

International Day of People with Disability

Community Conversation Guide

2025

Part 2





Australian Government
**Department of Health,
Disability and Ageing**

The Australian Government Department of Health Disability and Ageing wrote this.

We say **DHDA** for short.

When you see the word **we** it means DHDA.



We wrote this in an easy to read way.

We use pictures to explain some ideas.

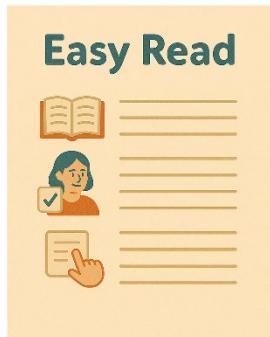
Bold

Not bold

We have some words in **bold**.

This means the letters are thicker and darker.

These are important words.



This is an Easy Read summary of another document.

This means it has the most important ideas.





You can go to the website to look at the full document.

www.idpwd.com.au/conversation-guide



You can ask for help to read this document.

You can ask a

- Friend
- Family member
- Support person.



We recognise Aboriginal and Torres Strait Islander people as the **Traditional Owners** of the land we live on.



They were the **first people** to live on and use the

- Land
- Waters.

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About this document



This document has 3 parts.



Part 1 talks about

- What **International Day of People with Disability** is

We call it **IDPwD** for short.



- Why we should talk about disability



- What is disability



Part 2 talks about

- Talking about disability



- IDPwD **themes**

Themes are main ideas that will be talked about.



- Words are powerful



Part 3 talks about

- Communicating with people with disability



- **Accessibility needs**

Accessibility needs are things that support people to take part.



- Where to find more information.



You can find the other parts on our website.

www.idpwd.com.au/resources/conversation-guide



Talking about disability



When you talk about disability it is important to

- Be open and respectful
- Include people with disability



- Pay people with disability for the work they do



- Understand that people can take part without speaking.

IDPwD themes



You might like to have a **theme** for your next event.

Themes are main ideas that will be talked about.



You might like to use the **United Nations** IDPwD theme.

The **United Nations** is an organisation where countries come together to

- Talk about world issues
- Fix world issues.

We call it the **UN**.



You might like to make up your own theme.

Some ideas are



- **Ableism**

This is **discrimination** of people with disability.

Thinking that people with disability are less than people **without** disability.



Discrimination means

- Treating someone unfairly because of something about them they can **not** change.

Like they have a disability.



- **Unconscious bias**

This means having **attitudes** about people with disability without knowing it.



Attitudes are what people

- Think
- Feel
- Believe.



- Disability **rights**

Rights are **rules** about treating everyone

- Fair
- Equal.



- Being a **disability ally**

This means supporting people with disability even if you do **not** have a disability yourself.



- **Intersectionality**

Intersectionality is understanding how to support people with disabilities and the different parts of who they are.

This might change what their experience is like.



- **Equality and equity**

Equality means everyone having the same chances to do what they can



Equity means it is fair for everyone.

Sometimes people will need different things to take part.

This makes it fair.

Words are powerful



Words are powerful.

Words can change what people think about people with disability.



Using the right words can help people be

- Included



- Feel respected



- Be understood.



Most of the time we use **person first language**.

Person first language means putting the person first.

Like when we say people with intellectual disability.



Some people like to use **identity first language**.

This is when they say what they identify as first.

Like Autistic person.



You should ask the person if you are **not** sure which to use.

Contact us



You can contact us if you **need more information.**



You can send us an email.

idpwd@health.gov.au



You can follow us on Facebook

www.facebook.com/idpwd





You can follow us on Instagram

www.instagram.com/idpwd_au/



You can look at our website.

www.idpwd.com.au/

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