



Inclusion Australia



**Annual Report
2021-2022**

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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Chair's Report



With a new Australian Government and new leadership in charge of the National Disability Insurance Scheme, there is a real opportunity to do what the entire sector has been calling for over the past several years – to get the NDIS back on track.

As our members know, Inclusion Australia took a strong stand against some of the directions being taken by the previous government, and we gave clear advice about what needed to happen.

The first important steps have been taken – not least of all being the appointment of a new CEO and Board members, and the announcement of a major review.

Now, in partnership with our member organisations, Inclusion Australia stands ready, willing and able to channel the voice of people with an intellectual disability and their families into the review process - to help ensure an NDIS that all Australians can be proud of, and confident in.

At no time in our organisation's 68-year history have we been as strong, as capable or as influential. We have come a long way, not just in the last year but from back when we were defunded. Our faith in the Inclusion Australia mission has been rewarded many times over, and it is exciting to see the enormous range of fronts upon which we are effectively engaged on behalf of people with intellectual disability.

This has, of course, been made possible by the wider range of funding sources allowing us to welcome more staff to the Inclusion Australia team, especially people with an intellectual disability in paid roles. I want to acknowledge the government agencies and departments that have seen fit to fund our important engagement work.

I hope that this commitment will continue after the Disability Royal Commission, and that the new Government will recognise that Inclusion Australia must not only be funded as a Disability Representative Organisation in its own right, but also be funded to go beyond to be able to truly harness the great wisdom and experience of people with intellectual disability and families – and bring it to the co-design table.

On behalf of the Board, I congratulate Catherine and her amazing team on their many achievements over the past twelve months, and thank my fellow board members for their dedication, passion, and skill.

Kevin Stone AM, October 2022

CEO message



Hello and welcome to our annual report for 2021/22. This is my third report as CEO and much like the other years this one has flown past in a blur of activity at Inclusion Australia.

To use an old sporting cliché, this was very much year of two halves. We started the year with a celebrated victory against Independent Assessments for the NDIS.

However, for many people, the first half of the year was spent in lockdown as the COVID pandemic spread rapidly. This was very risky for many people with an intellectual disability.

We fought hard to make sure people with an intellectual disability were included in the response to the pandemic. We told the Government what people with an intellectual disability and families needed to be able to get vaccinated and stay safe. We also shared stories of how people's rights were being impacted in different ways by lockdowns.

We also continued to provide a strong voice for people with an intellectual disability to the Disability Royal Commission. Although interrupted by COVID, there were 10 public hearings across the year. We spoke as witnesses and supported people with intellectual disability to give evidence on different issues, from COVID to inclusive education.

A big theme of our work this year has been employment for people with an intellectual disability. Building our [Everyone Can Work](#) initiative, we worked with the Australian Government on reforms to Disability Employment Services (DES).

In April 2021 we ran the #EqualPayEqualRespect campaign as part of the Royal Commission hearing on Australian Disability Enterprises (ADEs). We demanded that people in ADEs get paid properly for their work and have more choices for open employment. This led to [significant media attention](#) and community support, with self-advocates at the forefront sharing their stories.

I am pleased to say that the Inclusion Australia team has grown to help us do this work, with more paid roles for people with an intellectual disability. We also set up our first team in the Northern Territory.

It was another big year for the Our Voice Committee, who provide advice to the Inclusion Australia Board. Heather Forsyth stepped down as Chair, with Kalena Bos from Speak Out Tasmania taking over. The Committee spent a lot of time talking about the NDIS with people with an intellectual disability around Australia. They asked what was working and not working and ideas to share with the NDIA about making it work better.

Our project teams have also been busy, working closely with our members on the Make Decisions Real, Your Service Your Rights and Towards Inclusive Practice projects. This included teams of Inclusion Advisors across the country telling the government how to be more inclusive of people with an intellectual disability. This was not always easy, but we learned a lot about how to use our voices together to make change.



(L-R) DANA CEO Mary Mallett and Inclusion Australia CEO Catherine McAlpine at the Defend the NDIS Rally in Melbourne, May 2022

As the financial year ended, we saw a change of government - the first for almost 10 years. This was quickly followed by a change in leadership in the NDIS.

As a result, the end of the year feels like the start of a new journey. We will continue to make sure people with an intellectual disability are leading the way!

Catherine McAlpine,
CEO, October 2022

Our Strategic Goals



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.

Our Voice

Our voice is an official committee of the Inclusion Australia board. Committee members all have an intellectual disability and represent their state organisations around Australia.



Hello, my name is Kalena Bos. I am from Burnie in Tasmania. In November 2021 I was appointed as Chair of Our Voice. I am a member of the Inclusion Australia Board. I also work with Speak Out Tasmania. I am enjoying my new role. I have been learning a lot about governance! Our Voice has been busy this year. Here are some of our big things.

Talking about the NDIS

We talked to people with an intellectual disability in every state about the NDIS. We talked in peer groups, self-advocacy meetings and in our workplaces. We asked what was working or not working about the NDIS and asked for ideas for making the NDIS better.

Our Voice shared what everyone said. We learned that people with an intellectual disability around the country talked about lots of the same issues and ideas. This told us the big issues for people with an intellectual disability. We are now able to speak up more about the NDIS and feel confident that we represent what our community has to say.

How we work and who supports us

Our Voice has been supported by staff from Speak Out Tasmania for many years. This year our support changed to Inclusion Australia. We work with Becky from the Inclusive Practice team.



The Our Voice team working together and online with Becky Rowe

Becky supports us with meeting papers, Easy Read information, organising meetings, skills sessions and supporting me on the Board. We want to say thank you to Speak Out for all your support over the years.

Keeping connected with Inclusion Australia

Our Voice said to the Board that there should be a group for past members of Our Voice to stay connected and keep sharing their experience. The Board said this was a wonderful idea. Because of this, Inclusion Australia will set up a group for people with an intellectual disability who have been involved with us to stay connected.

The Our Voice members in were 2021-22

- Kalena Bos (Chair, replacing Heather Forsyth)
- Kyal Fairbairn (Western Australia)
- Laura Naing (NSW)
- Luke Nelson (Victoria)
- Monique Crowden (Tasmania)
- Payge Hollis (replacing Allycia Staples, Queensland)
- Sarah Byrne (South Australia)

To find out more about us and our work, visit:

www.inclusionaustralia.org.au/about-us/our-voice/

Kalena Bos, Our Voice Chair



A snapshot of our Big Year

2021

Jul	<ul style="list-style-type: none"> • NDIS Independent Assessments are officially dropped by Australian Government (link) • Participated on DES Reference Group • We sent an open letter to National Cabinet on COVID vaccine
Aug	<ul style="list-style-type: none"> • Our team grows with new Project Coordinators and our Northern Territory and Comms and Engagement managers. • Launch of National Roadmap for Improving the Health Outcomes of People with Intellectual Disability (link) • Our Make Decisions Real peer workers are interviewed for an article on Supported Decision Making with Every Australian Counts.
Sep	<ul style="list-style-type: none"> • We co-host a webinar for people with an intellectual disability about the COVID-vaccine with the Department of Health • Our MDR Peer Workers present at the Speak Out Conference • We provide submissions to consultations by the NDIA about Supported Decision Making and Home and Living • The MDR Art Competition winner is announced • Our CEO is interviewed by ABC TV after the Disability Royal Commission calls the COVID vaccine rollout 'seriously deficient'
Oct	<ul style="list-style-type: none"> • The Towards Inclusive Practice Inclusion Advisors meet for the first time. • We deliver four What Works workshops on employment to policy makers from across the Australian Government. • Intellectual Disability Health Roadmap Implementation Governance Group is established
Nov	<ul style="list-style-type: none"> • Inclusion Australia AGM • Our MDR team present their work online at the ASID Conference 2021
Dec	<ul style="list-style-type: none"> • We launch our new and revamped Inclusion Australia website. • We support launch of Australia's Disability Strategy (link) • National Towards Inclusive Practice Inclusion Advisor network meeting

2022

Jan	<ul style="list-style-type: none"> • Our Make Decisions Real workshops take place online and in Perth • Our CEO is interviewed by ABC TV about the COVID-19 vaccine • A delegation from Japan meets with us to talk about our work on Supported Decision Making
Feb	<ul style="list-style-type: none"> • We provide our submission to Australian Government on Disability Employment Services reform (link) • Released media statement re DRC public hearing on DES (link) • Launch of End Deadly Disability Discrimination campaign with CID
Mar	<ul style="list-style-type: none"> • Our CEO joins representatives from other disability organisations in Canberra ahead of the Federal budget • Peer Workers Tara and Brooke blog for World Down Syndrome Day (link)
Apr	<ul style="list-style-type: none"> • Our CEO appears at the Disability Royal Commission public hearing on Australian Disability Enterprises (link) • An ABC News article featuring Inclusion Australia members has over half a million views online. • We join other organisations to demand the #RightToVote • Every Australian Counts <i>Defend Our NDIS</i> rallies are held across Australia
May	<ul style="list-style-type: none"> • Sector Election platform 'Left in lockdown'- COVID Recovery Plan (link) • <i>Equal Pay, Equal Respect</i> campaign launch to create real employment opportunities for people with an intellectual disability (link) • Election of new Australian Government • Our CEO speaks at Disability Employment Australia Conference
Jun	<ul style="list-style-type: none"> • Launch of <i>Living with COVID</i> animation (link) • Our CEO appears at DRC Inclusive Education public hearing (link) • Self-advocates recognised in Queens Honours (link) • SACID conference in Adelaide

Making employment work for people with an intellectual disability

Inclusion Australia believes everyone has the right to work in open employment with the support they need.

Unfortunately, this is not the reality for many people with an intellectual disability. Only 14-18 percent of adults with an intellectual disability work. Those people who do have jobs mostly work in Australian Disability Enterprises. These are also called ADEs or sheltered workshops. Some people who work in ADEs get paid as little as \$2.60 an hour for their work. We do not think this is fair.

“People with disabilities have the right to work in the open market like anyone else and get the training and support they need. This means no more sheltered workshops.” **Inclusion Australia’s Our Voice Committee**

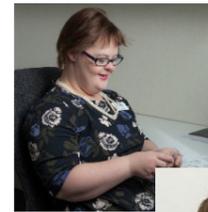
Over the past 12 months Inclusion Australia has done a lot of work about work.

We started the year promoting our [Everyone Can Work website](#). This work – co-designed by people with an intellectual disability – was popular on our social media with hundreds of people watching the real stories about employment and downloading the resources.

Meanwhile our CEO was invited to participate as a key stakeholder role on the Australian Government Disability Employment Services (DES) Reference Group. Meetings took place across the year, including preparation for and follow up from [a public consultation](#) about DES at the end of 2021. We worked with our members around the country to understand what changes people wanted to see. People were very clear that the current system was failing people with an intellectual disability and their families. [Our submission](#) called for the DES system to be redesigned so it works for people with an intellectual disability and their families and to be designed around the evidence of what we need to access open and self-employment.

In October we worked closely with the Australian Government on *What Works* – a series of weekly workshops for government policy makers about the national and international evidence on supporting people with an intellectual disability to find and keep jobs. We worked with self-advocates, our state and territory members, academics, DES providers to develop the workshops.

The four workshops were presented by William Ward Boas from VALID, who drew on his own journey to open employment to highlight barriers that young people with disability face when navigating the system. William also asked other advocates to share their own experiences of employment and what needs to change. Common themes included the complexity of the disability system, a lack of support to help young people find work, a lack of expertise in intellectual disability, and the importance of being paid properly.



Ella (NSW): “Please be open minded. Let the people you’re supporting talk and have their say. Support participants well and believe in people - in them - that they can work.”



Heather (Victoria): “Having staff members that understand people with an intellectual disability and that they may need a bit more time and understanding and support.”



Jess (WA): “ask people with intellectual disability what they want, what sort of jobs they like.”



Gavin (SA): “We are all individuals and need individual support. Get to know us. Help us to aim higher and realise our potential.”

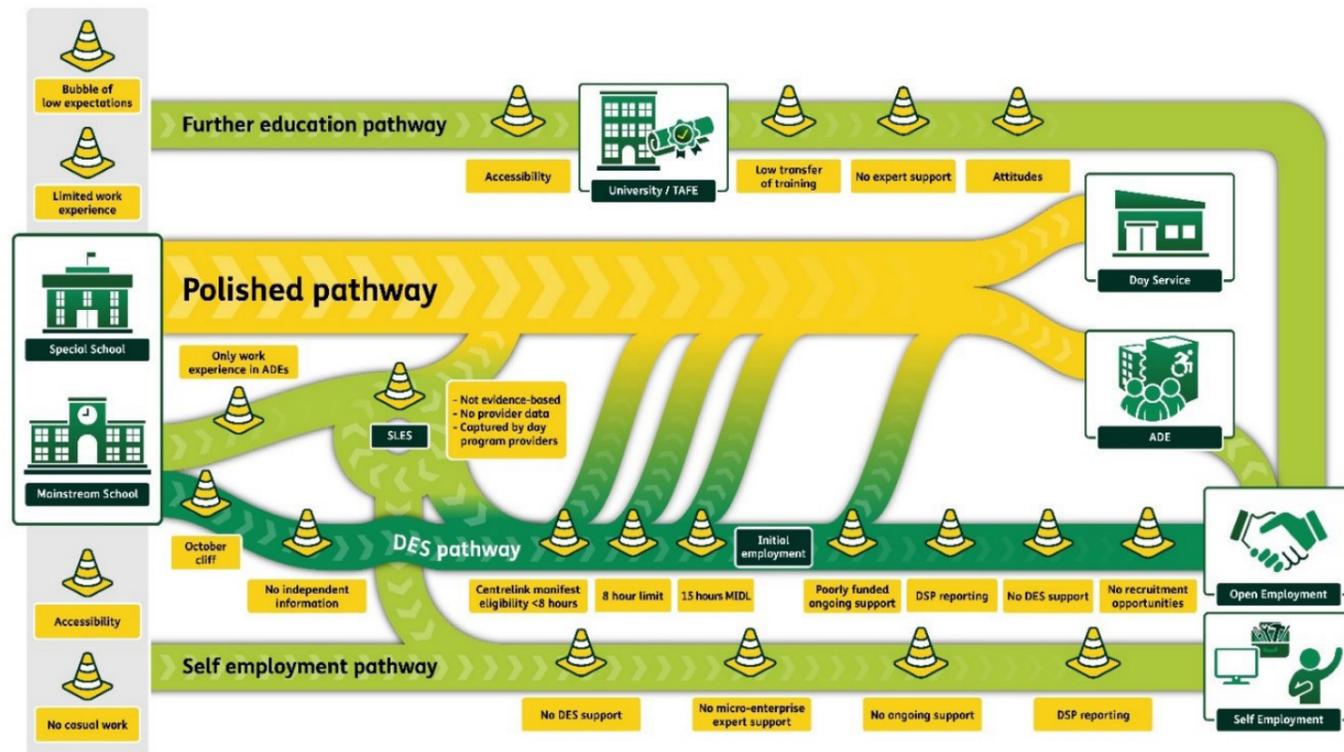


Ben (NSW): “You need to believe in the person, and that they can work. Find out the person’s skills and strengths so you get to know them better.”



William (Victoria): “We are not just a box to tick. We are people who are coming to you for support ... we’re looking for work because we actually want to work. Get to know us - and enjoy it - because we are putting our trust in you.”

Our [final What Works report](#) to Government includes **The Polished Pathway** (see illustration below). This shows how difficult it is for people with an intellectual disability and families to choose any path other than one that leads to ADEs and day programs.



In February 2022, the [Disability Royal Commission held a public hearing](#) into the experience of people with disability engaging with Disability Employment Services. We used what people told us and our *What Works* recommendations in [our media statement](#) to coincide with the public hearing.

As a result of our advocacy, Catherine was invited to appear as a witness at Disability Royal Commission Public Hearing 24 in April 2022. This looked into the experiences of people with disability working in ADEs. Self-advocates, including Greg Tucker from VALID, shared their experiences of working in ADEs for as little as \$2.50 an hour.



Following their testimony to the Disability Royal Commission there was lots of public debate online, on talk radio and on television about the fairness of paying people with an intellectual disability so little for their work. Many people were horrified to learn it is legal for firms to pay such low wages. Other self-advocates also shared their stories of working in ADEs, including [Georgie from Western Australia](#).

Our work across the year helped inform our preparation for the Federal Election in May which saw the start of our Equal Pay Equal Respect campaign. We [called on all political parties to create real employment opportunities](#) for people with an intellectual disability.



We have been encouraged by the support of our fellow Disability Representative Organisations and cross-sector colleagues as other national organisations taking a strong stand on employment of people with disabilities. This includes the Australian Human Rights Commission's [Includability](#) program in 2021, led by the Disability Discrimination Commissioner, Dr Ben Gauntlett.

Through our collective work we have helped make sure the employment of people with an intellectual disability are part of the new Australian Government's plans.

However, there is still much to do. Recent calls for Government intervention to 'save' ADEs threatened with closure in Western Australia rather than use this as an opportunity to explore new options are a reminder that many people still have no option other than to rely on old segregated systems. In 2022-23 we will continue to work collaboratively with people and organisations across the country to create new opportunities for people to find and keep properly paid work.

Quick facts

- Just 14–18% of people with intellectual disability of working age are in full or part-time employment.
- 60% of adults of working age are not in the labour market at all.
- Under 30% of people with an intellectual disability who get NDIS supports are in any paid employment (over 25 years old).
- 77% of those are employed in an ADE (sheltered workshop)

Disability Royal Commission



Royal Commission

into Violence, Abuse, Neglect and
Exploitation of People with Disability

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability started on 5 April 2019. It is looking at abuse, neglect, exploitation, and all types of violence against people with disabilities, in all settings and contexts.

Inclusion Australia had another very busy year making sure the experiences of people with an intellectual disability were heard by the Commissioners. This included:

- Supporting people to share their story
- Organising consultations
- Writing submissions and responding to issues papers
- Appearing as a witness and attending hearings
- Meeting with the policy team
- Working with other disability organisations and support services

Throughout the year we met each fortnight with our colleagues from the other national Disability Representative Organisation (DROs) including Australian Federation of Disability Organisations (AFDO), Children and Young People with Disability Australia (CYDA), Disability Advocacy Network Australia (DANA), First Peoples Disability Network (FPDN), National Ethnic Disability Alliance (NEDA), People With Disability Australia (PWDA) and Women with Disabilities Australia (WWDA). By working together, we were able to share ideas and concerns and to prepare collaboratively for upcoming public hearings.

Our capacity to do this increased greatly with the employment of our new Senior Policy and Projects Manager, Maeve Kennedy in early 2022.

There were 10 public hearings between July 2021 and June 2022. Many of them were held online because of the COVID restrictions.



Our CEO Catherine McAlpine appeared as a witness at two separate public hearings this year. In April 2022, Catherine spoke at Public Hearing 22 which examined the experiences of people with disability working in ADEs (or sheltered workshops).

Catherine and self-advocates from VALID spoke to the Commissioners about how some people are paid just \$2.60 an hour for their work in ADEs. They said that many people with an intellectual disability have no choice about where to work and do not get chance to work anywhere else in their lives. Their story was covered by ABC News for [an article](#) which has been seen by over 600,000 people.



This led to a big public conversation about ADEs, online, on the radio and on TV, with many people saying they are unfair. Catherine spoke to the ABC, news radio and Studio 10 about why people with an intellectual disability should be paid properly for their work and have more opportunities for different kinds of work.

In June 2022, Catherine appeared again as a witness at Public Hearing 24, this time with Mary Sayers, the CEO of CYDA to talk about the importance of inclusive education.

We developed a [public statement for the hearing](#), calling for people with an intellectual disability to be supported and included in mainstream education from the start to avoid a lifetime of segregation. Catherine told the Commissioners about the barriers that young people with an intellectual disability face when leaving school and looking for work. She also talked about the 'Polished Pathway' which means that the only choices many people with an intellectual disability get are ADEs or day services.

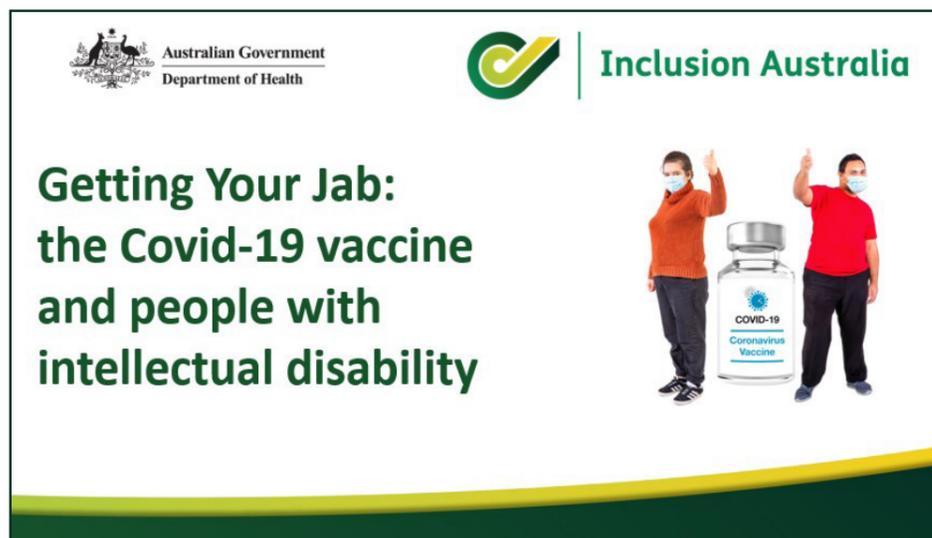
COVID-19

2021–22 was a very difficult year for many people, as the impact of the COVID-19 coronavirus was felt strongly around the country. Lockdowns returned in many places, especially in the ACT, NSW, SA and Victoria. Some of these lasted for several months as states struggled to contain the virus. Travel was also restricted across Australia.

Inclusion Australia and our members fought hard to make sure that people with an intellectual disability were included in government planning. This included having accessible information and the right supports to stay safe.

In July we joined with disability organisations around the country to write [an open letter](#) to the national cabinet requesting immediate action to vaccinate and protect all Australians with disability against Coronavirus.

In September we partnered with the Department of Health to co-deliver a webinar for people with an intellectual disability [about the COVID vaccine](#). In the same month, the Disability Royal Commission called the Australian Government rollout of COVID vaccine ‘seriously deficient’. Our CEO was interviewed on ABC TV about some of the issues for people with an intellectual disability in accessing the vaccine.



Our accessible COVID-vaccine webinar for people with an intellectual disability and families

Throughout the year we attended regular meetings of the Department of Health COVID Communications Working Group. We shared feedback from people with an intellectual disability and their families and gave advice on the types of communications needed to make sure people had the information they needed to stay safe.

Just as restrictions were eased in some of the states - with many abandoning zero-COVID as a policy - a new variant was reported in late November 2022. Omicron was more transmissible and led to the first lockdowns in Tasmania. It also led to Western Australia delaying opening of their borders until February 2022.

Governments introduced strict mandatory quarantine periods for people with COVID and encouraged people to stay home and test regularly using RATs. This led to a national shortage of tests, meaning that many businesses struggled for staff including disability service providers. Catherine was interviewed in January by ABC Breakfast about the mandated vaccine boosters and the availability of free RATs for people with a disability.

We also raised this in our submission to the Government about *Barriers to COVID-19 vaccination for people with an intellectual disability* ([link](#)) in January 2022.

At the end of summer, the government message moved to ‘living with COVID’. This was confusing and scary for many people with disabilities. We worked with our colleagues at Speak Out and self-advocates to make a short film to help people understand the new messaging, and to make decisions about the vaccine and how to take stay safe ([link](#)).



A screenshot from our Living with COVID animation

As many in Australia started to look to life beyond COVID, many people with disabilities raised concerns about being forgotten. Before the Federal Election in May 2022, we joined with other disability organisations to call on political parties to commit to a COVID Recovery Plan for people with disability ([link](#)). This is still much needed.

As more governments around Australia have phased out public health measures, there are still many concerns about COVID-19 for people with disabilities.

Despite the positive impact of vaccines, COVID is not over. There is more that government and the community can and should do to recognise the risks for people with disabilities, and support people to stay connected and safe. We will work with our members to make sure people with an intellectual disability are included government planning and conversations.



Our systemic advocacy

Inclusion Australia is a systemic advocacy organisation. We work with Government and other people to help make systems work better for people with an intellectual disability. Our advocacy is informed and supported by our Strategic Advocacy Working Group and by the Our Voice Committee.

This section includes some of our big topics for the year.

National Disability Insurance Scheme (NDIS)



It has been another big year of change at the National Disability Insurance Agency (NDIA). As well as providing advice on a range of ongoing issues, we have also been working closely with the new leadership team following the change of government. Some big pieces of work included:

- **NDIA Support for Decision Making policy** – we took part in a range of discussions about the importance of decision making supports for people with an intellectual disability who use the NDIS. In September 2021 we delivered a detailed submission to the NDIA to help inform their new Support for Decision Making policy. www.inclusionaustralia.org.au/submission/submission-to-the-ndia-on-support-for-decision-making/
- **NDIA Home and Living:** in September we also responded to the NDIA's paper 'An Ordinary Life at Home'. The paper talks about Individualised Living Options, moving away from Supported Independent Living (SIL) options and closing larger group homes with more than 5 residents. www.inclusionaustralia.org.au/submission/submission-to-the-ndia-on-home-and-living/
- **NDIA Amendment Bill:** in October we wrote to the Hon Linda Reynolds, Minister for the National Disability Insurance Scheme in response to proposed changes to the National Disability Insurance Scheme Act 2013 (NDIS Act). We set out concerns about the changes to the NDIS Act for people with intellectual disability: www.inclusionaustralia.org.au/submission/response-to-ndis-amendment-bill-2021/

- **Participant Engagement Panel.** In January we were approved as an official supplier for the NDIA Participant Engagement Panel (PEP). This means we will work with the NDIA and other disability organisations to make sure that people with disabilities are a key part of their work. Our first PEP project started in June when we were engaged by the NDIA to lead consultation with people with an intellectual disability to inform their Supported Decision Making policy
- We attended Defend our NDIS rallies in Canberra and Melbourne

Health

Health inequalities for people with an intellectual disability remains a key concern for Inclusion Australia and our members. With average life expectancy for people with an intellectual disability 27 years less than for people without a disability, there is an urgent need for a range of interventions to provide the expert health care supports needed.

Throughout the year Inclusion Australia and our members were also key members of national committees and meetings on Health, including

- Roundtable series on the health of people with intellectual disability
- Disability and Health Sector Consultation Committee (DHSCC)
- Expert Advisory Group – National Centre of Excellence in Intellectual Disability Health
- Intellectual Disability Health Roadmap Implementation Working Group (RIGG)
- COVID Communications Working Group.

This work contributed to the momentum started by the Council for Intellectual Disability (CID) with Inclusion Australia to Stop Deadly Disability Discrimination in health. CID's [campaign](#) to demand guaranteed government funding for a National Centre of Excellence as part of the implementation of the National Roadmap for Improving the Health of People with an Intellectual Disability was embraced by many. In a great win for advocacy, both major parties committed to funding as part of the Federal Election.

Australia's Disability Strategy

Following extensive national consultation on the replacement for the National Disability Strategy, we were part of a joint sector statement in support of the new [Australian Disability Strategy 2021–2031](#). Inclusion Australia continues to provide input via the ADS DRO Working Group.



Our CEO Catherine McAlpine in Canberra with members of other national Disability Representative Organisations, March 2022

Disability Support Pension

In July 2021 we wrote two submissions about the Disability Support Pension.

We wrote to the Disability Senate Inquiry into the purpose, intent and adequacy of the Disability Support Pension: <https://www.inclusionaustralia.org.au/submission/submission-to-the-dsp-senate-inquiry/>

We also wrote a submission to the Department of Social Services for their review of the Disability Support Pension Impairment Tables: <https://www.inclusionaustralia.org.au/submission/submission-to-the-dss-on-the-review-of-the-dsp-impairment-tables/>

Religious Discrimination Bill

In February we joined with other disability organisations [to write to the Australian Government](#) about the harmful impacts the then proposed Religious Discrimination Bill would have on Australians with disability.

Voting

In April we joined with many organisations around Australia to support the #RighttoVote campaign to reduce barriers to voting for people with disabilities ahead of the Federal Election.

For a full list of all our submissions, visit:
www.inclusionaustralia.org.au/advocacy/our-submissions/



Membership of groups and committees

As a systemic advocacy organisation another way we make our voice heard is through membership of different national groups and committees.



Some these groups in 2021-22 were:

- Disability Gateway Reference Group
- DSS / 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

A full list of committees and groups that we participate in can be found at the end of this Annual Report.

Inclusion Australia in the Northern Territory

In 2021 Inclusion Australia made a commitment to work in the Northern Territory. This was made possible through funding for the Make Decisions Real project to build our capacity in the Northern Territory and Australian Capital Territory. Liz Collier was employed as Manager of NT Networks and Projects in August 2021 and moved to Darwin to lead this work.

The NT is a unique part of Australia with a diverse population including many of Australia's First People. The territory is large and lots of people live in remote areas. Our commitment to work in the NT will help Inclusion Australia to better understand and include the impact of systems on people in the NT as part of all our advocacy.



Inclusion Australia has worked with local organisations to find out what is needed to represent people with intellectual disability and families in the Northern Territory. Through this work we will develop a strategy for self-advocacy, peer support, family networks and Our Voice representation from the NT.

In February 2022 Inclusion Australia held its first meeting of the Northern Territory Local Steering Group. The group includes representatives from advocacy organisations and statutory bodies. It will guide Inclusion Australia in our work in the NT and contribute to our systemic advocacy.

Ben Hankin, Rebecca Hell and Daniel Ross joined us in April 2022 to work on the Towards Inclusive Practice project. The team met once a fortnight to be part of the national project about how governments can be more inclusive. They gave feedback on a range of topics. Members of the group have an interest in NT politics and enjoyed the conversations about power. Ella Arslan and Madeleine Wellfair were also part of the team between March and June 2022 and contributed to Your Service, Your Rights and Towards Inclusive Practice.

The team has a lot to offer in the NT and nationally and we look forward to what comes next in 2022-2023.



Towards Inclusive Practice

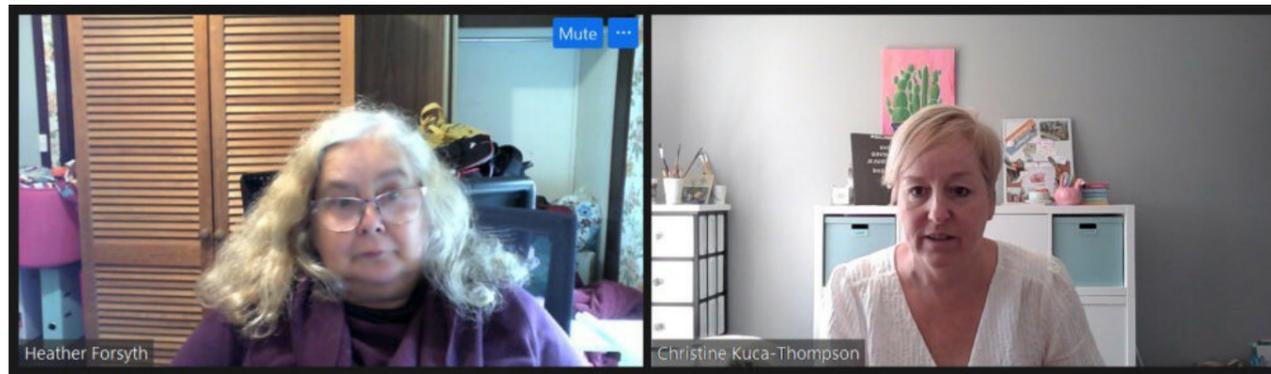


**Towards
Inclusive
Practice**

Including Everyone.

Towards Inclusive Practice is a national project funded by the Australian Government Department of Social Services. It brings together people from across Australia to give advice to the Government about being more accessible and inclusive for people with an intellectual disability.

Setting up our team – Towards Inclusive Practice is a truly national project, involving people from all across Australia. Keeping everyone connected are Project Coordinators Heather and Christine who meet online from Melbourne and Perth. They are supported by a big cast including Maeve and Jamie at Inclusion Australia, a team of facilitators from each of our member organisations, plus our Steering Group. Everyone plays a part in making sure that our work is accessible, inclusive and full of ideas!



Our national network – at the centre of the project is a network of 32 Inclusion Advisors. Inclusion Advisors are adults with an intellectual disability of all ages, different backgrounds, cultures, and experiences from all around the country.

Working in teams of four, supported by the facilitators, they meet regularly to share their ideas and experiences. Together they give practical ideas on what government can do to make information and systems more accessible. For many of the Inclusion Advisors this is their first job, and they are loving the opportunity to have their say – and get paid for it!

With the support of the facilitators, Inclusion Advisors are building their personal and professional skills to gain employment, set goals for future employment, and advocating for people with an intellectual disability.

Read what some of the Inclusion Advisors have to say about working on Towards Inclusive Practice on our project page: www.inclusionaustralia.org.au/project/towards-inclusive-practice/



The Inclusion Advisor team from SACID in South Australia

Making our resources – Through Towards Inclusive Practice we are creating practical, helpful resources for government and other organisations to help them understand more about the barriers to inclusion for people with an intellectual disability and to improve their inclusive practice.

To help shape this, the Inclusion Advisors and Steering Group have picked six topics:

- Inclusive meetings
- Experiences of power, powerlessness, and trust
- Inclusive consultations
- Accessible information
- Accessible systems and processes
- Hearing from harder to reach groups.

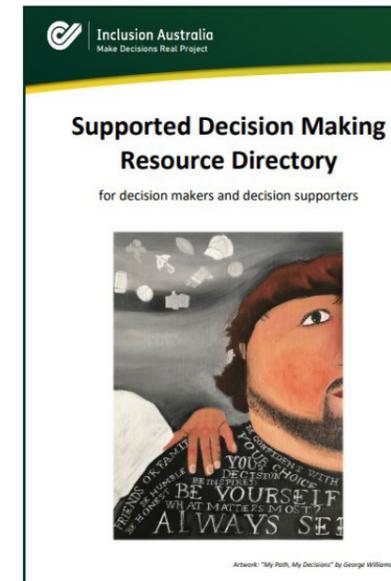
Different types of resources will be developed for each of the topics, creating an easy to use guide for government and others.

To find out more about Towards Inclusive Practice, visit:
<https://www.inclusionaustralia.org.au/project/towards-inclusive-practice/>

Make Decisions Real

Make Decisions Real is a national Information, Linkages and Capacity Building project. It is led by people with an intellectual disability who are developing training and helpful information for people with disabilities and families about making decisions.

Supported Decision Making Resource Directory



In February 2022 we shared our Resource Directory. This has helpful information about Supported Decision Making resources from around Australia.

“We made the directory so people can find good Supported Decision Making resources easier”.

We used evaluation charts created by our peer workers to think about

- Is the resource easy to understand?
- Is it aimed at people with an intellectual disability?
- Does it explain Supported Decision Making well?

We wrote the directory in accessible language in a booklet featuring artwork from our art competition for people with an intellectual disability. The theme was ‘I make my own decisions’. There were 3 winners, chosen by the Peer Workers. *“We chose them based on the ones we liked the most and the ones that best showed the theme.”*

The directory is available on our Make Decisions Real project page.

Make Decisions Real workshops

Towards the end of 2021 we developed and ran our pilot workshops for people with an intellectual disability and their supporters to learn about Supported Decision Making. We ran workshops online and in person in Perth.

We made the workshops for people with an intellectual disability because most other resources we found were for supporters.

The workshops were co-designed and facilitated by the project Peer Workers to be as accessible as possible. We made an animated video to advertise the workshops which was fun. Sadly, it was difficult to get people to come to the workshops because of COVID and the school holidays.

However, the people who came really enjoyed it and said they learnt a lot. Peer Workers Brooke and Lorraine also learned a lot from the pilot workshops. Brooke said “A pilot is like a practice run, so we can learn how to do it better by listening to everyone’s feedback. We learnt how to adapt to changes and that it is important to give things a go”.

Lorraine said, “we learnt new skills like how to present a *workshop well, and how to deal with difficult questions*”.



The workshops are helping us think about our Train the Trainer package. This will help train people with an intellectual disability on how to present workshops, so they can go out and teach other people about Supported Decision Making in their own communities.

5 minutes with Brooke and Lorraine – Make Decisions Real Peer Workers

- **What have you enjoyed about being a peer worker?**

L: It’s been great being able to help people with an intellectual disability to learn about supported decision making and their rights, and that its ok to take risks or make unwise decisions sometimes because that’s how we learn!

B: I’ve enjoyed having my voice heard and respected, and helping people understand what supported decision making is really about.

- **What have you learnt doing this work?**

B: How everything comes together in a project: from planning and designing, to presenting, and then getting the feedback. Also learning how to work as a team.

L: I’ve learnt it’s important to speak up if you’re unsure or need help with something at work. I also learnt that I am good at imagining being in other people shoes.

- **What are you looking forward to in the project?**

B: we are looking forward to releasing our new Make Decisions Real videos

L: we will also share our Train the Trainer information with info sheets and posters so more people can learn about supported decision making!

Find out more about Make Decision Real on our project page:
<https://www.inclusionaustralia.org.au/project/make-decisions-real/>

Your Service, Your Rights

Your Service, Your Rights

Your Service, Your Rights is a 2-year project funded by the NDIS Quality and Safeguards Commission. The project is about making sure:

- people with an intellectual disability know their rights and how to speak up when they are getting NDIS services
- disability services include people in making their services good quality and safe.

Your Service, Your Rights was developed and piloted by CID and SACID in 2020-2021. The NDIS Commission asked us to work with our members and other organisations to roll out the project nationally in 2021-2023.

Workshops for people with an intellectual disability will be rolled out across Australia by staff with an intellectual disability and other staff from Inclusion Australia's members and other organisations. Four workshops will cover:

- Rights and Services
- NDIS Commission – Code of Conduct and Complaints
- Speaking Up and Support
- Being Involved

In 2021 we worked with the Project Steering Group including First Peoples Disability Network (FPDN), National Ethnic Disability Alliance (NEDA), Children and Young people with Disability Australia (CYDA), Disability Advocacy Network Australia (DANA) and the NDIS Commission to review the pilot materials for a national audience. NEDA ran a consultation with advocates from CALD backgrounds who also gave fantastic advice.

In 2021 we invited facilitators from our members to join us for five train-the-trainer sessions. The sessions were developed and facilitated by William Ward-Boas and Ella Arslan. There was so much experience in the group, and everyone was willing to share with each other. The group gave lots of useful feedback about the workshops which helped us to make some more changes. We will continue to meet through the project to share tips and experiences.

We appreciate every person across Australia who has been involved in the Your Service, Your Rights National Rollout project so far. What a great team!

Find out more about Your Service Your Rights on our project page:
<https://www.inclusionaustralia.org.au/project/your-service-your-rights/>



Our Inclusive Practice

Inclusive Practice is an important part of our work at Inclusion Australia. We want everyone who works with us to feel supported and included. This includes making sure our information, policies and processes are easy to understand.

Easy Read policies

This year we continued work to make all our internal policies, procedures and forms Easy Read. This includes policies on:

- Code of Conduct
- Disagreements and Complaints
- Diversity and Inclusion
- Whistleblowing
- Drugs and alcohol
- Leave



We always share new policies and processes as a team. We learn together about what it means to work in mainstream employment and how it can be different from ADEs or volunteer roles.

Support and development opportunities

We are building our capacity to support staff and provide opportunities for professional development. Skilled and supported staff make us stronger.

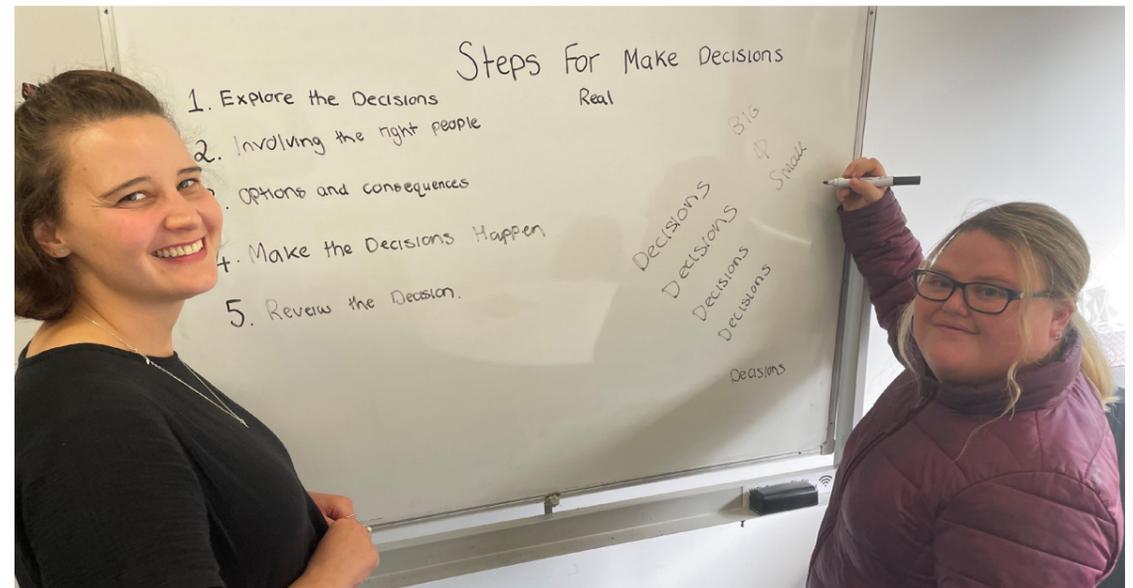
We seek advice and examples of inclusive practice from our members. Examples include:

- Easy Read training delivered for all our staff by CID and VALID
- VALID's [Employee Skill Development](#) resources

Other work this year

Other things we have done this year include:

- Person-centered supervision training for all staff
- A new support and supervision policy, procedure and tools (including one page profiles, templates) for use in ongoing conversations with managers.
- Monthly extended staff meetings where different staff members have an opportunity to share their skills, knowledge, and experience with the team.
- Job customisation and reasonable adjustments to support people's strengths
- Flexible work arrangements.



Our Members

Inclusion Australia's strength comes from our state members who use their combined experience and expertise to promote the inclusion of people with intellectual disability.

Our state members are:

- [Council for Intellectual Disability \(CID\)](#) – New South Wales
- [Developmental Disability Western Australia \(DDWA\)](#) – Western Australia.
- [Parent to Parent \(P2P\)](#) – Queensland
- [Speak Out](#) – Tasmania
- [South Australian Council on Intellectual Disability \(SACID\)](#) – South Australia
- [Victorian Advocacy League for Individuals with Disability \(VALID\)](#) – Victoria



Together we form a network that is connected to people with an intellectual disability and families and committed to the shared vision of inclusion in all aspects of Australian life.

Each of our members have many years of experience of advocacy across local, state, and national governments as well as international agencies, such as the United Nations.

In the next section you can catch up on their big activities in 2021/22.



Council for Intellectual Disability (NSW)

Advocacy funding

In 2021, the NSW Government made changes to the ways it funds disability advocacy. Advocacy means we speak up on issues that affect people with intellectual disability. CID was successful in remaining the state-wide provider of systemic advocacy until 2024. This has allowed us to recruit new staff and we are working to expand the reach of our work.

National Centre for Excellence in Health

In August 2021, the Australian Government announced a 10-year plan to improve health care for people with intellectual disability. It is called the Roadmap to Improve the Health of People with Intellectual Disability. However, a key part of the plan remained unfunded - the National Centre for Excellence in Health in people with intellectual disability.

Following advocacy from CID and partners before the Federal Election, the Australian Government allocated \$8 million to the centre over the next 2 years, plus \$20 million for research. This is a huge win to improve the health of people with intellectual disability.

My Rights Matter Project



CID started a new project about Supported Decision Making called My Rights Matter. It is about supporting people to make decisions about their own lives. The project is led by people with lived experience of disability. The team makes online resources, training workshops and advocacy plans where people in the My Rights Matter project speak up about how we need new decision-making laws in Australia. The project runs from February 2022 to February 2024.

Work with Inclusion Australia

Our staff also worked closely with Inclusion Australia throughout the year. Ben Alexander was part of planning team for the What Works project and shared his experience along with Ella Darling at the workshops. We also ran two groups for the Towards Inclusive Practice project with Inclusion Advisors in NSW and the ACT.

For more on work by the Council for Intellectual Disability (CID) visit:
<https://cid.org.au/>



Developmental Disability WA (Western Australia)

DDWA had a good year. We did lots of things to help people with disability and families.

Our Advisory Council did a lot of work on safety. Members of the Advisory Council said there were a lot of safety problems for people with an intellectual disability including:

- other people scamming money from them.
- not having NDIS services to keep them safe.
- not feeling safe on the train or bus.

Our Side-by-Side team have been helping families when someone does things that are not safe. They had a great camp this year with families.

We worked with lots of families. They told us:

- their NDIS plans don't have enough money to help them.
- many families have problems at schools, even though some schools try hard to fix problems.
- parents with an intellectual disability said they need help to keep their babies. They want health, legal, NDIS and child safety people to talk to each other.

Our advocates talked on the phone to try to help for people. We now have a family advocacy room so we can talk together. Our Support Coordinators helped 300 people.

We have been teaching council and government staff about communication disability. Their services need to be better for people who cannot talk.

We have also been teaching people at high schools and in group homes about:

- their rights
- how to stand up for themselves
- what are good disability services

We also did lots of work with Inclusion Australia for the Towards Inclusive Practice and Make Decisions Real projects. Our team of Inclusion Advisors shared their experiences and ideas of what government can do to make things more inclusive for people with an intellectual disability.

**For more on work by Developmental Disability WA visit:
<https://ddwa.org.au/>**



Parent 2 Parent (Queensland)

This was a very busy year for everyone at Parent 2 Parent. As well as restructure to help us prepare for our future, we supported projects and self-advocates in Queensland.

Stand By Me

We finished our community focus group consultation and formed our peer self-advocacy groups in four regions in Queensland through our ILC funded Stand by Me Project. This employed four self-advocates and four family members. The program aims to strengthen the capacity of people with intellectual disability and their family members to “stand by - and then stand behind - their adult family member with intellectual disability”.

Towards Inclusive Practice

We worked closely with Inclusion Australia as part of the Towards Inclusive Practice project, employing four self-advocates as Inclusion Advisors. The group met regularly to talk through the questions provided and give feedback for making things more inclusive.

Our first Loud and Clear Conference

Our [Loud and Clear self-advocacy group](#) celebrated 7 years this year. They held their [first annual conference](#) at the Alexandra Headland Surf Life Saving Club in November 2021.



Loud and Clear self-advocates celebrate their first annual conference at Alexandra Headlands, Sunshine Coast, November 2021



SACID (South Australia)

SACID have had an exciting year! We had to be creative and think of new ways to reach people because we could not run our popular workshops for a lot of the year.

Strong Mind and We Can All Be Leaders Series

This year we launched the Strong Mind series as an [online course on our e-learning platform](#). The series helps people build resilience and bounce back from hard times.

We met online to create and test content which was great for keeping our team engaged in work from home during COVID. The online platform gives people a sneak peek of our face-to-face workshop and also includes a series of videos with tips and advice from our Inclusion Advisors.

The *Strong Mind* series also includes 5 workbooks which build on the workshop and online course. Topics include Healthy Habits, Emotions, Self-Talk, Think First, and Feeling Happy. They give people chance to think about how they can put what they have learned into action in their own lives.

Our Reference Group members also talked about the importance of leadership skills. This brought the idea of our *We Can All Be Leaders* workbook series to life. This series covers skills people can learn to become a leader. It includes learning about Leadership, Public Speaking, Goals and Meetings.

To find out more visit <https://sacid.org.au/resources/>

Supporting the Disability Royal Commission

SACID worked closely with Inclusion Australia to make sure the Disability Royal Commission is hearing the experiences of people with intellectual disability.

SACID Inclusion Advisor, Gavin Burner shared his experiences about working in an ADE and being paid unfair wages. The ABC met with Gavin and Laynie from our

Primary Care Enhancement Project

The Primary Care Enhancement Project (PCEP) is a collaboration between Primary Health Networks, Council for Intellectual Disability and Parent 2 Parent Queensland. The project aims to improve the health and healthcare of people with an intellectual disability.



Currently in the pilot phase, it will increase the understanding of healthcare professionals to better support people with an intellectual disability before, during and after appointments.

PCEP's lead networks are the Central and Eastern Sydney, Tasmania, Central Qld Wide Bay and Sunshine Coast, and Western Victoria Primary Health Networks.

Our P2P co-facilitators worked with the Primary Health Networks and P2P mentors to develop their health stories to share with health care professionals. Sessions are planned on the Sunshine Coast and Wide Bay as part of the next steps.

This is the start of great things to come!

**For more on work by Parent 2 Parent visit:
<https://p2pqld.org.au/>**

team and [filmed an article](#) that over 600,000 people around Australia saw! We were proud to share this important story with so many people in the community.



Gavin Burner and Laynie Dunne-Heynis from SACID talked to the ABC about employment

Leading Through Inclusion conference

Our highlight this year was our first conference in June in Glenelg. Over 128 people come to the conference which was called [Leading Through Inclusion](#). Most people were adults with an intellectual disability. Family, carers, supporters, professionals and disability organisations also come along.

The conference aimed to build the capacity of people with an intellectual disability and their families by equipping them with information and resources to help them be included in all aspects of their lives. We spread awareness about intellectual disability and inclusion, aiming to educate professionals and people in the community on how they can create inclusive and accessible places.

We were very excited to welcome Catherine McAlpine, Inclusion Australia CEO as a keynote speaker alongside Gavin. They spoke about their vision for the inclusion of people with intellectual disability including three areas that need to be more inclusive – Employment, Education and Health. Gavin said “It was powerful that I was asked to be a keynote speaker, it shows that we are in a changing era. Having a chance to give my speech with Catherine was an honour that I will never forget!”

For more on work by SACID visit: <https://sacid.org.au/>



Speak Out (Tasmania)

Work with Inclusion Australia

Speak Out worked closely with Inclusion Australia during the year. We were on steering groups for *Make Decisions Real* and *Towards Inclusive Practice*. Our skilled Inclusion Advisors helped make great resources to show the government how to be more inclusive.

Speak Out staff contributed to Inclusion Australia’s systemic work through the Systemic Advocacy Working Group. We also had a key role in Inclusion Australia’s Finance and Risk Management Committee.



NDIS National Day of Action

Speak Out rallied statewide on the National Day of Action for a better NDIS. We talked at the online rally and met with politicians about our experiences with the NDIS and ways to make it better.

Disability Royal Commission work

Speak Out supported people at private hearings with a DRC Commissioner. With our members, we did submissions to the DRC on Public Spaces, ADEs and employment. Some of the submissions were artworks which were displayed at a DRC public hearing in Brisbane.

Health and people with an intellectual disability

Speak Out members co-facilitated webinars with Primary Health Tasmania for doctors and allied health professionals. A lot of people attended and in 2023 there will be a day conference with a keynote address by one of our members. We also support a member on the Roadmap Implementation Governance Group (RIGG). The group oversees the National Roadmap to improve the health outcomes for people with intellectual disability.



The opening of the new Speak Out Tasmania office in Burnie with a celebration and smoking ceremony.

Self-Advocacy

In 2021-2022 members helped organise and run our 39th conference *Standing Strong, Standing Together* and were involved in lots of consultations with the NDIS and Tasmanian government. Our self-advocacy groups are strong and peer support groups continue to meet and look at ways to be stronger and expand to other areas.

It is great to see more opportunities for people with disabilities to have paid roles with Speak Out. In 2021-2022, 17 people with disabilities had paid work on projects as Inclusion Advisors. There are more opportunities coming up for people as peer educators delivering training in The Road to Success.

We supported representatives in work with Inclusion Australia's Our Voice Committee, the IDRG and the IAC, the Disability Royal Commission Engagement Group, and the Your Story Legal Support Advisory Group.

Speak Out is also a member of Inclusion International. We support an Australian representative on their Empower Us committee aimed at building self-advocacy around the world.

All our work helps people to be aware of their rights, make decisions and have a say about things that affect their lives.

For more on work by Speak Out visit: <https://www.speakoutadvocacy.org/>

VALID

VALID (Victoria)

It was a year of big changes at VALID which included saying a fond farewell to people who've been part of our family for a long time.

Our CEO Kevin Stone stepped down after an amazing 33 years at the helm. We were sad to lose him but very grateful for his contribution to VALID and the whole advocacy sector. Kevin had a positive impact on thousands of lives over that time. We wish him a well-deserved, long, and happy retirement!

Sadly, VALID's annual Having a Say conference in Geelong had to be cancelled for the second year in a row. We were hopeful we could come together as usual in February 2022 but had to cancel again due to COVID-19. During this time, we played an important role reaching out to people in the community to make sure they could have a vaccine.

The long lockdowns in Victoria meant we spent lots of time working from home, but this didn't stop VALID doing its work.

The lockdowns also made it difficult for our VALID8 project to get into full stride. Even though our team of self-advocates couldn't visit group homes they kept busy with training and other activities.

In April 2022 VALID staff gave evidence to the Disability Royal Commission about ADEs, with Greg Tucker and Anthony Reid travelling up to Sydney to talk to the Commissioners.



In May 2022 we launched “[They will use] My First Name” – a 3D virtual reality documentary which lets the viewer explore the experiences of people with intellectual disability in *Australia’s criminal justice systems*. ([link](#))

We worked closely with Inclusion Australia on the Towards Inclusive Practice project.

Our team of Inclusion Advisors met regularly online and in person to talk about the project and give ideas to Government about being inclusive.

VALID staff also delivered training to Inclusion Australia staff on Easy Read.

After a year of big changes VALID is ready for a new chapter from our new office in Collingwood – and we hope to see everyone in Geelong for Having a Say in 2023!

For more on work by VALID visit <https://valid.org.au/>

Inclusion Australia staff 2021-22

Our Team

- Catherine McAlpine – CEO
- Sue O’Riley – Operations Manager
- Maeve Kennedy – Senior Manager, Policy and Programs
- Jamie Bannister – Manager, Communication and Engagement
- Becky Rowe – Manager, Inclusive Practice
- Liz Collier – Manager Northern Territory
- Eban Pollard – Project Coordinator
- Heather Forsyth – Project Coordinator
- Lorraine Sequerah – Peer Worker
- Brooke Canham – Peer Worker
- Christine Kuca-Thompson – Project Coordinator
- Emma Softly - Project Coordinator
- Riley Buchanan – Project Coordinator
- Maryanne Mahoney – Executive Support
- Jemma Lang – Bookkeeper



Members of our Perth team: L-R Emma Softly, Becky Rowe, Lorraine Sequerah, Christine Kuca-Thompson, Brooke Canham and Riley Buchanan

Inclusion Australia Board 2021-22



Members of the Inclusion Australia Board 2021-22 (not pictured – Mary Butterworth and Kalena Bos)

We would like to express our sincere thanks to Dell Stagg and Heather Forsyth for your many years work as part of the Inclusion Australia Board.

- Kevin Stone AM (Chair)
- Mary Butterworth (Deputy Chair)
- Jenny Dixon (Treasurer)
- Heather Forsyth / Kalena Bos (Our Voice Chairs)
- Justine O'Neill (CID)
- Jodi Wolthers (Parent 2 Parent)
- Dell Stagg and Felicity Crowther (SACID)
- Tracy Wright (Independent)

Financials 2021-22

This page shows

- how much money Inclusion Australia had on 30 June 2022
- how much money Inclusion Australia owed on 30 June 2022
- the value of everything Inclusion Australia owned on 30 June 2022
- Provisions – things we might have to pay in the future

Current Assets

	How much money we have	\$2,701,062
	How much people owe us	\$91,878
	Total	\$2,792,940

Total Liabilities

	How much money we owe	\$32,121
	Government Grants	\$2,406,175
	Provisions	\$40,224
	Total	\$2,478,521

Total Assets

	How much money we would have if we sold everything we own	\$2,801,240
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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	\$322,719
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Financials 2020-21

This page shows

- how much money Inclusion Australia got in 2021-22
- how much money Inclusion Australia spent in 2021-22
- how much money is left over

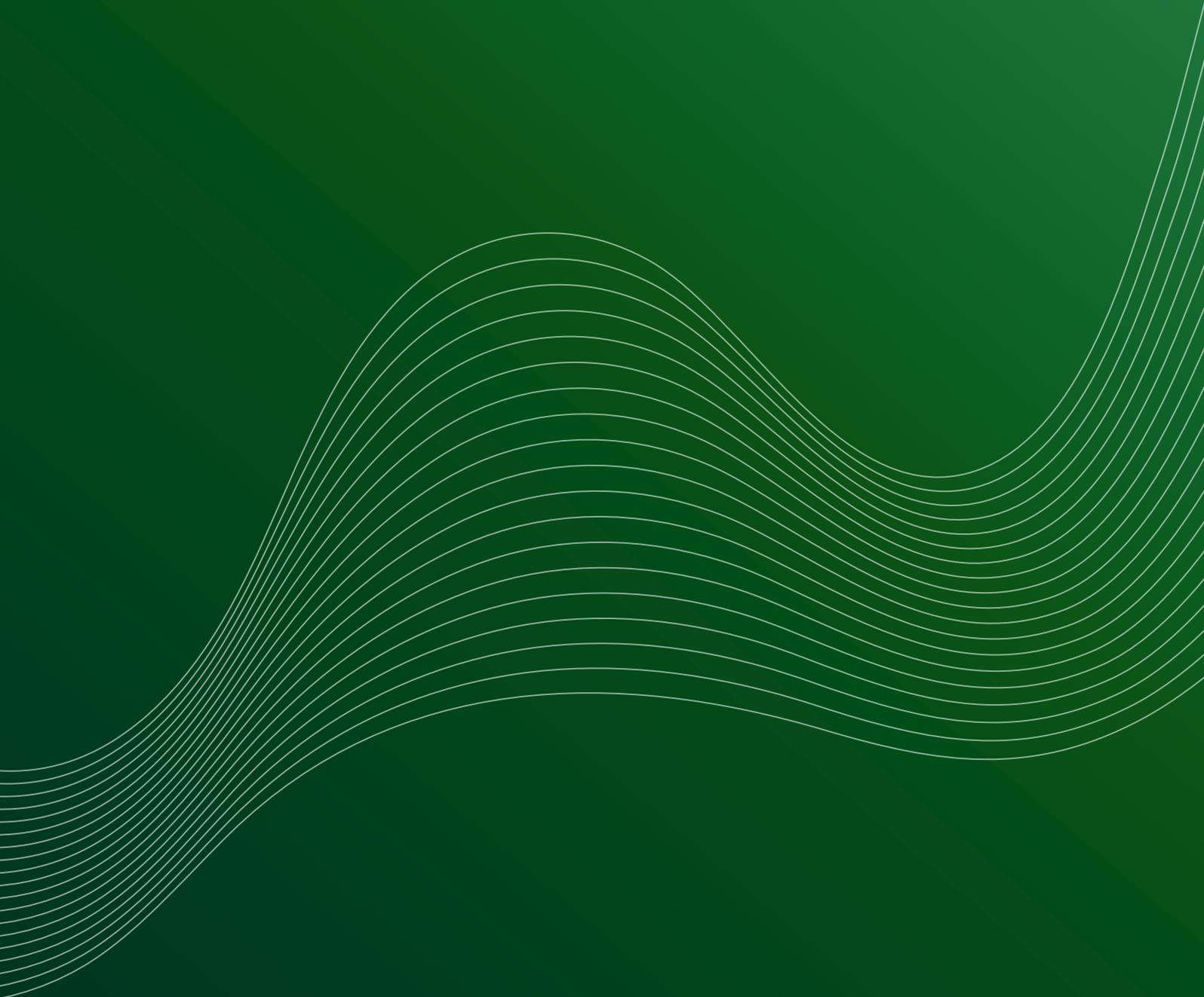
	Revenue	
	How much money we got	\$1,477,238
	Expenses	
	How much money we spent	\$1,477,240
	Surplus	
	How much money is left over	\$ (2)

Please email admin@inclusionaustralia.org.au to request a copy of the full Audit Report

Standing Committees and Groups

Throughout 2021-22 Inclusion Australia played an active role with the following governmental groups and committees.

LEAD	GROUP	STARTED	ENDS
NDIA	NDIS Disability & Carer Representative Organisations (DCRO) Forum	2015	Ongoing
DSS	DES Reference Group	2018	Sep 022
SA & DSS	Services Australia and DSS Peak Bodies Group	2018	Ongoing
DSS	Ministerial Roundtables	Dec 2019	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
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	Sep 2022
DSS	DES Reform Working Group - Young people	Aug 2020	Sep 2022
DSS	DES Reform Working Group - Mature Age people	Aug 2020	Sep 2022
DRC	Royal Commission DPO / DRO Forum	Aug 2020	Jun 2023
DOH	Roundtable series on the health of people with intellectual disability (development of the Roadmap)	Oct 2020	Aug 2021
DSS	Disability Representative Organisations 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	Ongoing
NDIA	Monthly Stakeholder Engagement Meetings	Mar 2021	
DSS & DOH	Disability and Health Sector Consultation Committee (DHSCC)	Apr 2021	Ongoing
DOH	Expert Advisory Group - National Centre of Excellence in Intellectual Disability Health	Sep 2021	Feb 2022
NDIA	Sector Joint NDIS Codesign Group	Sep 2021	Ongoing
DOH	Intellectual Disability Health Roadmap Implementation Working Group (RIGG)	Oct 2021	Ongoing
DOH	COVID-19 Disability Communication Working Group	Oct 2021	Ongoing
NDIA	Home & Living Codesign Steering Committee	Feb 2022	Ongoing
NDIA	Supported Decision Making Codesign Steering Committee	Mar 2022	Ongoing
DSS	Australia's Disability Strategy DRO Working Group	Jun 2022	Ongoing



Inclusion Australia