**CUDA Brisbane Symposium**

**Edited Transcript for Kevin Cocks, AM**

**Accessible and Inclusive Transport**

Kevin began with comments about the exclusion of people who are deemed to be inferior and the structural and institutional challenges posed by governments and their policies which continue this injustice.

“… some of my Indigenous academic friends call out institutional racism it,

the legislation, as the head of the snake. And that is where all of the

structures that exclude those who are deemed to be inferior and undeserving

of public services and goods, that everyone else (who are white and

privileged) is as deserving.”

Governments have control of three major areas of our lives that are fundamental for

individual citizens to build the platform for self-determination, they are: transport, housing and education. These three areas have the power to include or exclude.

“And without those three, we are never able to have the equal opportunities to participate socially, economically, and culturally within our world. Whether it be in government, it be in our schools, our local neighbourhoods, our workplaces.”

Kevin was invited to apply for a newly created position in the DG&#39;s office of join

Transport and Main Roads (TMR) when the position of Commissioner ended. He arri

the successful candidate and took up ved in his this position after the New

Generation Rolling Stock (NGR) ‘debacle’ which ended coincided with the a

Commission of Inquiry. Consequently, he was given a licence to advocate for access

and inclusion within TMR, not the usual item included in a job description.

Bringing about change when everyone wants ‘business as usual’ is not limited to government:

“… it’s experienced in the private sector, in the community, where people revert to the behaviours and practices, they are most comfortable with and are least disruptive.”

TMR developed a universal design guideline to help change mindsets where people need to be taken on the journey to build capacity and understand the change needed. Working towards an inclusive society includes working towards an inclusive workforce.

“Because everyone wants to work in a better workplace, a place that they feel they are welcome and a place they feel that they belong. And universal design, to me, provides us that framework to make that happen, where I feel welcome and I feel that I belong, and that I'm not "othered". And the stares that send me a message that, "You're rejected, you're not welcome in this place." And that's a message that our First Nations people, people with disabilities, parents with young children, older people, are all starting to receive when they cannot get in, or the attitudes. The unconscious biases are evident in the culture of the organisation you may be operating in.”

Taking a universal design approach also means using co-design methods and TMR has worked closely with Queenslanders with Disability Network (QDN) for this reason. TMR has also worked with Transport Academic Partnerships and in particular Queensland University of Technology on developing a universally designed AV people mover electric vehicle design and this research is in its third phase and has now developed a prototype it is anticipated that the learnings from how to make this vehicle adaptable will be able to be applied how greater accessibility can be applied in other transport modes.

“We've got to a prototype and there's been experts' ideation with a lot of data that we're now producing. Through this research project, we presented papers in Germany and America and Australia. T The outcomes from this research, who knows, could be quite innovative and world leading research. For for me, it will address transport inequity. … That’s one of the outcomes of universal design.”

TMR have developed an Access and Inclusion Strategy, and the core is universal design. The outcome is to build an inclusive workplace and produce inclusive products, goods and services for staff and customers.