Inclusion Diversity and Accessibility

Brianna Bell, Lawyer

Donna Best, Management Committee

Queensland Advocacy for Inclusion

Acknowledgement of Country

Queensland Advocacy for Inclusion (QAI) respectfully acknowledges the Aboriginal and Torres Strait Islander peoples as the traditional custodians of the land we live and work on and recognise their role in our work, in the disability community and in society.

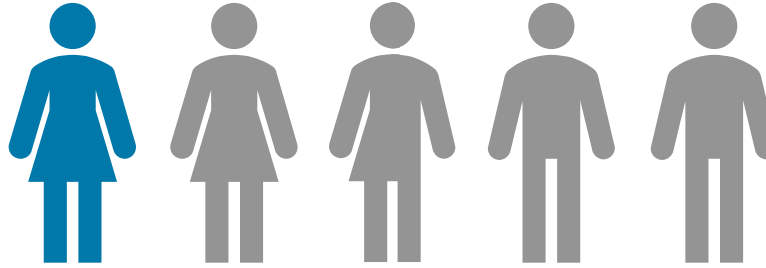We also acknowledge First Nations peoples around the world here today.

Agenda

- Employment of people with disability: statistics, myths, facts.

- Link to IncludeAbility resources

- QAI Disability Inclusion Working Group

- QAI Disability Inclusion Working Plan

Employment of people with disability

Almost **1 in 5** people in Australia have a disability

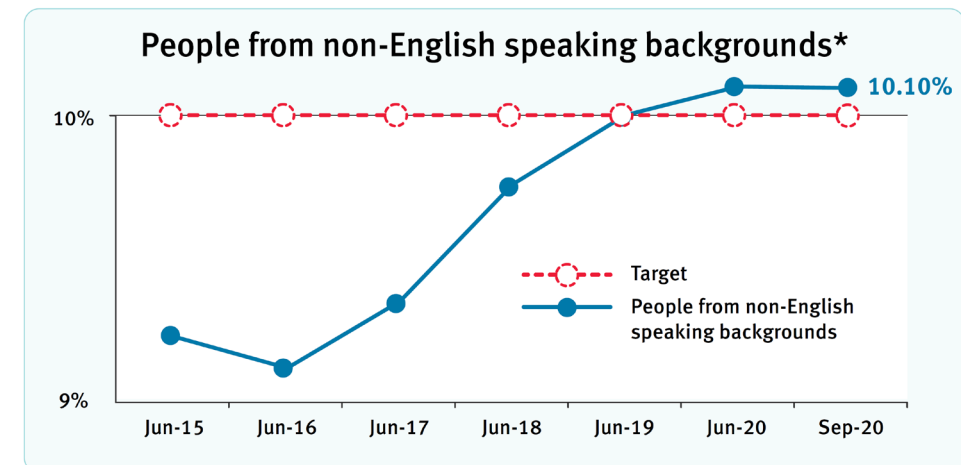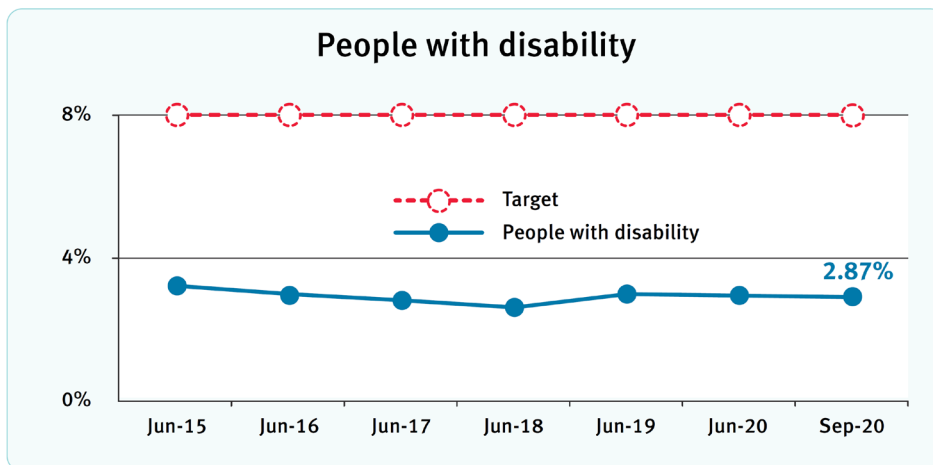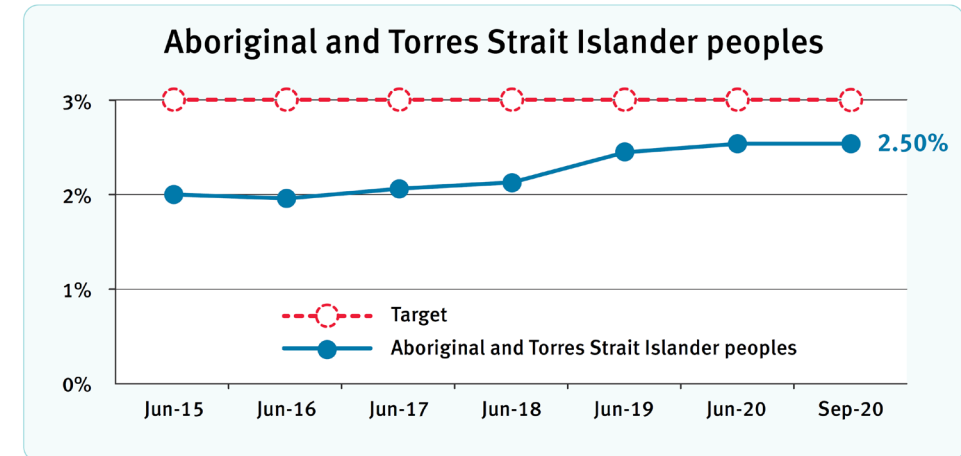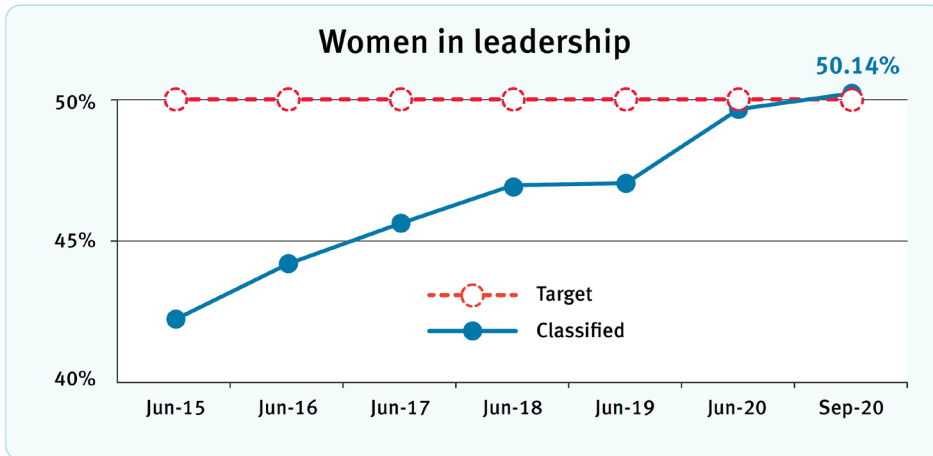People with disability are **more likely** to be:

- ▲ Unemployed
- ▲ Underemployed (working part time with preference for more)
- ▲ Discriminated against

People with disability are **less likely** to:

- ▼ Receive promotions

Employment of people with disability

Diversity targets progress from Queensland Public Sector Inclusion and Diversity Strategy 21-25

Women in leadership

50.14%

- - - Target
—•— Classified

Aboriginal and Torres Strait Islander peoples

2.50%

- - - Target
—•— Aboriginal and Torres Strait Islander peoples

People with disability

2.87%

- - - Target
—•— People with disability

People from non-English speaking backgrounds*

10.10%

- - - Target
—•— People from non-English speaking backgrounds

OECD ranking

Australia ranks **lowest** among OECD countries for the relative income of people with disability.

AUSTRALIA RANKS LOWEST AMONG OECD COUNTRIES FOR THE RELATIVE INCOME OF PEOPLE WITH DISABILITIES

27th

1 MEXICO
2 ICELAND
3 SWEDEN

Heads or Tails?

If you think the statement is **true**, put your hands on your **head**.

If you think the statement is **false**, put your hands on your **hips**.

Statement 1...

You should always refer to 'people with disability' not 'disabled people'.

True = head   **False = hips** ✅

Statement 2...

"People with disability have a wide range of experiences, skills, abilities and qualifications to bring to the workplace and work in a wide range of jobs across all levels, including entry level, middle management and senior leadership roles."

True = head ✓   False = hips

Statement 3...

People with disability take the same number of sick days as non-disabled people.

True = head   False = hips ✅

Statement 4...

Hiring disabled employees will have a positive impact on efficiency or customer satisfaction.

True = head ✅ **False = hips**

Statement 5...

Making the workplace more accessible will only be beneficial if we hire disabled employees.

True = head

False = hips ✅

IncludeAbility

Australian Human Rights Commission

11 Resources for employers

1. Creating an accessible and inclusive workplace

2. Customising a job for a person with disability

3. Establishing a Disability Employee Network

4. Creating accessible and inclusive communications

5. Hosting accessible and inclusive in-person meetings

6. Hosting accessible and inclusive online meetings
   and events

IncludeAbility

IncludeAbility

GUIDE

Attracting and recruiting people with disability to your organisation

This guide provides information on how to attract people with disability to your organisation by:

▶ Demonstrating a commitment to accessibility and inclusion as organisational values

▶ Outlining ways to proactively connect with candidates with disability

▶ Establishing accessible and inclusive recruitment practices.

Source: Australian Human Rights Commission

An employer can demonstrate its commitment to accessibility and inclusion in the workplace by:

▶ Using inclusive and respectful language

▶ Using images of people with disability on its website, in particular, on careers or recruitment pages

▶ Including a reference to attracting people with disability to the organisation in their diversity statement or plan

▶ Featuring stories of existing employees with disability that work at the organisation in internal and external communications

▶ Asking senior leaders to act as disability champions and publicly promote the benefits of employing people with disability

- Developing a Disability Action Plan and promoting commitment to becoming a more inclusive employer

- Ensuring all staff events are accessible and inclusive

- Providing disability awareness and confidence training to all employees, with a focus on training managers and people leaders

- Establishing a Disability Employee Network (DEN) led by people with disability and promoting their activities and achievements on the organisation's website

- Developing a campaign about the organisation's commitment to accessibility and inclusion, that specifically incorporates disability

- ▶ Proactively connect with candidates with disability

- ▶ Engaging with a Disability Employment Services (DES) provider (see the following column for further information DES providers)

- ▶ Advertising on a job search site dedicated to people with disability (for example, Toozly) (QAI uses The Field)

- ▶ Engaging with disability organisations that support people with disability (for example, peak disability organisations or disability advocacy organisations that may be located in your community)

- ▶ Identifying a number of graduate and internship positions as targeted positions for candidates with disability

Job advertisements & position descriptions

▶ Including a diversity statement that encourages applications from people with diverse backgrounds, including people with disability

▶ Ensuring all job advertisements encourage applicants to request reasonable adjustments if required to assist them through the application and recruitment process (for example, 'applicants can request a reasonable adjustment at any stage during the recruitment process by getting in touch with the contact person')

- Not including any non-essential requirements in the position description (for example, a requirement for a driver licence if this relates to sporadic travel that could be facilitated by public transport or a taxi, rather than a core part of the role)

- Indicating a willingness to customise the role for the right candidate (see the full guide for further information on job customisation)

- Including the details of a contact person so that applicants can get in touch by phone or email

QAI Disability Inclusion

Our Disability Inclusion Working Group

- ▶ Monthly meetings
- ▶ All staff and management committee invited to join
- ▶ Review accessibility policy, both internal and external
- ▶ Disability Inclusion Action Plan
- ▶ Disability inclusion staff survey
- ▶ Own Voices training for all staff

Disability Inclusion Action Plan

2023 – 2026

Queensland Advocacy for Inclusion

Contact us

Website: qai.org.au

Email: qai@qai.org.au

Phone: (07) 3844 4200

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