



Towards Inclusive Practice

Lunch and Learn

Brooke Canham and Luke Nelson

Hello and welcome



Luke Nelson

Policy Officer, Inclusion Australia

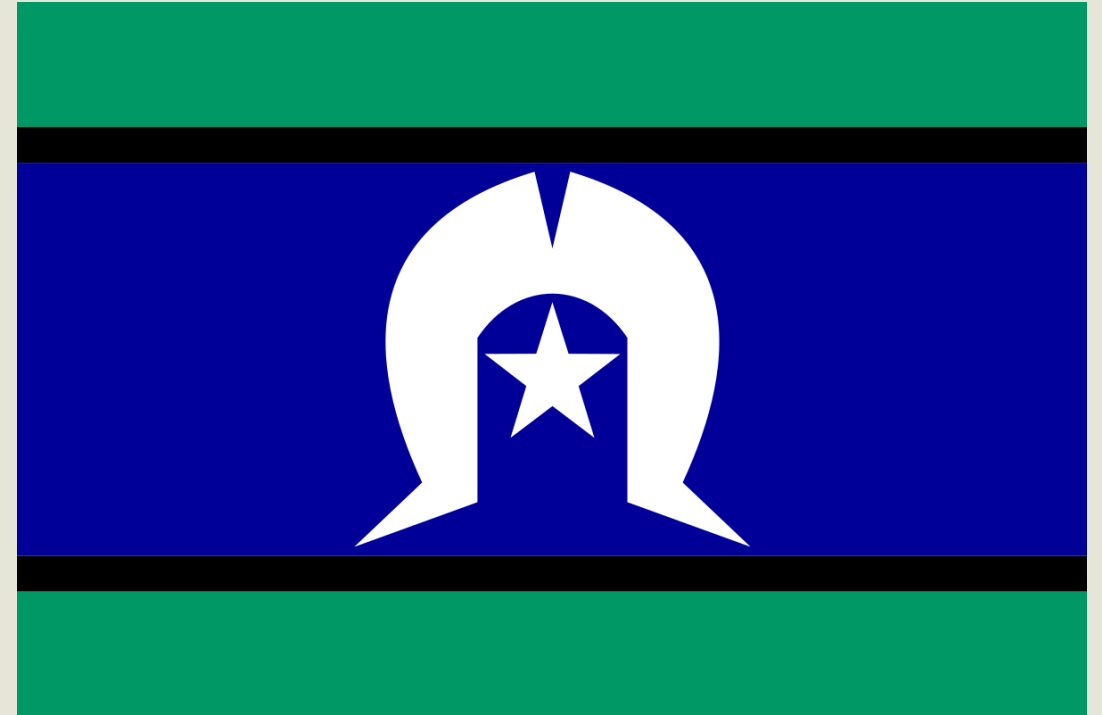


Brooke Canham

Policy Officer, Inclusion Australia



Acknowledgement of Country



Recognition of self-advocates

We recognise self-advocates who have worked very hard over the years for equality and human rights for all.



About us



We are the national Disability Representative Organisation for people with an intellectual disability and their families.

We bring people together through our members to support and advocate for people with an intellectual disability.



Today we will talk about

- What is intellectual disability
- Why a job is important
- What is inclusive practice
- Why is inclusive practice important





What is intellectual disability?

Intellectual disability is a lifelong condition that affects a person's intellectual skills and their behaviour in different situations.

Some of the most common causes of intellectual disability include:

- Down syndrome
- Fragile X syndrome
- Premature birth
- Childhood brain injury.

Every person with an intellectual disability is different

With the right support, all people with an intellectual disability can learn and develop new skills.

People with intellectual disability have the same feelings, rights, and goal as everyone else.



The right to work

Many people with an intellectual disability do not work.

Some people think people with an intellectual disability cannot work.

This is not true.

People with an intellectual disability can work with the right support.



Why is having a job important

Just like for everyone else

Having a job helps someone:

- Learn new skills
- Meet new people
- Have financial independence



Getting a job



The pathway to work looks very different for people with an intellectual disability.

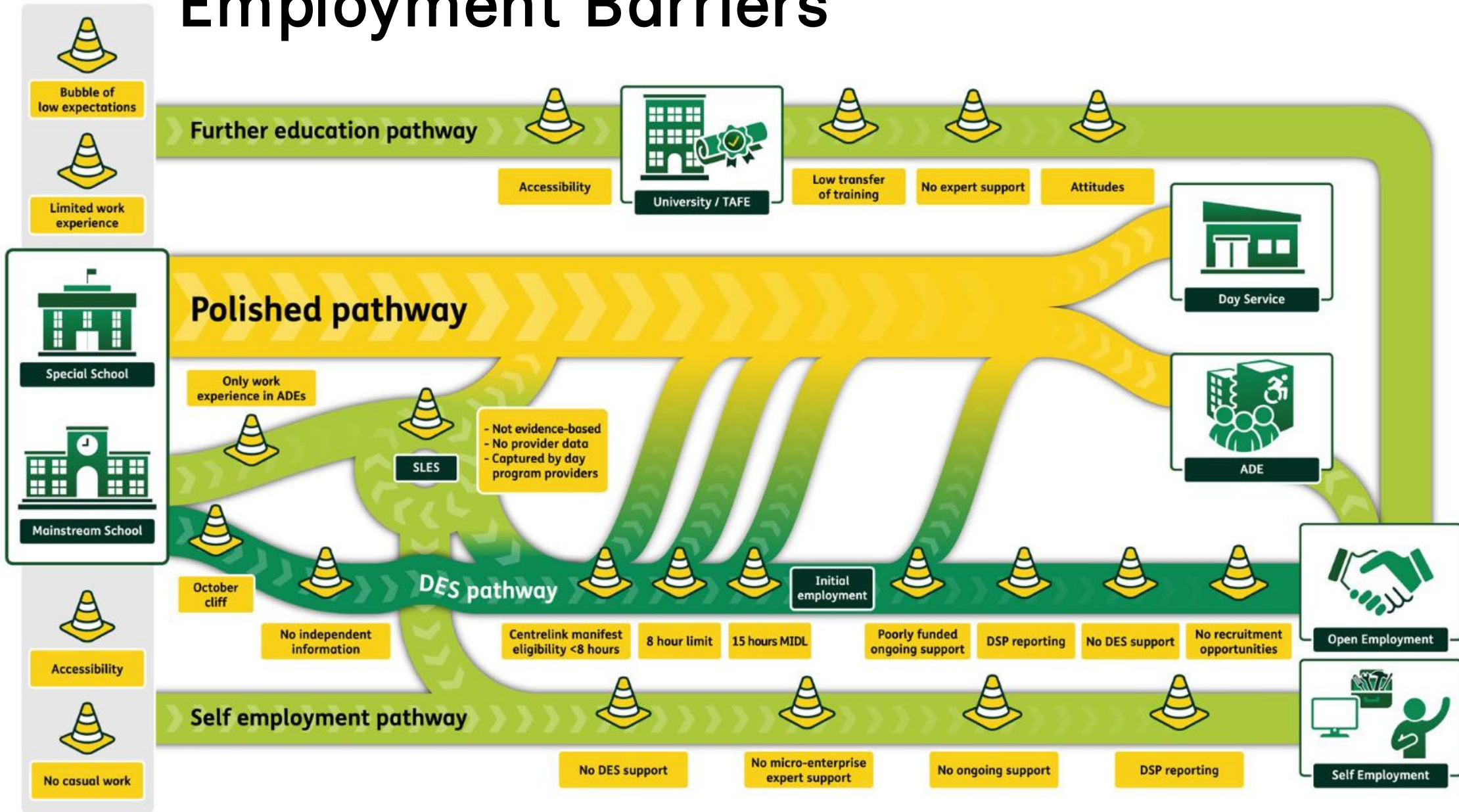
There are lots of barriers.

This is why **Inclusive Practice** is important.





Employment Barriers



Inclusive Practice

- Inclusive Practice is a way of working so that everyone is valued, respected and able to contribute equally.
- It means identifying and removing barriers.
- It's not a checklist – it's a mindset built into everyday ways of working.
- It's a long-term commitment that takes ongoing learning, action and reflection.



What is Towards Inclusive Practice?



A project

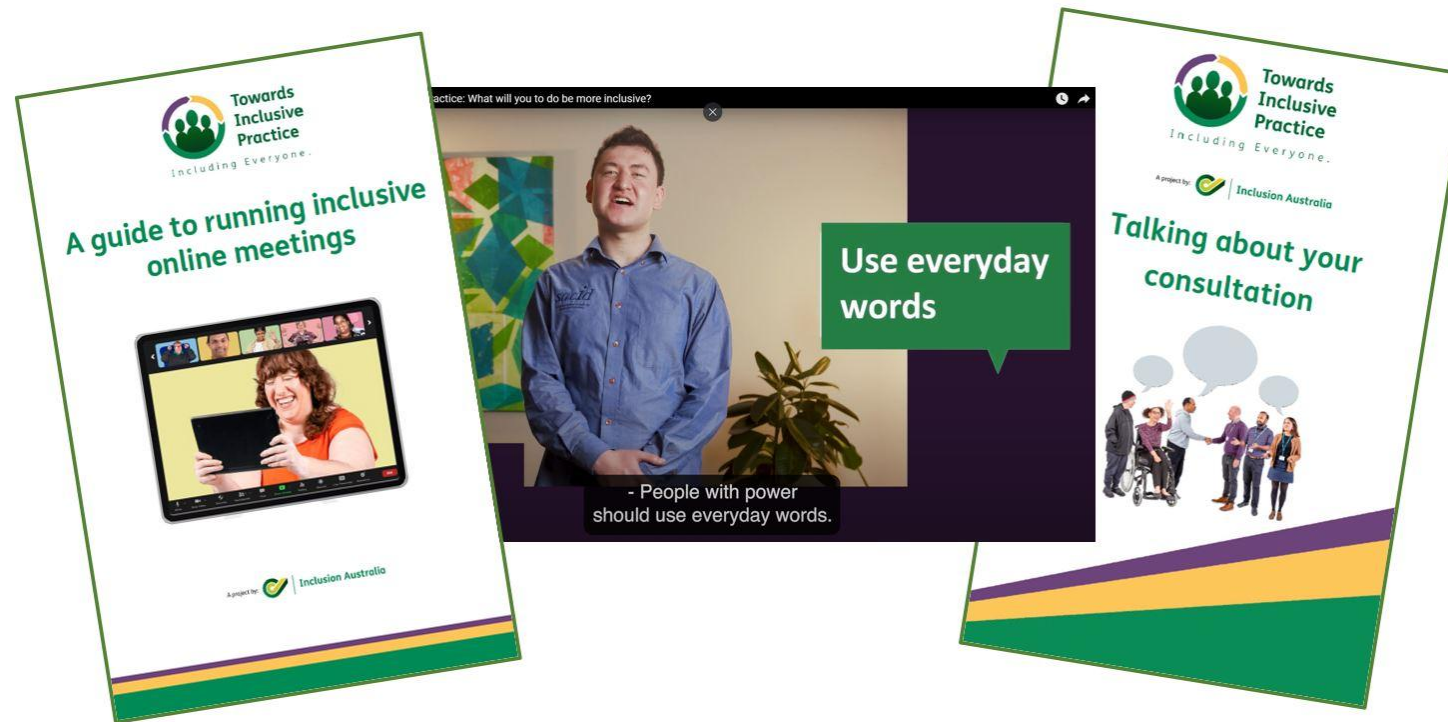
We made advice for government and large organisations about how to include people with an intellectual disability

We made lots of resources

- Guides
- Factsheets
- Tip Sheets
- Videos



To learn more, check out our project: Towards Inclusive Practice



www.inclusionaustralia.org.au/towards-inclusive-practice/

Why is accessible information so important?



We all have the right to information that we can understand

This can be

- Easy Read
- Plain English

Easy Read helps us make informed decisions



"I don't read unless it's in Easy Read." - Inclusion Advisor, TAS

Why is it important to talk about power and trust?



Power and trust were big topics in Towards Inclusive Practice

Top tips

- Be aware of the power you have
- Think about how you would feel if the roles were swapped
- Think about what might make you seem powerful to other people and make changes if you need to
- For example, the clothes you wear, lanyards or job titles
- Think about the way you speak - are you using everyday words?
- Make sure there is extra time and breaks when needed



What we want you to know



Everyone is different

Give people a chance to try new things



Don't make assumptions

Give people a fair chance

Useful resources



| Who is it for? | What is it? |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employers | More than just a job guides <ul style="list-style-type: none"> • Accessible job descriptions • Accessible meetings • What happens here template |
| | Inclusive Governance Framework <ul style="list-style-type: none"> • Supporting people to take part in governance roles |

| Who is it for? | What is it? |
|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| People with an intellectual disability | Let's Work web series and tip sheets <ul style="list-style-type: none"> • Tips to build confidence to try open employment and what to expect • Videos, podcasts and tip sheets |
| Employers | Employment Project <ul style="list-style-type: none"> • Inclusive recruitment and onboarding • Providing good support at work |

| Who is it for? | What is it? |
|-----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| People with an intellectual disability and families | Everyone Can Work <ul style="list-style-type: none"> • Easy Read information, factsheets and real stories about employment and getting good supports. |
| Government and big organisations | Towards Inclusive Practice <ul style="list-style-type: none"> • Advice for government departments and big organisations on how to be more inclusive of people with an intellectual disability. |

Time for Q&A





Get in touch!

Contact the Inclusion Australia team
at:

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