



# Inclusion Australia



## Annual Report 2020-2021

## Acknowledgments

Inclusion Australia acknowledges the traditional owners of the land on which this publication was produced. We acknowledge the deep spiritual connection to this land of Aboriginal and Torres Strait Islander peoples. We extend our respects to community members and Elders past and present.

Inclusion Australia recognises the efforts of self-advocates who have courageously told their stories and worked tirelessly over the years for equality and human rights for all.

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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.

Working with our state and territory members we show leadership on inclusion for people with an intellectual disability. Our members 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).

We are also building our representation in the Northern Territory and Australian Capital Territory through our Towards Inclusive Practice project.

We would like to acknowledge the support of Johnson Winter and Slattery for their generous Pro Bono work for Inclusion Australia throughout the year.  
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WINTER &  
SLATTERY

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## A message from our CEO

Hello and welcome to our Annual Report for 2020-21.

COVID-19 means this has been a year that many people would like to forget. However, I think that we have also seen Inclusion Australia and its members at their very best. We worked together all year to make sure that people with an intellectual disability and their families were heard and represented where it matters.

This includes working closely with governments across Australia on their response to the pandemic. People with disabilities remain amongst those at greatest risk. Inclusion Australia and our members have worked tirelessly to advocate for people with an intellectual disability and families. This includes making sure everyone - whatever their circumstances - has the information and support they need to stay safe, and easy access to vaccines.

This year we made our voices heard loudly in the campaign against Independent Assessments in the National Disability Insurance Scheme. We told the Government that the assessments were unfair and would be especially bad for people with an intellectual disability. We were delighted when the Government changed its mind about the plan. It was a great example of the power of working with other disability organisations to make a difference.

We have also continued our significant involvement with the Disability Royal Commission this year. I am especially grateful to all those people and families across Australia who shared their personal experiences with us. These were a critical part of our Omnibus Submission to the Royal Commission. It was a special privilege for me to stand alongside self-advocates as they shared their stories directly with the Commissioners at public hearings about COVID-19 and employment.

Real jobs for real pay for people with an intellectual disability is always a major focus for us. This year we launched our *'Everyone Can Work'* website and ran workshops for people with an intellectual disability and families to help make it easier for people to find paid work. We will keep fighting to make systems work better people with an intellectual disability.

This was also another big year for the Our Voice Committee. The members have played an important role in our work with the Royal Commission – including appearing at hearings – and guiding the Inclusion Australia board and our strategic plan for the years ahead.

Excitingly, the Inclusion Australia team has grown across the country. This year we established our Perth team. This means we have staff in NSW, Victoria and Western Australia. We are also well on the way to setting up our Northern Territory team. As we look to the future, this will make it easier for us to connect more directly with our members and people and families across Australia to make sure they are heard and included.

I want to say thank you to our member organisations for your support, advice and energy in all our work together. It is a privilege to work alongside you all.

Finally, I would like to say thank you to all the people with an intellectual disability and families who shared their story with us this year. You made a difference.

We hope you enjoy hearing about our work in this report.

**Catherine McAlpine**  
CEO, Inclusion Australia



## Report from our Chair

In my final year as CEO of VALID, I have been thinking about the Australian intellectual disability community. This includes Inclusion Australia's journey over the past few years after the government stopped our funding.

There have been times where we wondered whether we can continue.

However, I can see the sense of responsibility we all carry for the history of this organisation and for our mission.

I was given some boxes of old annual reports going back to 1954. It was very humbling to read them. The world was very different for people with an intellectual disability and families at that time. However, they still had big ideas about community-based services, working with government, funding and also working with international organisations.

Some themes in the old reports feel very relevant now. The size of Australia and the different rules in states and territories has always made it hard for people with disability and families to work together nationally. Our organisation was set up to overcome this. That sense of mission that holds us together and spearheads our collective hopes and aspirations is something of which I am very proud to have been part of for the past 25 years.

It can sometimes feel like we have not made progress on many of the issues. We still see injustice, abuse and neglect and discrimination. It is good we have the NDIS. However, we still have to fight for people with intellectual disability with complex needs to be recognised and properly supported.

Over the past two years it has been great to see Catherine and the Inclusion Australia board getting stronger and working together to get funding and run major projects across Australia. This includes the *Make Decisions Real* supported decision-making project and many employment projects. These projects give a big energy boost that we need to achieve our aims.

I am very proud of Inclusion Australia's willingness to speak up for what is right. This includes being prepared to never allow the need to attract funding to get in the way of standing up for the truth and justice.

One example is Independent Assessments. We spent many months talking with the Government and the National Disability Insurance Agency, asking important questions. It was clear that their decisions were not in the best interests of people with an intellectual disability. They did not observe their own principles of co-design and individualisation. We are proud that we played a part in putting them back on track. However, we still believe big changes in leadership of the National Disability Insurance Agency are needed.

I am also proud of our work with the Disability Royal Commission. Inclusion Australia has worked hard all around the country to make sure people with intellectual disability were able to tell their story and be represented.

My hope is that when future board members read our reports from this time, they will see another turning point in the story for people with intellectual disability, one which leads to a truly inclusive Australia for everyone.

**Kevin Stone AM**  
**Inclusion Australia Chair**





## Our Voice report

Our Voice is an official committee of the Inclusion Australia Board. Members are all people with an intellectual disability. They provide advice to the Board on issues that are important to people with intellectual disability.

Our Voice had another very busy year. We had to adjust to working online only because of COVID. It was a lot to take in! We were still involved in lots of different projects to make sure the voice of people with an intellectual disability was heard.

### Our members in 2020-21

We welcomed two new representatives to Our Voice. Sarah joined us from South Australia and Kyal from Western Australia. We want to say thank you Rebekah (South Australia) and Justin (Western Australia) for their time on the Committee.

### Our Work Together

In May 2021, we took part in a big planning meeting to talk about how Our Voice members work together as a committee. This includes the support we receive from Inclusion Australia members. We agreed on ways to work better together and said that we will do some governance training next year.

## Our big projects in 2020-21

### Position Papers

In 2020 Our Voice members were interviewed for work by Inclusion Australia for the Disability Royal Commission.

We helped write 5 **position papers** about what Inclusion Australia and its members think are the big issues for people with an intellectual disability.

The five position papers were about:

- Respect
- Education
- Employment
- Choice and Control
- Where to live and who to live with

Inclusion Australia gave the position papers to the Royal Commission to help them understand about making rights real for people with an intellectual disability.

### Other Disability Royal Commission work

The Disability Royal Commission had lots of public hearings on different topics this year. This is where people can talk to the Commissioners about their experiences. Kalena from Speak Out Tasmania spoke at two public hearings. One was about open employment. The other one was about COVID-19 and people with disabilities. Kalena was nervous but did a fantastic job speaking about her experiences.

Our Voice also contributed to Inclusion Australia's omnibus submission to the Royal Commission. Our Voice members were interviewed and shared stories which were included in the final submission.

Our Voice members also took part in roundtables run by the Royal Commission with people with an intellectual disability across Australia, starting in Tasmania.



## Work with the Inclusion Australia Board

As the Chair of Our Voice, I am a member of the Inclusion Australia Board. I have attended Board meetings throughout the year. I met regularly with the Inclusion Australia CEO to give feedback and advice.

Our Voice worked with the Inclusion Australia Board to help with Strategic Planning. This was about helping decide on work priorities in the next few years. We also gave feedback on the Inclusion Australia values in the Strategic Plan.

Our Voice members also sat on interview panels for the recruitment of new Inclusion Australia staff. Kalena has also been part of the steering group for the Make Decisions Real project. This is about supporting people to make decisions.

This is my last year as Chair of Our Voice. We will have an election at the end of 2021 to choose a new Chair.

I want to say thank you to all the Our Voice members for your hard work. Thanks also to Speak Out for your support.

**Heather Forsyth**  
Our Voice Chair





## 2020-2021: Our big year

### July 2020

Our New Rules New Solutions project in partnership with VALID launched, supporting families delivering services-for-one for people with complex behaviour support needs.

We were part of a joint Services Australia / DSS Peak Bodies meeting about the experiences of people with disabilities with Centrelink during COVID-19 pandemic.

### August 2020

Kalena from Our Voice talked to the Disability Royal Commission public hearing on COVID-19.

Our CEO talked with ABC World Today about COVID and people with an intellectual disability.

We shared a media release about COVID and people living in group homes in Victoria.

### September 2020

We wrote a submission to the NDIA about support coordination.

We established our Systemic Advocacy Working Group.

We made a submission to the Review of the Disability Standards for Education.

We wrote to the CEO of the NDIA about their plans for independent assessments.

Our Gathering the Evidence report with Deakin University about data and intellectual disability was finished.

### October 2020

We gave our big Omnibus Submission to the Disability Royal Commission in response to their nine issues papers. This included real stories from people and families across Australia on lots of big topics.

### November 2020

We launched our Everyone Can Work website with a series of workshops for families.

#EndSegregation - we joined with 40 disability organisations to call for an end to segregation of people with disabilities.

We also had our Annual General Meeting (AGM).

Our Make Decisions Real peer workers started in their new roles.

### December 2020

We ran our 'Talking about Work' online workshops for people with an intellectual disability.

Catherine McAlpine and Kalena Bos spoke at the Royal Commission hearing on Open Employment.

We released our statement against NDIS Independent Assessments.

### January 2021

Our Make Decisions Real team evaluated Supported Decision Making resources from across Australia

We submitted our tender for the NDIS Participant Engagement Panel. We found out we were successful in September 2021.

### February 2021

First meeting of the New Solutions National Community of Practice, bringing together families running services for one from across Australia.

We had our first meeting as a member of the Equity and Inclusion Reference Group of the NDIA Independent Advisory Council.

We took part in two major health and disability roundtables on Health and disability interface issues and implementation of the Primary Care Enhancement Program

### March 2021

We ran our accessible COVID-19 vaccine webinars for people and families.

We published our submission on NDIS Independent Assessments.

We wrote a submission to the Australian Government about Accessible Public Transport.

We made a submission to the Joint Standing Committee on Independent Assessments.

### April 2021

Our Towards Inclusive Practice project was approved by the Australian Government.

We held our first Systemic Advocacy Planning Day.

We ran our COVID-19 Vaccination webinars throughout the month.

Our Towards Inclusive Practice project was approved by DSS.

### May 2021

The Disability Royal Commission was extended after protests from the disability community.

Catherine McAlpine and Tara Elliffe spoke at the Royal Commission public hearing about the COVID-19 Vaccine rollout.

We launched the Make Decisions Real art competition.

### June 2021

Our Chair Kevin Stone made an important speech about Independent Assessments.

We joined VALID's We Won't Be Beaten! 2-day online Conference.

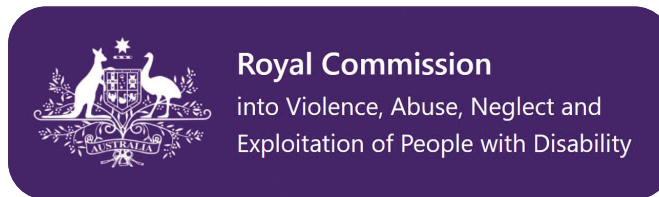
We made our submission to the National Disability Employment Strategy.

We launched our Make Decisions Real supported decision making survey and webinar.

We made a submission to the DRC about the Criminal Justice System.

## Disability Royal Commission

2020-21 was the second year of the *Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability*. This is also called the 'Disability Royal Commission' for short.



The Disability Royal Commission is happening because people with disability have been treated badly for many years. Inclusion Australia and our members campaigned for a long time for a Royal Commission, along with other disability organisations.

### Inclusion Australia and the Disability Royal Commission

We have been funded to help support and represent people with an intellectual disability with the Disability Royal Commission. This means we will:

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



Our CEO, Catherine McAlpine giving evidence to the Royal Commission, December 2020

## Our Advocacy

The disability community worked hard for many years to make sure there could be a Disability Royal Commission. Even though the Royal Commission is happening we have continued our advocacy to make sure it is fair and safe.

We worked with other disability organisations to request an extension to the Royal Commission. We said that time lost because of COVID should be added to the end. We were pleased when the Government agreed to extend the Royal Commission to September 2023. This will give more people a chance to tell their story.

We also worked with others to campaign for important changes to protect the privacy of witnesses at the Royal Commission. People told us they did not feel safe about talking to the Royal Commission about their experiences, especially when talking about services that they still need. In September 2022 we sent a joint letter to the Attorney General to ask for changes to the rules that meant the identity of witnesses could not be shared after the Royal Commission finishes its work.

## Public Hearings

Inclusion Australia staff and Our Voice members spoke as witnesses at three hearings this year. Two were about COVID-19 (see below for more details) and one about Employment.

We worked with and supported self-advocates to understand the processes at hearings. This included practice to give evidence and share their stories, and support to write witness statements.



Self-advocate Tara Elliffe from NSW at the Royal Commission, May 2021



## COVID-19 and the Disability Royal Commission

Through the Disability Royal Commission we have been able to make sure that people with an intellectual disability were represented during the COVID-19 pandemic.

We wrote a big submission to the Royal Commission about the risks from COVID-19 for people with an intellectual disability and what needed to be done to keep people safe.

Kalena Bos from the Our Voice Committee talked at public hearing on COVID-19 in August 2020. Our CEO Catherine also appeared as a witness alongside NSW self-advocate Tara Elliffe in May 2021 to talk about the rollout of the vaccine to people with disability.

We are pleased that more people with disabilities are now vaccinated. However, we know that the risks from COVID will continue for some time to come.

We will keep working with the Government to make sure that that people with an intellectual disability are a priority in their COVID-19 planning. You can read more about our COVID-19 work and advocacy in the next section

## Submissions

In October 2020 we shared our big omnibus submission with the Royal Commission. We spoke with many people across Australia to help us write our submissions. People with an intellectual disability and families shared their stories and experiences on lots of different topics. Our final paper included submissions about:

- First Nations people with disabilities
- Employment
- Emergency planning and response
- Health care
- Education and Learning
- Restrictive practices
- Rights and attitudes
- Criminal justice
- Group Homes

In September 2020 we published Gathering the Evidence in partnership with Deakin University. This is a report we did for the Disability Royal Commission with data about people with an intellectual disability. Our report includes information about:

- How many people in Australia have an intellectual disability
- Age, gender and cultural diversity
- Restricted decision making
- Employment
- Parents with intellectual disability
- Government supports
- Schooling
- Criminal justice
- Access to technology.

Our report also finds that there are many gaps in our information about people with intellectual disability in Australia. These gaps make it hard to measure, report on, and improve outcomes for people with intellectual disability. Our report will help inform the National Disability Data Asset in the future.

## Campaigns

**#EndSegregation** - we partnered with 40 disability organisations to call for an end to segregation of people with disability. We also helped develop Easy Read materials for the campaign.

## Supporting consultation

We worked closely with the Disability Royal Commission Engagement Team and our state members to set up consultation and engagement sessions. The sessions used existing self-advocacy networks including Speak Out in Tasmania, Loud and Clear in Queensland and On the Couch in Western Australia to make it easier for people with an intellectual disability to participate and have their say.

## Other meetings, groups and forums

We participated in many regular sector meetings about the Royal Commission, as well as other formal and informal meetings. We met every two weeks with other disability representative organisations to talk about the Disability Royal Commission

We also worked with Blue Knot and Your Story Disability Legal Services to better understand how to support people to share their story safely.

## Communications

We actively promote the activities of the Royal Commission through our social media channels and Inclusion Australia member networks

To find out more about our work with the Disability Royal Commission visit: [www.inclusionaustralia.org.au/topic/disability-royal-commission/](http://www.inclusionaustralia.org.au/topic/disability-royal-commission/)

## Responding to COVID-19

COVID-19 has affected everyone all around the world.

For the Inclusion Australia team, it has meant working in different ways to stay connected. Like many people, we have spent a lot of time in online meetings!

## Our COVID-19 advocacy

People with an intellectual disability are six times more likely to die from COVID than other people. This is not acceptable.

We were busy all year advocating for strategies to protect people with intellectual disabilities.

At the start of the pandemic, we joined with other disability organisations to call on the government to improve support, testing and information for people with disabilities. We wrote media releases, did radio interviews, and campaigned to

make sure people with disabilities were a priority for support to stay safe.

We were especially concerned about the risk for people living in group homes. We worked with VALID to make sure that the Victorian Government had a real plan to vaccinate people who might be at risk.

Throughout the pandemic we have met regularly with government officials and other disability organisations to guide the Australian Government's plan for to people with disability during the pandemic.

We are members of the Australian Government's Department of Health Advisory Committee for the COVID-19 Response for People with Disability. Through the committee we give advice to the Chief Medical Officer about risks for people with an intellectual disability and supports that will help people stay safe.

## Information for people and families

It is important that people with an intellectual disability and families have easy to understand information about COVID. We worked with the Government to make sure their information was available in Easy Read and other accessible formats.

We were concerned that misinformation and vaccine hesitancy meant that some people with an intellectual disability were not getting vaccinated. In early 2021 we ran a series of webinars about the vaccine in partnership with DDWA and VALID.

These were hosted by people with an intellectual disability and people were able to ask questions. We also ran separate sessions for families to raise awareness about the COVID-19 vaccine.



## Our Advocacy

Inclusion Australia is a systemic advocacy organisation. Our main purpose is to break down barriers to inclusion for people with intellectual disability. We do this by talking to the Government and trying to change policy and systems.

We held a systemic advocacy planning day in April 2021 where we agreed on our systemic advocacy priorities.

Our Voice members also contributed their ideas to this planning.

We said that our top priorities this year will be:

1. Inclusion
2. The NDIS
3. Supported Decision-Making
4. Employment

We said we will also do work about Income Support and Access to Advocacy

Our Systemic Advocacy Working Group still meets regularly to review our priorities and provide advice to the Board and our members.

### **A fairer NDIS – the campaign against Independent Assessments**

In 2020, the Australian Government announced plans to introduce compulsory independent assessments as part of changes to the NDIS.

Inclusion Australia and our members fought very hard to stop these plans. We said that the changes were unfair, not based in evidence, and would significantly disadvantage people with intellectual disability.

We spoke to everyone we could – politicians, leaders at the NDIA and the media. We made a submission to the NDIA about why independent assessments were wrong [www.inclusionaustralia.org.au/submission/submission-to-the-ndia-on-independent-assessments](http://www.inclusionaustralia.org.au/submission/submission-to-the-ndia-on-independent-assessments)

We also wrote a submission to the NDIS Joint Standing Committee on Independent Assessments [www.inclusionaustralia.org.au/submission/submission-to-the-ndis-joint-standing-committee-on-independent-assessments](http://www.inclusionaustralia.org.au/submission/submission-to-the-ndis-joint-standing-committee-on-independent-assessments)

Our Chair, Kevin Stone made an important speech telling the government to stop independent assessments. We also supported Every Australian Counts' 'Hands Off Our NDIS' campaign.



In June 2021, we were very pleased to see the Government finally listen and put a stop to the rollout of compulsory assessments.

We still believe that the NDIS needs to be a fair system and that people should have more say on how they use their support funding.

We think that people with disabilities should be able to get free assessments when they need them to get into the scheme, or as part of working out what their support needs are.

We will continue to work closely with the NDIA and the Federal government to make sure the voice of people with intellectual disability is included in ongoing reforms to the NDIS.

## Submissions

We wrote lots of submissions this year, here are some more you might have missed:

- **Aug 2020** - Submission to the Royal Commission on healthcare for people with intellectual disability - [www.inclusionaustralia.org.au/submission/submission-to-the-drc-on-healthcare-for-people-with-intellectual-disability](http://www.inclusionaustralia.org.au/submission/submission-to-the-drc-on-healthcare-for-people-with-intellectual-disability)
- **Aug 2020** - Submission to the Royal Commission on employment of people with intellectual disability - [www.inclusionaustralia.org.au/submission/submission-to-the-drc-on-employment-of-people-with-intellectual-disability/](http://www.inclusionaustralia.org.au/submission/submission-to-the-drc-on-employment-of-people-with-intellectual-disability/)
- **Sept 2020** - Submission to the NDIA on Support Coordination [www.inclusionaustralia.org.au/submission/submission-to-the-ndia-on-support-coordination](http://www.inclusionaustralia.org.au/submission/submission-to-the-ndia-on-support-coordination)
- **Sept 2020** - Submission to the Royal Commission on data about people with intellectual disability - [www.inclusionaustralia.org.au/submission/submission-to-the-drc-on-data-on-intellectual-disability](http://www.inclusionaustralia.org.au/submission/submission-to-the-drc-on-data-on-intellectual-disability)
- **March 2021** - Submission to the Australian Government about Accessible Public Transport - [www.inclusionaustralia.org.au/submission/response-to-the-reform-of-disability-standards-for-accessible-public-transport/](http://www.inclusionaustralia.org.au/submission/response-to-the-reform-of-disability-standards-for-accessible-public-transport/)
- **March 2021** - Submission and Witness Evidence to the NDIS Joint Standing Committee on Independent Assessments - [www.inclusionaustralia.org.au/submission/submission-to-the-ndis-joint-standing-committee-on-independent-assessments/](http://www.inclusionaustralia.org.au/submission/submission-to-the-ndis-joint-standing-committee-on-independent-assessments/)
- **March 2021** - submission to the NDIA about independent assessments - [www.inclusionaustralia.org.au/submission/submission-to-the-ndia-on-independent-assessments/](http://www.inclusionaustralia.org.au/submission/submission-to-the-ndia-on-independent-assessments/)

To read the Strategic Plan in full, visit:

[www.inclusionaustralia.org.au/about-us/our-vision/](http://www.inclusionaustralia.org.au/about-us/our-vision/)

## Our Strategic Plan

An important part of our systemic advocacy is deciding what to focus on to make a difference for people with an intellectual disability and their families. To help us be clear about our priorities we ran some workshops.

The workshops were held over 2 days in late March 2021. Board members and representatives from Our Voice met online to develop our strategic plan.

They used a “hub model” where state member representatives got together locally in the same meeting room (wherever possible) and connected nationally over Zoom.



**1** **Influence and policy change**  
Break down barriers to inclusion for people with intellectual disability.



**2** **Increase the voice of people with intellectual disability and their families**  
Support people with intellectual disability to represent themselves.



**3** **Make our national peak body stronger**  
Make sure Inclusion Australia has enough resources to do a good job.



**4** **Support our member organisations**  
Help our member organisations be sustainable and even more inclusive.

We also developed actions for each goal to make it clear what they mean in practice.

To read the Strategic Plan in full, click here



## Making our voice heard

As a systemic advocacy organisation another way we make our voice heard is through membership of different national groups and committees. We also give feedback on government strategies, plans and resources and write submissions for big consultations. Some of the ways we did this in 2020-21 were:

### Membership of groups and committees

- Disability Gateway Reference Group
- Services Australia Peaks Group
- Disability Employment Services (DES) Reference Group
- NDIS Commission Consultative Committee
- Disability Advisory Council for the National Disability Data Asset (NDDA)
- NDIS Independent Advisory Council Equity and Inclusion Reference Group
- Inclusion Australia members have representatives on the NDIS Independent Advisory Council Intellectual Disability Reference Group

We also meet four times a year with the Disability Discrimination Commissioner from the Australian Human Rights Commission. A full list of committees and groups that we participate in can be found at the end of this Annual Report.

### Consultations

As well as our Royal Commission submissions we also consulted with people and wrote submissions about:

- the Disability Standards for Education and inclusive education
- the National Disability Employment Strategy
- consultations for the new National Disability Strategy

## Inclusion Australia in the media

We had a busy year in the media this year, speaking up about different issues that affect people with an intellectual disability:



We spoke on ABC radio about Independent Assessments and the Disability Royal Commission.

We talked to the Sydney Morning Herald about Supported Decision Making and wrote an article about it for *Every Australian Counts*.

We did interviews with the Guardian, Pro Bono Australia, the Canberra Times and ABC news about COVID-19 and the vaccine rollout.

We spoke with ABC News, 7News, The Australian, The Guardian and the Bendigo Advertiser as part of our campaign against Independent Assessments

Our CEO was interviewed by SBS News about ADEs and open employment as part of the hearing by the Disability Royal Commission.



## Everyone Can Work

In November 2020, we launched our Everyone Can Work website.

It has lots of useful and accessible information to help people with an intellectual disability and families to make informed choices about education and employment.

People with an intellectual disability looking for work have to navigate many complex systems. We wanted to make the information about these systems easier to understand. To do this we:

- Ran a workshop with disability employment stakeholders, job seekers with intellectual disability and their families to understand the barriers and strategies for people with intellectual disability to get into open employment.
- Worked with Swinburne University to understand the evidence about the most effective job strategies and supports for people with intellectual disability.
- Reviewed existing employment supports and systems
- Worked with families and people with an intellectual disability to make the plain English, Easy Read and video information.
- Worked with accessible website designer experts, to build a website that makes it easier for everyone to find the information they need.

To help launch the website we ran a series of workshops for people with an intellectual disability and families on topics including getting started, work experience, transition planning and changing jobs. Recording of workshops are available on the website.

Visit the Everyone Can Work website: [www.everyonecanwork.org.au](http://www.everyonecanwork.org.au)

**Everyone Can Work is part of our Employment First project, funded through an Information Linkages and Capacity Building (ILC) grant.**

## Make Decisions Real

Make Decisions Real is our project to help people with an intellectual disability and their supporters to learn about supported decision making. It is about helping people with a disability make their own decisions with the right support.

Make Decisions Real aims to:

- increase the knowledge and skills of people with an intellectual disability and their supporters about decision making
- increase peoples' confidence in making their own decisions
- give people greater choice, opportunities and independence.

*Make Decisions Real* is co-designed and led by people with an intellectual disability. The team has had a busy year, including:

- Evaluating supported decision-making resources across Australia. They found that not many resources are made for people with an intellectual disability.
- Co-designing supported decision-making resources and workshops for people with an intellectual disability and their decision supporters.
- Launching the '**I make my own decisions**' art competition for people with an intellectual disability to create artworks for the project.

For more information visit: [inclusionaustralia.org.au/project/make-decisions-real/](http://inclusionaustralia.org.au/project/make-decisions-real/)

***Make Decisions Real* is funded by the NDIA through an Information Linkages and Capacity Building (ILC) grant and will run until 2023.**

**“People with intellectual disability have a right to express what they want and not be held back”**

Brooke Canham,  
Make Decisions Real Peer Worker



Brooke Canham and Lorraine Sequerah, Make Decisions Real Peer Workers in our Perth team



## New Rules, New Solutions

People with complex behaviour support needs often have limited options for housing and support. Many have also had negative experiences in disability services and with government agencies.

Some families of people with complex behaviour support needs have chosen to self-manage their NDIS funding with or for their family member. These are called 'services-for-one'.

In 2018, the NDIS Commission announced that any NDIS-funded service using regulated restrictive practices must register with the NDIS Commission. Families were concerned that it would be difficult to meet these new requirements.

Self-Managed Participants: New Rules, New Solutions supports families of NDIS participants with complex support needs who self-manage their NDIS funding to understand their responsibilities.

In 2020-21 we worked with families and auditing specialists to develop plain language information to help families understand and navigate the NDIS registration process.

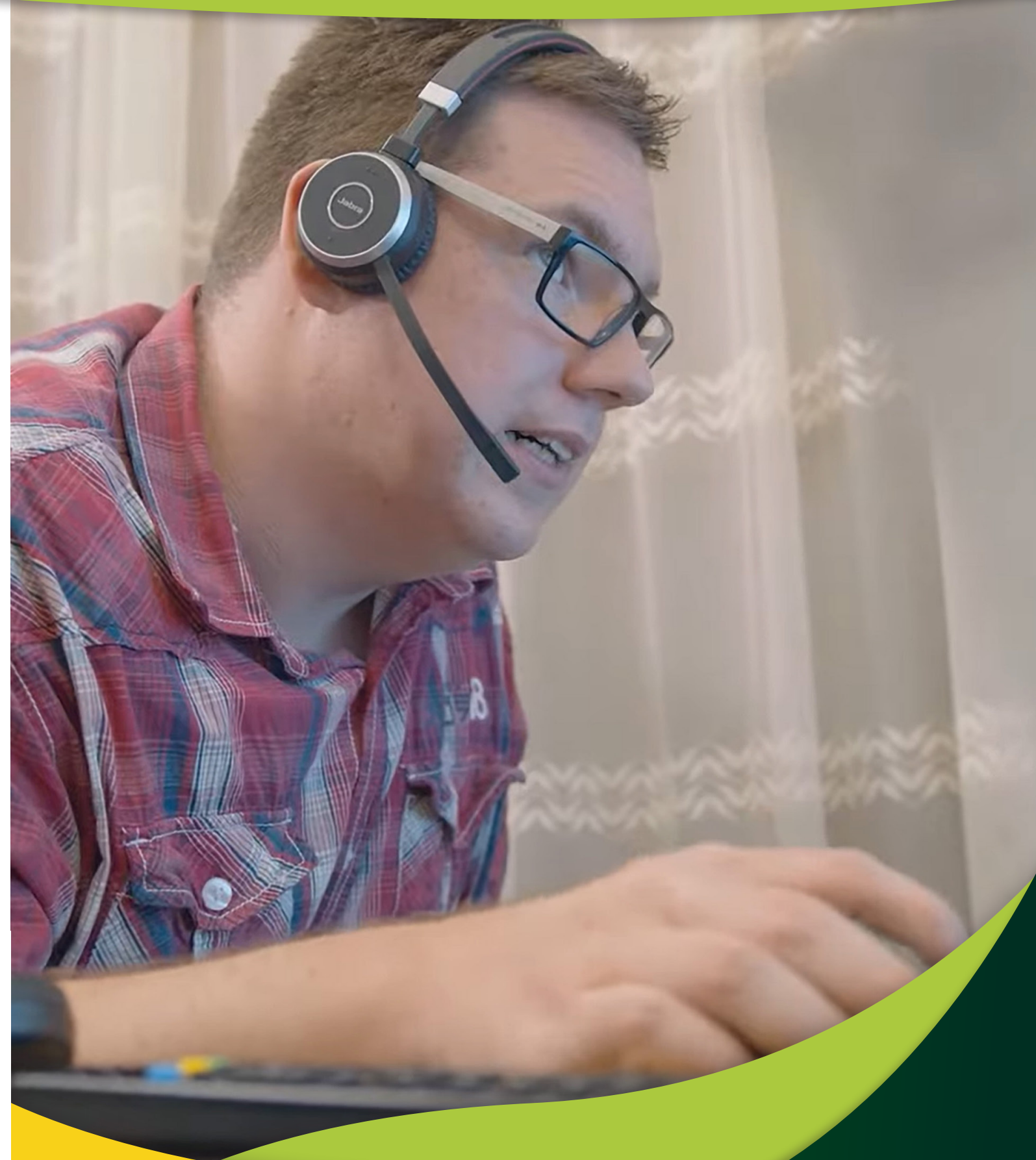
We ran a trial NDIS registration audit of a service for one to better understand the auditing experience for families running a service for one.

We also developed guidance for auditors to use when auditing a service for one.

Our work will continue next year with the launch of a new Services for One website and the establishment of Community of Practice for New Solutions, bringing together people and families.

To more information visit: [www.inclusionaustralia.org.au/project/a-service-for-one/](http://www.inclusionaustralia.org.au/project/a-service-for-one/)

**New Rules, New Solutions is a partnership between Inclusion Australia and VALID funded through the NDIS Quality and Safeguards Commission.**





## Our Members

### CID (NSW)

Despite COVID, CID had a very busy year.

This included work with the Disability Royal Commission talking about the justice system and the health of people with an intellectual disability. We also ran our More Than Just a Job employment project with a focus on businesses, staff of disability services and training for councils about making workplaces more inclusive. We also delivered Easy Read training and translated documents into Easy Read.



CID worked with Inclusion Australia in several ways, including:

#### Health of people with intellectual disability

- We continued our close work with Inclusion Australia and the Australian Government Department of Health to develop the National Roadmap for Improving the Health of People with Intellectual Disability.
- This included a series of eight roundtable meetings to move from an initial draft to a final 10-year plan. Representatives of Inclusion Australia members participated in roundtable meetings. Judy Huett from Speak Out Tasmania impressed as the opening speaker at the final roundtable.
- The Roadmap was launched by the Minister for Health in July 2021. The Department showed its commitment by allocating an additional \$12.7 million towards some immediate actions, before the release of the full Roadmap.

### Employment First

- CID staff members were part of the Employment First working group. Ben Alexander shared his employment journey on the Everyone Can Work website.

### Communications

- CID designed Inclusion Australia's 2019-2020 annual report, and the Easy Read version of Inclusion Australia's Independent Assessment position paper.

Read the CID Annual Report for 2020-21: [cid.org.au/resource/our-annual-report-2020-2021/](https://cid.org.au/resource/our-annual-report-2020-2021/)





## Parent 2 Parent (QLD)

Parent 2 Parent has had another busy year, working on projects across Queensland as part of our work with Inclusion Australia. This has included:



- **Easy Read training:** As part of our commitment to increasing accessibility, we completed Easy Read training with VALID so more P2P staff know how to write accessible resources.
- **Primary Care Enhancement Project (PCEP):** Like CID and Speak Out, we are involved in the delivery of this project in partnership with the Central Qld, Wide Bay, Sunshine Coast Primary Health Network.
- **Disability Royal Commission:** Through our connection with Inclusion Australia and Speak Out, we provided submissions to the DRC about employment and living independently.
- **Here Now Next:** Complementing Inclusion Australia's *Everyone Can Work* project, we are working with local organisations to deliver this project to support young people with disability to get meaningful, sustainable work. Peer mentors will deliver workshops to employers to encourage them to employ people with disabilities. They will also mentor people looking for work.
- **Stand by Me:** an ILC-funded project in Brisbane, Sunshine Coast, Hervey Bay and Gladstone. We are engaging 4 Family Facilitators and 4 Peer Facilitators to make resources, do community needs assessments and form peer groups.
- **NDIS Reform Forum:** in conjunction with Inclusion Australia's submission, we took part in a *Pause, Reset, Co-design* Reform Forum in May 2021 to let the NDIA know we didn't agree with planned changes to the NDIS.

Read the Parent 2 Parent Annual Report 2020-21: [p2pqlld.org.au/about/members/annual-report/](https://p2pqlld.org.au/about/members/annual-report/)

## Loud and Clear

Loud and Clear is a Queensland self-advocacy group on the Sunshine Coast, supported by Parent to Parent and Spiral Inc.

As well as local advocacy work with Sunshine Coast Council, Loud and Clear members had a busy year nationally including:

- meeting with the Disability Royal Commission's Engagement Team, with statements from members about employment, homes and living, informed decision making and accessing services.
- giving video statements about the COVID-19 vaccine to the Royal Commission.
- taking part in discussions about proposed changes to the NDIS Act and making short videos capturing the opinions and concerns of the group.
- recording a version of the Self Advocacy Anthem with local band the Outsiders
- a presentation for VALID We Can't Be Beaten conference.

Members also decided to hold their own conference. Planning is underway for a 3-day event in October 2021 on the Sunshine Coast. We will start small with a plan to grow in the future if successful. The program has been designed by the members for the members.



## Developmental Disability WA

2020/21 has been a great year, with more people with disability coming to training and being employed by DDWA.

It has been wonderful to see how many people are more confident because they have new skills and work at DDWA.

As well as our support for families we are doing more things to directly support people with disability. Some of our capacity building work included:

- **Advisory Council to the board** - Eight people with intellectual disability have been chosen to run our first Advisory Council. The Council reported to the board they are concerned about things like online safety, keeping yourself safe, positive relationships, boundaries, self-advocacy, employment, NDIS.
- **'Keys to Success' self-advocacy training** - People with disability have been employed to co-facilitate workshops in group homes and in schools. The course teaches residents and students about their rights and how to stand up for themselves. Lots of people say they love the workshops.
- **The Friendship project** – we are making videos to help people learn skills how to make and keep friends. People with disability have been employed to tell us what information should be in the videos.
- **The Gym project** – we are making videos to teach staff and personal trainers, at gyms, how they can help people with intellectual disability to be fitter and stronger. We are also making a video for people with disability, learn what they need to do when going to a gym. People with disability have been employed to give us advice on video content.



Read the DDWA Annual Report for 2020-21: [ddwa.org.au/about/annual-reports/](http://ddwa.org.au/about/annual-reports/)

## SACID (South Australia)

### Our work with Inclusion Australia

SACID has worked with Inclusion Australia and the other state members a lot this year.

Supported Decision Making has been a big focus of this work. SACID are part of the *Make Decisions Real* Steering Committee. We also worked with CID on the *My Life My Choices* project. This is co-designing resources about supported decision making. It is an important project because there is not much information out there about the views of people with intellectual disability on decision making.

We also worked with CID on the *Your Service Your Rights* project. We created and delivered a series of workshops and resources to teach people with intellectual disability about the role of the NDIS Commission and how to make a complaint. The project went well and is now being rolled out nationally by Inclusion Australia.

SACID were part of Inclusion Australia's Strategic Planning, Systemic Advocacy Working Group Planning and Our Voice Round Table. We enjoyed contributing our ideas about the priorities for Inclusion Australia in the coming years.

We are also part of the IA Systemic Advocacy Working Group. We participated in some interviews to help Inclusion Australia's submission to the Disability Royal Commission. This was a great process and the voice of people with intellectual disability and their families was very strong in the submission.





## Capacity Building in South Australia

SACID have been working hard on our capacity building projects funded by the ILC. We were able to co-design and deliver workshops for people with intellectual disability and their families. We co-designed 2 new workshops this year:

- **Strong Mind Workshop** - people told us that they wanted to learn about resilience skills to get through tough times. We worked hard to develop a fun interactive workshop to help people find more positivity in their lives.
- **Future Proofing Workshop** - this helps families of people with an intellectual disability have a better understanding of services available and learn practical strategies for looking after themselves so they can continue in their caring role.

We have also been setting up Peer Action Crews for adults with intellectual disability to have fun, find friendship and work on making the community more inclusive.

## Leadership

Supporting people with intellectual disability to have leadership roles in SACID has been an important focus this year.

We welcomed 2 new Board Members with intellectual disability this year. A Project Officer supports these Board Members and is working to make our governance processes more inclusive.

We continued to support the SACID Reference Group, a sub-committee of the SACID Board. All members of the Reference Group have an intellectual disability. They give advice and direction to the Board about what is important to people with an intellectual disability.

The Reference Group have also done a lot of speaking up. They have participated in consultations about the Disability Royal Commission, NDIS reform, and their experiences using health services.

Read the SACID Annual Report here: <https://sacid.org.au/annual-report/>

## Speak Out (Tasmania)

### Work with Inclusion Australia

In 2020-2021 Speak Out has been a steering group member for key Inclusion Australia projects including *Make Decisions Real* and *Towards Inclusive Practice*.

Speak Out staff contribute to systemic work through the Inclusion Australia Systemic Advocacy Working Group. We also consult with our members to provide feedback on Inclusion Australia papers and submissions.

We also have a key role in financial oversight and risk management of Inclusion Australia and its projects as convenor of the Finance and Risk Management Committee.

### Supporting Our Voice

Speak Out has an important role supporting the Our Voice Committee. We help the Our Voice Chair give advice to the Inclusion Australia Board and have monthly catch ups with the CEO. We support the monthly Our Voice meetings and the Our Voice representative on the *Make Decisions Real* project.

### Health and people with intellectual disability

Speak Out helped develop the *National Roadmap for Improving the Health of People with Intellectual Disability* and is on the Advisory Group of the Tasmanian Primary Care Enhancement Program.



## Disability Royal Commission work

Speak Out supported witnesses to appear at the Royal Commission Hearings in Hobart and Launceston. Together with members we also developed submissions for the Royal Commission. We also support Tasmanian members to represent people with an intellectual disability on the Disability Royal Commission Disability Strategic Engagement Group and the Your Story Disability Legal Support Advisory Group.

## Inclusion International and Empower Us

Speak Out is a member of Inclusion International and represents Inclusion Australia at meetings of the Asia Pacific Region. We also support an Australasian representative on the Empower Us Committee.

## VALID (Victoria)

### COVID-19

Like the rest of Victoria, VALID's work in 2020-21 was severely affected by COVID-19. One of our top priorities was to advocate for the safety and wellbeing of people with intellectual disability, particularly those living in group homes who are more at risk.

The logo for VALID (Victoria) features the word "VALID" in a bold, sans-serif font. The letters "V", "A", "L", and "D" are blue, while the letter "I" is orange. The "I" has a small orange circle above it, resembling a dot or a person's head.

We were part of the Victorian State Government's COVID-19 Task Group, where we raised issues of concern and helped ensure share accurate information through our networks. We produced a range of materials to get the messages out and pressed for the priority vaccination and safeguarding of people living in congregate care.

The lockdowns meant we had to develop new ways of working with our networks across Victoria. We were pleasantly surprised by the willingness of people to adapt to virtual meetings and forums as a way of keeping themselves from isolation and continuing to access advocacy support.

## Work with Inclusion Australia

This year our work with Inclusion Australia included:

- providing input to the Disability Royal Commission, and supporting people to share their stories
- Supporting the *Everyone Can Work* and *Make Decisions Real* projects
- support to the establishment of the IA Systemic Advocacy advisory group,
- sharing resources from our *Growing Employer Demand* project
- partnering on the *New Rules, New Solutions* project.

## Independent Assessments

Sadly, our confidence in the leadership and direction of the NDIS was diminished by their handling of Independent Assessments. After sitting on various committees and attempting to influence the direction of the NDIA's proposed reforms, we concluded that their approach to Independent Assessments posed a significant risk to the intent of the scheme, and to the lives of people with a disability. We called for the scrapping of the process and for the CEO and Board to be sacked. We welcomed Inclusion Australia's strong support for that call and look forward to continuing to work closely with our national partners to help get the NDIS back on track.





## Financials 2020-21




This page shows

- how much money Inclusion Australia has on 30 June 2021
- how much money Inclusion Australia owes on 30 June 2021
- the value of everything Inclusion Australia owns on 30 June 2021
- Provisions – things we might have to pay in the future


### Current Assets

	How much money we have	\$2,886,499
	How much people owe us	\$53,064
	<b>Total</b>	<b>\$2,939,563</b>


### Total Liabilities

	How much money we owe	\$6,146
	Government Grants	\$2,427,335
	Provisions	\$189,125
	<b>Total</b>	<b>\$2,622,605</b>

### Total Assets



	How much money we would have if we sold everything we own	\$2,945,079
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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	\$322,474
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This page shows

- how much money Inclusion Australia got in 2020-21
- how much money Inclusion Australia spent in 2020-21
- how much money is left over

	<b>Revenue</b>	
	How much money we got	\$1,416,091

	<b>Expenses</b>	
	How much money we spent	\$1,357,911

	<b>Surplus</b>	
	How much money is left over	\$58,180

### To see the whole Audit Report

- email [admin@inclusionaustralia.org.au](mailto:admin@inclusionaustralia.org.au) and request a copy
- or call Inclusion Australia on 1300 312 343 for a copy



## Our Team

### Board 2020-21

- Kevin Stone AM (Chair)
- Mary Butterworth (Deputy Chair)
- Jenny Dixon (Treasurer)
- Heather Forsyth (Our Voice Chair)
- Justine O'Neill
- Dell Stagg
- Jodi Wolthers

### Staff 2020-21

- Catherine McAlpine – CEO
- Sue O'Riley – Operations Manager
- Eban Pollard – Project Manager
- Becky Rowe – Inclusion Coordinator
- Riley Buchanan – Project Coordinator
- Lorraine Sequerah – Peer Worker

### Our Voice 2020-21

- Heather Forsyth (Chair)
- Laura Naing – NSW
- Luke Nelson – Victoria
- Kalena Bos – Tasmania
- Allycia Staples – Queensland
- Justin Storen – Western Australia
- Rebeka Touzeau – South Australia

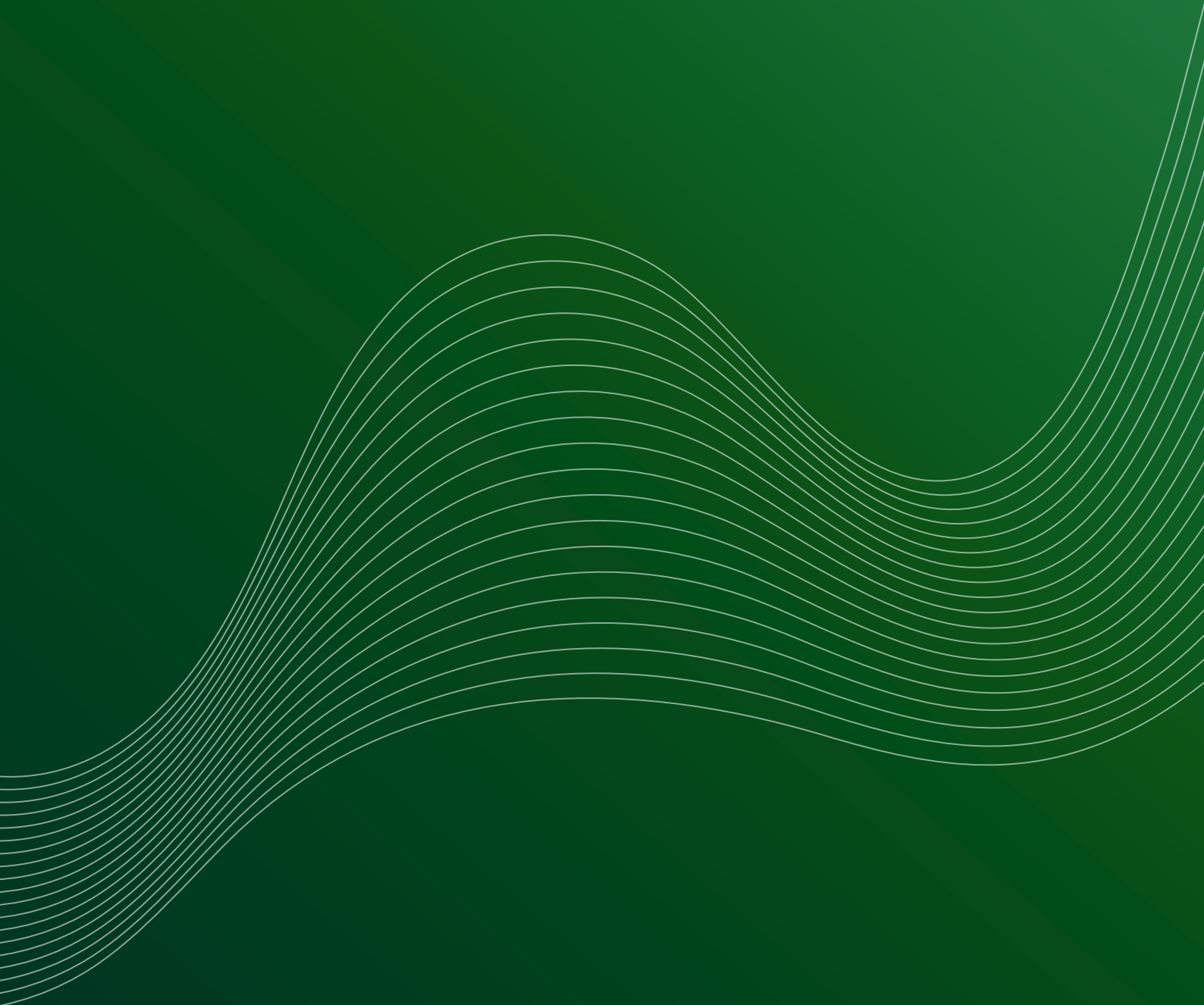
- Brooke Canham – Peer Worker
- Katy Gagliardi – Project Officer
- Maryanne Mahoney – Executive Support
- Jemma Lang – Bookkeeper

## Standing Committees and Groups

Throughout 2020-21 Inclusion Australia has played an active role with the following groups and committees

DEPT / AGENCY	GROUP	STARTED	ENDS
NDIA	NDIS Disability & Carer Representative Organisations (DCRO) Forum	2015	ongoing
DSS	DES Reference Group	2018	ongoing
SA & DSS	Services Australia and DSS Peak Bodies Group	2018	ongoing
NQSC	NDIS Commission Disability Sector Consultative Committee	2020	ongoing
DSS	Disability Support Services Committee (DSSC)	April 2020	Mar 2021
DOH	COVID-19 Disability Advisory Committee	April 2020	ongoing
DOH	COVID-19 Disability Roundtable	mid 2020	Mar 2021
DSS	Disability Gateway Reference Group	Jul 2020	Jul 2021
AHRC	Disability Discrimination Commissioner DRO / DPO Forum	Jul 2020	ongoing
DSS	DES reform Working Group - People with autism, intellectual disability & psychosocial disability	Aug 2020	Jun 2023
DSS	DES reform Working Group - Young people	Aug 2020	Jun 2023
DSS	DES reform Working Group - Mature Age people	Aug 2020	Jun 2023
DRC	Royal Commission DPO / DRO Forum	Aug 2020	Jun 2023
DSS	Blue Knot Foundation Reference Group for National Trauma-Informed Disability Practice Guidelines	Oct 2020	Feb 2021
DOH	Roundtable series on the Health of People with Intellectual Disability (development of the Roadmap)	Oct 2020	Aug 2021
DOH	Primary Healthcare 10 Year Plan (for people with intellectual disability)	Nov 2020	Feb 2021
DSS	DPO / DRO Forum	Jan 2021	ongoing
PMC	National Disability Data Asset Disability Advisory Council (NDDA DAC)	Feb 2021	Nov 2021
NDIA	NDIS IAC Inclusion & Equity Reference Group	Feb 2021	Jun 2023
DSS & DOH	Disability and Health Sector Consultation Committee (DHSCC)	Apr 2021	ongoing





**Inclusion Australia**