generated for Queensland by hosting the 2032 Olympic and Paralympic Games, including jobs. QDN members are also excited about the opportunities for Queenslanders with disability to be included in the planning, design and delivery of the Games, even in these initial planning stages; to ensure a Games' legacy that sees Brisbane and our surrounding communities emerge as one of the most accessible and inclusive cities in the world.

## **Our Vision for 2032 and beyond: Working together to create an inclusive games and legacy for all**

QDN Board Directors, members and staff welcomed the announcement that Brisbane and our other Queensland communities were the successful city to host the 2032 Olympic and Paralympic Games. Queenslanders with disability see the 2032 Games and beyond as a pivotal point, building upon decades of planning and work to progress the inclusion agenda to drive change, progress and action.

QDN acknowledges that the Queensland Government has identified a number of goals and actions to deliver on an accessible and inclusive Games that promote a society and culture that is inclusive for all, regardless of age, background, gender or ability.

QDN, along with our members, believe it is essential that people with disability create a strong vision for the 2032 Games and beyond to lead and drive planning, design and delivery over the next 10 years. QDN has a strong commitment to work together with Government, business, community, industry and the broader community to deliver an Olympics and Paralympics that showcases inclusion and accessibility and leaves a legacy for an inclusive Queensland for all.

As a starting point, QDN hosted the Brisbane 2032 Games Visioning Forum on 13 June 2022 to bring together Queenslanders with disability to share their vision, hopes and dreams for 2032 and beyond, how people with disability want to engage in planning, design, delivery and legacy of the games and what people identify as important priorities and actions.



## OUR VISION



2032 Olympic and Paralympic Games and its legacy delivers:



- A successful, inclusive and accessible games for people with disability as athletes, spectators, workers, and volunteers
- Co-designed planning, designing and delivery of infrastructure, facilities and services with people with disability from the beginning
- A Queensland community that values people with disability as equal citizens
- A legacy of world class accessibility and inclusion across sport, housing, transport, infrastructure, employment, tourism, volunteering, public services and health and well-being for Queenslanders with disability and our community.



### Bringing our vision to life

QDN outlines the following key priorities for our vision for 2032 and beyond. These priorities were identified by workshop participants along with blueprint actions people see as key to delivering on our vision and bringing it to life. Throughout the forum, participants identified the importance of this to drive change not only for Brisbane and our surrounding Southeast Queensland communities, but our whole state including regional, rural and remote as well as people with disability from Aboriginal and Torres Strait Islander backgrounds and culturally and linguistically diverse backgrounds.

### Key priorities

1. Co-design
2. Leadership of people with disability
3. Community attitudes and behaviours
4. Access and inclusion
  - a. Infrastructure
  - b. Employment and volunteering
  - c. Tourism
  - d. Transport
  - e. Housing
  - f. Public services
  - g. Information and communication
5. Partnerships and collaboration

## **Blueprint actions**

### **1. Co-design**

People with disability want to:

- Work together with a long-term vision to ensure Queensland is an inclusive community for all.
- Work with Government and decision-makers to embed principles of co-design in planning, design, delivery and legacy of the Games.
- Be involved early, in valued and meaningful ways and listened to.
- Ensure that 'user testing' by people with disability is part of the planning and design phases before products, infrastructure, services or policies are delivered and feedback is taken on board and incorporated.
- Ensure there are measures in place to provide safeguards so co-design is not just a concept but implemented appropriately and effectively.

### **2. Leadership of people with disability**

People with disability want to:

- Engage and ensure people with disability are at the table in positions of leadership for the Games and legacy work.
- Build the capacity of people with disability as leaders to be informed and connected to be able to lead and influence the agenda and outcomes.
- Engage with children and young people now to grow their leadership and capacity as athletes, contributors, decision-makers, and influencers for change for the Games and its legacy.
- Ensure people with disability are front and centre, telling their story and the story of people with disability.

### **3. Community attitudes and behaviours**

People with disability see it is important that we work together to:

- Shift understanding and attitudes towards disability to 'look with different eyes' about who we are, what we bring and what we have to offer.
- Change our community language and sentiment to move away from 'special', 'different' 'an extra after thought' and understand that disability is not the disabling part – it's society!
- Deliver equal media coverage of people with disability as athletes and members of community.
- Start engaging with our students and young people as one in five people in our community have a disability and get them engaged and excited about the opportunities
- Ensure people with disability are aiming higher and have expectations about what they can do and achieve, similar to their non-disabled peers.

### **4. Access and inclusion**

People with disability identify the following as key actions across these areas to deliver improved access and inclusion:

#### *a. Infrastructure and services*

- Undertake reviews and audits of all facilities including existing facilities with an inclusion and accessibility lens, including audits by people with disability, to identify non-accessible aspects to be rectified including the adequate supply of accessible bathrooms and accessible entrances and signage for buildings and facilities.
- Develop and implement disability inclusionary procurement standards across Government to be used in the procurement of Games Government contracts.
- Integration and inclusion in design at the forefront so that people with disability are not segregated and forced into alternative pathways e.g. Separate seating so can't sit with family, separate booking systems.

#### *b. Employment and volunteering*

- Deliver equity of pay and employment outcomes for people with disability.
- Develop a Charter for organisations and businesses for standards of inclusion and access around employment.
- Work across Government and industry to identify targets for employment of people with disability as part of the Games delivery.
- Identify employment pathways and opportunities for people with disability as inclusion consultants to engage in paid employment across all stages of planning, design, delivery, and user testing (including through QDeNgage). QDeNgage connects organisations with specialist consultants who bring professional expertise and lived experience of disability to provide practical business solutions. Our consultants are QDN members who are engaged by organisations to develop strategies and implement plans to create a culture of inclusivity.
- Engage with people with disability early about volunteering opportunities and build capacity and supply of volunteers with disability.

#### *c. Tourism*

- Build the capacity and supply of all parts of the tourism industry to be inclusive and accessible for people with disability and their families.
- Engage and involve people with disability and industry to co-design and deliver on this.

#### *d. Transport*

- Deliver on Disability Standards Accessible Public Transport reforms to ensure public transport infrastructure meets national and world standards.
- Deliver on current committed accessibility requirements for 'next generation rollingstock trains' within set timeframes.

#### *e. Housing*

- Ensure that planning for post games has a clear focus on accessible and affordable housing with high % targets around inclusionary zoning options and regulations for silver/gold standard accessibility.
- Plan for the legacy of built accommodation for athletes transitioning onto community housing management and delivery.
- Ensure protections and safeguards are established for people with disability with regards to renting and accommodation to ensure people are not forced into homelessness in the lead up and during the Games.

#### *f. Health and well-being*

- Through health and well-being initiatives that are established for the Games, deliver targeted approaches for people with disability that are accessible and inclusive of diversity of people with disability including physical, intellectual, cognitive, neurological, sensory, and psychosocial.
  - g. Information and communication
- Deliver the correct access and meet accessibility standards of communication and information for websites, printed materials, signage, audio, visual, for diversity of disability including easy read, auslan, braille, audio description.

## 5. Partnerships and collaboration

- Be engaged with the disability community to work together to solve the problems that are most important to us.
- Working with the three levels of Government including Local Councils and State and Commonwealth Governments to deliver a world class Games and legacy for people with disability. This includes:
  - People with disability involved in structured mechanisms like Committees and consultations;
  - Disability Action and Service Plans developed with people with disability by local and state government departments and integrated into broader planning; and
  - Partnerships and engagement with businesses to identify opportunities to be more inclusive and accessible for employees with disability as well as customers with disability.

## Forum overview

Over 80 people with disability and key supporters attended the visioning forum on Monday 13 June 2022. QDN's online forum involved having speakers at the beginning that included representatives of persons with disability including Paralympians, advocates and leaders in their communities. Participants then had the opportunity to move to breakout rooms facilitated and moderated by QDN Peer Leaders and staff to generate feedback from individuals about their vision, hopes and dreams for 2032 and beyond, how people with disability want to be involved in the planning, design, delivery and legacy of the games and priority areas and actions.

Des Ryan, QDN's Chair opened the forum and the Honourable Stirling Hinchliffe MP, Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement provided an opening address.

### Speakers

- Geoff Trappett OAM - Former Paralympian and Disability Advocate
- Karni Liddell - Former Paralympian, Presenter & Speaker
- Dr Sharon Boyce – Chair, Queensland Disability Advisory Council and QDN Deputy-Chair

## Presentation Summary

Minister Hinchliffe's address outlined the Queensland Government's commitment to creating an accessible and inclusive Games that delivers for everyone who wants to be part of the Games experience and that they truly feel part of it – whether they are competing, volunteering, officiating, spectating or helping organise events at a local level. Minister Hinchliffe stated that the Government's engagement with the disability sector begins now and outlined a range of goals and investment across sport and athletes,

transport, venues, spaces, precincts, employment, business opportunities, and tourism. For more information on these goals see appendix 1. The Minister finished by saying the Queensland Government is wanting to look at how we can partner together with people with disability to bring this vision to life for 2032 and beyond.

*Geoff Trappett OAM* highlighted that this is as much about sport as it is about good education, transport and housing standards, removing barriers to employment and needs to have an important focus on human rights and inclusion. Geoff said it is positive that we are starting to talk about this now and we need to be focused on what we can do and what we should expect. He said we need to ensure the pieces of infrastructure are in place and that people with disability, including our athletes, are valued and how we can work on positive images of people. Geoff talked about his own experiences as an athlete and the life lessons that have given him an attitude of 'never giving up'. He also talked about the importance of research, of involving, engaging and including people with disability to inform planning and design and ways of working together to achieve good outcomes for the Games as well as beyond.

*Karni Liddell* opened in saying that our 8-year-olds right now are going to be the athletes of this games and its important that we support them to dream big like she did as a young girl after winning a blue ribbon - to dream they can become an Olympic swimmer and the importance of engaging and laying these foundations now. Karni outlined that its important we address community attitudes to disability and in 2032 how we can be in the top countries in the world in competing in Games, in employment of people with disability and our team is filled with Aboriginal and Torres Strait Islander athletes and lower classification athletes. Karni also highlighted the opportunity we have to address issues around accessible and affordable housing as well as jobs and employment, stating that employment of people with disability needs to be front and centre.

*Sharon Boyce* outlined that this is the opportunity for Queensland to show case what we can do, and how our state can deliver a successful game for athletes, facilities and spectators as well as the ongoing legacy for sport, technology, education, employment and real job opportunities, tourism, transport, housing, public spaces. Sharon said there needs to be a focus on our whole state including regional, rural and remote locations of Queensland. Sharon said co-design needs to be at the centre but we need to have a shared understanding of the concept and embed co-design in Government and our practice. We need to create a world where everyone has a chance to be their best self and how do we ensure we have this now, for the next generation and the generation after that.

## **Key actions identified by participants**

### **Breakout rooms**

Participants were allocated to breakout rooms to discuss the issues and to identify three key actions going forward. Breakout rooms were facilitated by a QDN Peer Leader with a QDN staff person providing support. The aim of the breakout rooms was to gain member feedback on the following questions:

- What is your vision, hopes and dreams for 2032 and beyond?
- What does the involvement of people with disability look like in the planning, design, delivering and legacy of the games?
- What is important for you – games and legacy? Priorities? Key actions?



## **Conclusion**

QDN and our members look forward to working together with Government and key decision makers to bring this vision to life and deliver on a 2032 Olympic and Paralympic Games that is inclusive of all people in our communities and is a world class event that leaves a long and ongoing legacy to improve the lives of Queenslanders with disability.

## **Appendix 1 Hon. Minister Sterling Hinchliffe speech – summary of key goals**

### **Speech Notes:**

#### **The Honourable Stirling Hinchliffe MP**

Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement

### **At:**

#### **Queenslanders with Disability Network (QDN)**

#### **Brisbane 2032 Games Visioning Forum**

- 3.00pm, Monday 13 June 2022
- One of our key goals is to make the Brisbane 2032 Olympic and Paralympic Games the world's most accessible and inclusive sporting event.
- We have a decade of planning, building and organising ahead of us to make sure that happens.
- And we have already started what will be a comprehensive engagement process, so that a wide representation of Queenslanders can be involved in the planning, design and delivery of the Games.
- We'll develop a blueprint and a vision for how we can work together with Government, business, community, industry and the broader community to deliver an Olympics and a Paralympics that showcase inclusion and accessibility.
- A Games that establishes Brisbane as a truly accessible and inclusive city.
- A Games where all Queenslanders share in the \$8 billion in economic and social benefits that will flow from hosting the Games, along with more than 91,000 jobs per year.

#### **Brisbane 2032 – An inclusive Games**

- There are more than 260,000 Queenslanders living with a disability and more than 474,000 carers. Brisbane 2032 will promote a society and a culture that is inclusive for all, regardless of age, background, gender or ability.
- Creating an accessible and inclusive Games means we've thought of everyone who wants to be a part of the Games experience – and that they feel truly a part of it.
- Whether that be competing, volunteering, officiating, spectating or helping organise events at a local level.
- Our engagement with the disability sector begins now.
- But we have some initial goals in key areas, such as...
- Engaging another 500,000 people with a disability in sport by 2032 – by promoting awareness and participation through community programs.
- Providing disability-compliant public transport facilities, new public places and precincts universally designed for the whole community.
- Creating ambitious jobs targets – new and innovative careers for people with a disability.
- Encouraging business owners to embrace inclusion.
- Developing activities that break down societal stereotypes and biases.

- Having more equitable funding for para-sports and para-athletes.
- This is already happening at the Queensland Academy of Sport where Paralympic athletes are supported just like their able-bodied teammates – every medal counts.
- In fact, the QAS has partnered with Paralympics Australia to advertise for a new full-time job – the Para-Sport Performance Lead.
- Their role will be to work with para-sport programs to develop Paralympic sport in Queensland.
- We are building infrastructure to help athletes – such as high-performance gyms that are accessible for elite Paralympic athletes.
- To enhance pathways to the top.
- And new venues like the Brisbane Indoor Sports Centre at Albion which will be delivered as a landmark facility for the community, high-performance and para-sport programs.
- We will look to appoint Paralympic ambassadors and local champions who can enhance the Games experience for people with a disability in local communities.
- And we will aim to improve the overall health and physical outcomes for people with a disability.

### **Accessible tourism**

- The tourism industry will be one of the key benefactors of Brisbane 2032 and accessible tourism is a big part of that.
- Travel by people with disabilities accounts for 17 per cent of all tourism expenditure in Australia – worth billions of dollars every year.
- Being inclusive and accessible when it comes to tourism is not only the right thing to do, it's good for business.
- That's why the Queensland Government is investing \$458,000 towards a study to improve the state's accessibility credentials.
- The study will be conducted by the specialist travel agency Travability, and also by Get Skilled Access – the brainchild of wheelchair tennis champ and Australian of the Year Dylan Alcott.
- Together, they will look at how accessible our infrastructure is, and how businesses need to adapt. Six tourism destinations will participate in the study including Brisbane and surrounds, Gold Coast, Sunshine Coast, Hervey Bay and the Fraser Coast, Townsville and the Outback, and Cairns and the surrounding region.
- The project will deliver accessible and inclusive itineraries for people with accessibility issues to use for holidays and travel in Queensland.  
And a range of resources for tourism operators such as online learning.  
So tourists with a disability can plan holidays with confidence.  
Knowing that the tourism industry will be ready for them.

### **Brisbane 2032 Legacy**

- We will develop a legacy plan, with our Games partners, that delivers for all of Queensland – business, industry and communities.
- The Brisbane 2032 Legacy Committee has appointed 12 Queenslanders to help plan how the state will benefit from the Games over the next two decades.

- We had more than 400 applications and has now chosen 12 Queenslanders. One of the key focus areas were looking for in nominations is experience in accessibility and inclusion.
- The Legacy committee will give Queenslanders a chance to provide input and advice into the legacy priorities for Queensland that arise from hosting Brisbane 2032.
- One of the key focus areas for the committee members will be to start work in shaping the long-term state priorities for the Games legacy plan.

**Closing remarks:**

- July 23 this year marks ten years to go until Brisbane 2032.
- Excitement levels are already at fever pitch.
- But we have a very steady hand in OCOG President Andrew Liveris, who is totally focused on delivering an inclusive Games for Queensland.
- Which will be achieved by setting targets and engaging with communities for the whole journey.