



Inclusion Australia



2019–2020

# Annual Report

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# About Inclusion Australia

Inclusion Australia is the national peak body for intellectual disability. Inclusion Australia's vision is an inclusive Australia for people with intellectual disability.

Our members show leadership on inclusion for people with intellectual disability. They are:

- **NSW:** Council for Intellectual Disability (CID)
- **QLD:** Parent to Parent (P2P)
- **SA:** South Australian Council on Intellectual Disability (SACID)
- **TAS:** Speak Out Association of Tasmania (Speak Out),
- **VIC:** Victorian Advocacy League for Individuals with Disability (VALID)
- **WA:** Developmental Disability Western Australia (DDWA).

Inclusion Australia will soon have representation in the Northern Territory and Australian Capital Territory thanks to an NDIS ILC grant received in 2020.



# Chair report

## **Part 1: Before COVID-19**

During early 2019 Inclusion Australia (IA) members did lots of work to keep IA together while everyone was feeling sad about the passing of our previous CEO, Paul Cain. In mid-2019, IA began a new start with a project to review the ways the NDIS supports people with complex support needs.

In September 2019 IA received an NDIS ILC grant for a new employment project following on from Paul's work over many years.

IA quickly appointed a new CEO and welcomed Catherine McAlpine on 1 October 2019.

IA was very happy when the Disability Royal Commission started because IA and the IA members worked hard to make this happen.

IA received funding to do systemic advocacy during the Royal Commission.

Over the next few months, we got more staff, set up Microsoft Teams and received the good news that we received funding for a supported decision-making project.

On 11 March 2020, IA and Our Voice members flew to Melbourne from across the country to meet for 2 days. We had a big strategic planning meeting to agree on the vision and work needed to support the rights of people with intellectual disability.

# Chair report

## Part 2: During COVID-19

The very next week Victoria and then the rest of Australia went into its first lockdown.

IA was able to keep going with staff in Melbourne and Sydney. We were very busy talking to Government about all the problems people with intellectual disability were having.

We spoke up strongly on the experience of people with intellectual disability during the pandemic and worked with Governments about keeping people with intellectual disability safe and supported.

Together with Disability Advocacy Network Australia (DANA) we made a new website called 'AdvoKit'. This website made it easy to find to the advocacy resources needed during COVID-19.

IA appreciated the support from members and other advocacy organisations.

Thank you to the Board, IA members, Catherine and the IA staff for your support and hard work during a difficult year.



# Our Voice report



Our Voice had a very busy year from 1 July 2019 till 30 June 2020.

The Disabled Peoples Organisation funding we got meant we could:

- have a 3-day workshop in Melbourne - plan our work and make goals
- work on the Our Voice rules
- attend the Speak Out and Having a Say conferences
- make an animation about Our Voice and what is good support in self advocacy
- have a videoconference about leadership and leader responsibilities

All the Our Voice members helped with research about:

- how people with intellectual disability use technology
- how people feel about using technology
- any pressure they have to use it
- the kinds of problems people have online

We presented our findings at the Speak Out conference in Devonport in September 2019 and the Having a Say conference in Geelong in February 2020.

In March 2020 we participated in the IA Strategic Planning days in Melbourne. Because COVID 19 was just starting, some members didn't travel and joined by videoconferencing.

COVID 19 meant things were very different for everyone.

Our Voice did a great job keeping up with monthly meetings and consultations.

# Our Voice report

We have representatives on 2 IA groups and committees:

- Kalena Bos (Tasmania) is on the Make Decisions Real Project Steering Group
- Rebeka Touzeau (SA) is on the Membership subcommittee.

Our Voice is a strong team and has developed their skills this year.

We are all more confident in presenting to small and large groups, understand more about leadership and how IA works, and are getting more independent with technology.

Everyone now has an official Our Voice email address which keeps our information private and secure.

One of the Melbourne workshop recommendations was that each state has a representative and the Chair is an additional position.

This year we welcomed Luke Nelson as the Victorian representative.

Thank you to the Our Voice members for your hard work and commitment this year.

Thanks also to Julie Butler for assisting us in our work, and to Speak Out for getting the funding from the NDIS.





## Our Voice – in the future



We think Our Voice could work more closely with the Board and IA.



We recommend that the Board looks at their strategic activities and includes Our Voice in putting them in place.



We suggest that the Board has the same rule as Our Voice and has a state representative that is extra to the Chair.





# Our Voice – in the future

There are lots of things we want for Our Voice in the future.

Some of the ideas are:

- To share what we think about rights
- To talk to government about the whole system about disability and the Disability Support Pension
- Have people with intellectual disability share their experience and stories
- To learn more and do more training
- All states should have the same opportunities as others
- Talk to the Disability Royal Commission
- Have more face to face meetings



## 2019 - 2020 highlights

**July 2019**

IA is contracted to make payments to the NDIS Participant Reference Group members and their supports.

**August 2019**

IA worked on a report about the new NDIS Complex Support Needs Pathway in partnership with DANA and AFDO.

**September 2019**

An important month because we got an NDIS ILC grant for a new employment project to continue the work of Paul Cain.

**January 2020**

Planning for our Everyone Can Work presentations at the VALID Having a Say conference in February.

**February 2020**

IA gets another NDIS ILC grant: Make Decisions Real is a 3-year project about supported decision-making.

**March 2020**

IA and Our Voice members flew to Melbourne from across the country to meet for 2 days and plan our work.

# 2019 - 2020 highlights

**October 2019**

IA has a new CEO - we welcome Catherine McAlpine on board. Our Voice helped Catherine get up-to-date.

**November 2019**

Everyone Can Work national project workshop. Members, academics, and supporters plan the new website together.

**December 2019**

IA receives funding to provide systemic advocacy related to the Disability Royal Commission.

**April 2020**

Lockdown! IA works with government committees to keep people with intellectual disability safe and supported during COVID-19.

**May 2020**

The NDIS Commission selects IA & VALID for a project to help families self-managing NDIS plans for people with complex support needs.

**June 2020**

An updated logo and a new website. IA & DANA relaunch the 'AdvoKit' website to provide COVID-19 advocacy resources.

# Projects Report

## Everyone Can Work

From September 2019 to June 2020 Inclusion Australia planned and worked on the content for the Everyone Can Work website.

In November we had a workshop to work out what information the website should provide. People with intellectual disability, their families, supporters and some employment experts all met together.

We decided the website should have lots of information about open employment for people with intellectual disability and their families. It should be in Plain English and Easy Read.

It needs to include lots of evidence about the best ways to support people with intellectual disability in open employment. We asked the Centre for Social Impact Swinburne to help write up the evidence.

We set up a steering group with people with intellectual disability and staff from CID, VALID and Disability Advocacy Network Australia (DANA). The steering group said the website should help people with intellectual disability and their families make decisions to get ready for and succeed in open employment.

The website needs to have accessible information about open employment pathways. The website needs to have information about the different Australian government systems available to support people with intellectual disability get into open employment. These include:

- The Disability Support Pension (DSP)
- Disability Employment Services (DES)
- National Disability Insurance Scheme (NDIS)



# Projects Report

## Make Decisions Real

The Make Decisions Real project is a 3-year project about support for decision making.

The project has 3 goals:

1. Build the skills of people with intellectual disability to make decisions
2. Give family, friends and other supporters more ways to support decision making
3. Make sure support workers know how to support people with intellectual disability to make decisions

The project began in March 2020 with 2 project staff.

We set up the project steering committee with representatives from each IA member, Our Voice and DANA.

This year we have done project planning. We have written down all the existing resources and programs that support people with intellectual disability to make decisions. This is called mapping.

The mapping process got the Make Decisions Real project team ready for the next step. This is to co-design and co-facilitate supported decision-making workshops for people with intellectual disability and their decision supporters.



# Projects Report

## **New Rules, New Solutions**

The New Rules, New Solutions project is a partnership between Inclusion Australia and VALID. We will work with the NDIS Quality and Safeguards Commission.

The project will support families of NDIS participants with complex support needs who self-manage their NDIS funding. These are called 'services-for-one'. The New Rules, New Solutions project will help services-for-one understand their responsibilities.

They will need to know about the NDIS Restrictive Practices and Behaviour Support Rules 2018. The project will help services-for-one using restrictive practices have the information and support they need to register with the NDIS Commission.

The project will co-design plain-language materials to help families make informed decisions about becoming a registered provider.

We will also develop auditing guidelines that understand how families running services-for-one are different from other service providers.

The project will also support a national community-of-practice for families running services-for-one across Australia.

Inclusion Australia will work with the NDIS Commission to publish and promote the plain language resources for families and the auditing guidelines by June 2021.



# Disability Royal Commission

## What is a Royal Commission?

A Royal Commission is an official way of trying to fix a big problem.

## What is the Disability Royal Commission?

The 'Disability Royal Commission' is short for the 'Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability'. It started in 2019 and is due to finish in 2022.

**Violence** – is when people hurt other people physically

**Abuse** – is when people treat other people badly

**Neglect** – is when people do not help other people when they should

**Exploitation** – is when people use other people to get what they want

## Why is there a Disability Royal Commission?

There is a Disability Royal Commission because people with disability have been hurt for many years. The ways they have been hurt are through violence, abuse, neglect and exploitation.

## Inclusion Australia funding

Inclusion Australia has been funded to engage with the Disability Royal Commission, including:

- Attend community forums and contribute to workshops
- Use our national networks to identify potential case studies
- Develop submissions from IA and from member agencies
- Update members with information about the Disability Royal Commission
- Address issues that people with intellectual disability may not easily recognise or find hard to talk about in an individual submission
- Give feedback on accessibility of resources

# Members working with IA



## CID (NSW)

CID staff have been on the Steering Group for IA's Everyone Can Work Project.

CID helped IA with the project by sharing advice on

- what meaningful employment means
- gaps and barriers when navigating the system
- things to think about when engaging with diverse communities

CID has been on the Steering Group for IA's Make Decisions Real Project.

CID also shared Easy Read employment resources to help IA recruit staff with intellectual disability.

## Disability Royal Commission hearing on health

CID took a central role in the Disability Royal Commission's hearing on health in February 2020. They linked the Royal Commission to many of the people with disability and family members who gave evidence about their experiences in the health system.

CID staff gave evidence about supported decision making and all the changes that are needed in the health system to make it work for people with intellectual disability.

The team helped the Royal Commission make its hearing room and processes much more comfortable for people with intellectual disability than a normal courtroom.

CID wrote IA's submission to the Royal Commission about health issues.

# Members working with IA



## Developmental Disability WA (WA)

### The first Disability Royal Commission submission

DDWA wrote the first submission to the Royal Commission from IA and/or its members.

The submission was about inclusion in education.

DDWA also supported a family member who appeared as a witness at the Royal Commission hearing on health.

### Building Self-Advocacy in WA

DDWA received a 3-year NDIS grant to focus on supporting people with intellectual disability to stand up for themselves - otherwise known as self-advocacy.

The 'Keys to Success', an awareness and skill building program, will be run in schools, group homes and at DDWA during 2020/21.

DDWA have also started the work to set up an advisory group to the board, led by people with intellectual disability. This will help DDWA connect with Our Voice more, as well as build a local network of people with intellectual disability.



# Members working with IA



## Parent 2 Parent (QLD)

Parent 2 Parent (P2P) is an active member of IA.

P2P worked with the other IA members to help choose a new CEO. The team read all the applications and did the job interviews together.

P2P came to the IA national meeting in March and talked about good organisational behaviour. They have helped the IA Board think about how a good peak and its members work together.

P2P is also part of the IA Disability Royal Commission network. The preparation for the April hearing in Brisbane had started, but this was postponed due to COVID-19.

## Flexibility during COVID-19

When COVID-19 shut everything down, it was more important than ever to stay connected with the P2P community.

The popular Morning Tea with the CEO was moved online so that everyone could connect and support one another. The Virtual Morning Teas were very popular with special guest speakers invited to cover important topics.

This year P2P celebrates 6 years supporting Loud and Clear. A new project will give the Loud and Clear members even more support. This will help Loud and Clear connect even more with Our Voice and IA.

# Members working with IA



## **SACID (SA)**

**Supporting the voice of NDIS participants with intellectual disability**

SACID has done a lot of work related to the NDIS.

They have supported a member of the NDIS Participant Reference Group (PRG). The team have worked with IA to help improve the accessibility of the PRG and support the voice of people with intellectual disability in this forum.

SACID regularly contributes to the systemic advocacy work of IA through the Disability Royal Commission network. SACID also consults with their members to provide feedback on IA papers and submissions.

### **Subcommittee work**

SACID is a big supporter of Our Voice. The SACID Our Voice representative is also a paid Peer Worker on our team. Her work also includes being on the IA Membership Subcommittee to talk about improving the IA Constitution.

### **Taking the Lead project**

The Taking the Lead project has supported people with intellectual disability to have leadership roles in SACID. SACID have set up an advisory group of people with intellectual disability. And more people with intellectual disability have been supported to become SACID Board members.

This will help us give more feedback to IA about the experiences of people with intellectual disability living in South Australia.

# Members working with IA



## Speak Out (TAS)

Speak Out has helped IA with projects in 2019-2020. We have been on the Steering Group for IA's Make Decisions Real Project. We produced the Easy Read for the Everyone Can Work website.

Speak Out developed the animation about the COVID Safe app. We had oversight of the ILC grant for Our Voice. Speak Out helped Our Voice organise the national workshops, their workplan and presentations.

Speak Out supports Our Voice to give advice to the IA Board and the Our Voice Chair in monthly catch ups with the CEO. This year Our Voice made an animation 'What is Good Support in Self Advocacy?'

Speak Out participates in the IA Disability Royal Commission network. Speak Out supported witnesses to appear at the Royal Commission Hearings for Emergency Preparedness and Employment. Together with members we wrote submissions about Emergency Preparedness and Group Homes.

Speak Out supports Tasmanian members to represent people with intellectual disability on

- The Disability Royal Commission Disability Strategic Engagement Group
- Your Story Disability Legal Support Advisory Group
- Empower Us (Inclusion International)

In September 2019, Judy Huett co-led Australia's Civil Society delegation to the United Nations to report on how Australia is going with the CRPD. Sonia Hume was also part of the delegation.

Speak Out took a central role in financial oversight of IA through most of 2019 when IA did not have a CEO and led the recruitment for a CEO. Currently Speak Out convenes the Finance and Risk Management Committee for IA.



# Members working with IA



## VALID (VIC)

VALID helped lots of people during the Royal Commission hearing on group homes. VALID only had a month to prepare for the Disability Royal Commission public hearing in Melbourne in December 2019.

VALID supported witnesses with experience of living in institutions and group homes get ready for the Royal Commission. The CEO and Advocacy Manager also gave evidence about their experience supporting people living in group homes.

VALID helped witnesses explain to the Royal Commission that the hearing room was quite scary and suggested some changes. The Royal Commission team tried having an advocate and person with intellectual disability give evidence together. It worked well.

### **VALID have helped IA with all of its projects in 2019-2020.**

VALID team members have enjoyed being part of the Steering Committee for IA's Everyone Can Work Project with CID.

The team helped IA with the project by sharing the feedback we received on what make people feel included at work. VALID has also been on the Steering Committee for IA's Make Decisions Real Project.

All of the resources from our Growing Employer Demand project were shared with IA to help make all of our projects even better.

VALID is IA's partner for the New Rules, New Solutions project. The families in the Peer Action group for people with complex support needs are an important part of the project. Resources about restrictive practice will be made to help families understand the NDIS Commission rules about restrictive practice.

# Our team

## Board

Kevin Stone AM (Chair)

Mary Butterworth (Deputy Chair)

Heather Forsyth (Our Voice)

Jenny Dixon (Treasurer)

Justine O'Neill

Dell Stagg

Jodi Wolthers

## Our Voice

Heather Forsyth (Chair)

Laura Naing – New South Wales

Luke Nelson – Victoria

Kalena Bos – Tasmania

Allycia Staples – Queensland

Justin Storen – Western Australia

Rebeka Touzeau – South Australia



# Our team

## Staff



Catherine McAlpine – CEO



Sue O'Riley – Operations Manager



Eban Pollard – Project Manager



Becky Rowe – Inclusion Coordinator



Katy Gagliardi – Project Officer



Maryanne Mahoney – Executive Support



Jemma Lang – Bookkeeper

# History

Australia has come a long way in the inclusion of people with intellectual disability. The families who started Inclusion Australia still remember that some people felt ashamed to have a child with intellectual disability.

It is great that families now have a feeling of pride as families of people with intellectual disability.

Inclusion Australia started in 1954. Our early names included old-fashioned words that were not respectful of people with intellectual disability. These names were:

- Australian Council of Organisations for Sub-Normal Children
- Australian Council for the Mentally Retarded

From 1989 – 2012 our name was the National Council on Intellectual Disability (NCID).

In 2012 we became Inclusion Australia because we are a member of Inclusion International.

Under all our names Inclusion Australia has worked to uphold the rights of people with intellectual disability. We and our members helped draft important state and national laws. We supported Australia’s ratification of the United Nations Convention on the Rights of Persons with Disabilities in 2008.



Image: 1954 minutes





# Financials

## This page shows

- how much money Inclusion Australia has at a point in time
- how much money Inclusion Australia owes at a point in time
- the value of everything Inclusion Australia owns at a point in time



### **Current Assets**

How much money we have or are owed

\$1,677,304

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### **Total Liabilities**

How much money we owe or need to spend

\$1,406,247

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### **Total Assets**

How much money we would have if we sold everything we own

\$271,507

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### **Equity**

How much money would be left if we sell everything we own and pay all the money we owe or need to spend

\$271,507



# Financials

## This page shows

- how much money Inclusion Australia got in 2019–2020
- how much money Inclusion Australia spent in 2019–2020
- how much money is left over



### Revenue

How much money we got

\$782,844

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### Expenses

How much money we spent

\$723,921

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### Surplus

How much money is left over

\$58,922

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## To see the whole Audit Report

- go to [www.inclusionaustralia.org.au/Report2020](http://www.inclusionaustralia.org.au/Report2020)
- or call Inclusion Australia on 1300 312 343 for a copy



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