



**PEOPLE WITH DISABILITY
AUSTRALIA**

Inclusion of People with Disability

Commons Library - May 2023

A voice of our own



About People With Disability Australia

People with Disability Australia (PWDA) is a leading disability rights, advocacy and representative organisation by and for, Australians with disability.

PWDA is a non-profit, non-government, national cross-disability organisation that represents the interests of Australians with all types of disability.

We're educating people and organisations about disability, access and inclusion.

For over 20 years, we've been delivering education and training to empower people with disability to take control of their own lives and to help workers in the broader community improve how they work with, provide services for and support people with disability.



Barriers to inclusion of people with disability in organisations and advocacy campaigns

Barriers experienced by people with disability

- **Physical, Informational, Attitudinal, Systems/Protocols**
- Concentration
- Stamina to complete tasks
- Capacity to cope with time pressures and multiple tasks
- Interaction with others - communication
- Managing Stress
- Reluctance to ask for guidance, fear of being judged, excluded

Overcoming barriers to inclusion of people with disability

- **PWDA Resource - [30 Ways to Make Your Service More Accessible](#)**
- **Job Access - [Disability Adjustments](#) - information is specific to workplace adjustments, solutions for employees with disability but you will find the information relevant to overcoming barriers across a range of settings. Funding workplace adjustments may also be available via Job Access, depending on individual situations**
- **Job Access - [Disability Inclusion Action Plan \(DIAP\) Template](#)**

A Disability Inclusion Action Plan (DIAP)

Inclusion requires continual focus and prioritisation. A Disability Inclusion Action Plan (DIAP) will provide you with a roadmap to improve inclusion and accessibility.

- A DIAP will support you in identifying the current state for your organisation. A desktop audit should be complemented by focus groups and interviews including people with lived experience of disability
- A DIAP will draft priority actions for your organisation to implement, assigning responsibilities as well as a framework for measuring success
- A DIAP should be endorsed by senior management and promoted internally



About us



We are People with Disability Australia.

We are also called P.W.D.A.

We are a disability rights group.



We talk to government about things that need to change.

We speak up for all people with disability.



We work all over Australia.

We are here for **any one** with disability.



People with disability

- are our members
- can work for us
- help run our group.

Spotlight on Easy Read

- Commons Library - Resources about inclusive practices: [Easy Read Guides Archives - The Commons \(commonslibrary.org\)](https://commonslibrary.org/easy-read-guides-archives)
- Easy Read is an approach to communication designed to support those with intellectual disability, learning disability, low literacy levels, or who use English as a second language.
- Easy Read combines plain English with imagery and layout to streamline, simplify and explain information and concepts.
- Easy Read should be developed in collaboration with those for whom the resource is designed. The resource should be peer-reviewed to ensure it meets the needs of the intended audience.

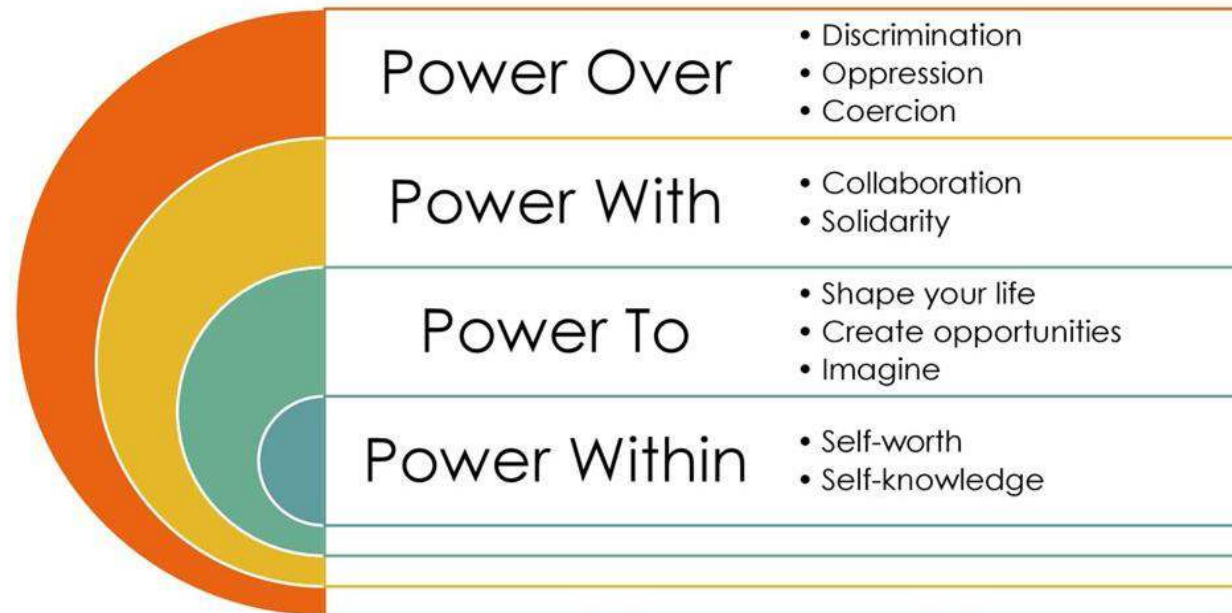


Power and Oppression

**Having power embodies the capacity to make
things happen**

Different types of power

Different types of POWER





Building Safety and Trust

Language matters ...

- DO use language that is respectful.
- DON'T use language that is negative or judgmental.

- DO validate a person's experiences.
- DON'T discount or minimise a person's lived experience.

- DO allow the time needed for a person to find the words to express what they want to say.
- DON'T rush people and don't fill silent gaps with 'noise' - your own comments.

- DO summarise what is said and ask a person if you are understanding them correctly.
- DON'T question a person's perception, reality or truth of events – the lens with which people with disability view and experience the world can be very different than looking through the lens of a non-disabled person.

Words matter ...

- An important part of being an ally to the community of people with disability is using **appropriate language when talking with and about people with disability.**
- **Guide - The Commons Library**
See the **PWDA Language Guide** on The Commons Library

Nothing About Us Without Us!

- There may be times where you feel the need to speak out, to advocate for inclusion of people with disability in your organisation.
- It is vital that you first seek **consent** from the person/s whom you wish to speak on behalf of.
- **Sometimes the better approach is to amplify *their* voice/s by lowering *yours*.**

What does respectable inclusion look like?

- Avoid assuming the journey of those with disability.
- Take the time to educate and listen to the collective discourse of people with disability.
- Be willing to research and learn rather than solely relying on those in the disability community to educate you.
- Build a culture where people with disability are not tolerated but are valued for the unique skills and insights that they bring.

What does respectable inclusion look like?

- Ensure that people with disability are at the ‘discussion table.’
- Sustain and grow positive relationships with community members living with disability.
- Take the required steps to understand inclusion issues relevant to people with disability.
- Listen if someone with a disability calls out your actions as harmful or inappropriate; listen and work with people with disability to understand how you can do better.
- Lean into the discomfort. It is important to feel comfortable being uncomfortable. Progress and change can’t be made if we all stay in our comfort zones.

Regularly *check-in*
with people with disability to ensure
that what you do generates more
good than harm.

Recap ...

- Take the time understand the different ways person with disability communicate and avoid judgement and misunderstanding.
- Be creative with your communication styles and help person with disability find other ways of expressing themselves. For example: symbols, signs, artwork, picture language cards.
- Focus on establishing trust, and recognise time is needed to build genuine rapport.
- Demonstrate commitment to supporting people with disability by showing you will not judge them or refuse to include them.

Recap ...

- Speak directly to a person, not their support person/carer. Keep in mind a support person/carer is not an 'extra pair of hands', their role is only to support the person with disability.
- Don't assume that people with disability need your help or can't cope – always ask first - ask the person if they have any specific requirements.
- Use respectful and appropriate language.
- Just ask, people with disability are their own experts and will have many tried and tested methods to overcome barriers.



Your feedback matters!

Please scan the QR code below to **[access our evaluation form](#)**. The form and slides will be sent to you after the training session.





**PEOPLE WITH DISABILITY
AUSTRALIA**

Thank you

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