

Taking the microphone

Inclusion
Australia



Annual Report 2022-2023

Easier to Read Summary



Inclusion Australia

Acknowledgement of Country



We acknowledge the Traditional Owners of the lands we all work on around the country.

We pay our respects to their Elders past and present.

This always was and always will be Aboriginal land.



Acknowledgement of self-advocates

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



This Annual Report was made using images from Photosymbols.



This is the easier to read version of our Annual Report.

You can read the full version on our website: www.inclusionaustralia.org.au/what-we-do/our-annual-reports/

Contents

Our leaders	5
Our teams	9
Our projects	20
Talking with our community	23
Our members	25
Our money 2022-23	33
Our people	34

Chair's report by Kevin Stone

Inclusion Australia has had a big journey since we started nearly 70 years ago. 2023 was another very big year for us.

Disability Royal Commission

In 2017 Inclusion Australia said the Government must have a Royal Commission into violence, abuse, and neglect of people with disabilities.

Our Voice Chair Michael Sullivan said: "Enough is enough. It is our time to be heard. Here is our time for justice, now."



Heather Forsyth from Our Voice at the launch of the Disability Royal Commission

Inclusion Australia and our members have worked hard to support people with an intellectual disability to share their stories with the Royal Commission.

I am very proud of the many people with disability who bravely shared their stories with the Commission.

NDIS Review



This year we also supported people with an intellectual disability and their families to share their experiences in the NDIS Review.

We want the NDIS to work better for everyone. We look forward to reading the Review panel's final report.

People with intellectual disability have been at the front of both the Disability Royal Commission and the NDIS Review.

Self-advocates from around Australia have spoken up to help change the future for others to come.

Goodbye

I am stepping down from the Board this year.

I am very proud of the hard work Inclusion Australia does.

I know we will continue to speak up for our community and support people with an intellectual disability into the future.

Kevin Stone AM



Kevin Stone with CEO Catherine McAlpine and Our Voice Chair Kalena Bos in Hobart. Also move this picture down or make it bigger

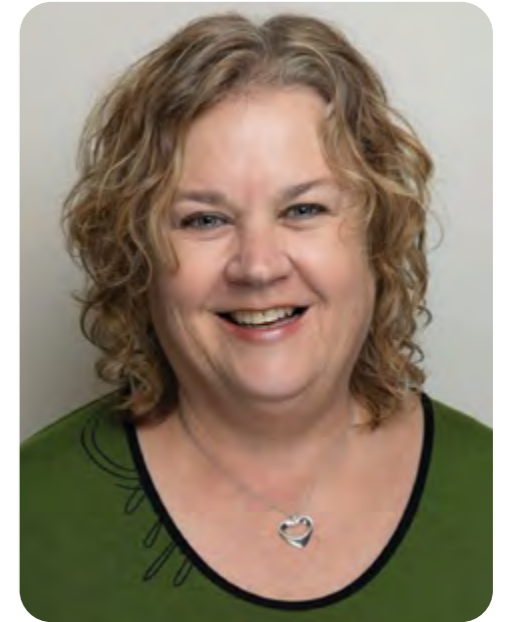
CEO report by Catherine McAlpine

The theme of our Annual Report is **Taking the microphone**. This means people with an intellectual disability are leading our work.

You can find out more about this in this report.

The Inclusion Australia team has grown! We now have more people with an intellectual disability working for us.

We also opened our Inclusion Australia Northern Territory office this year.



The biggest areas of work for us this year were:

- The Disability Royal Commission
- Inclusive employment
- Supported decision making
- The NDIS Review.



We have had more events together in person. It has been good to work together again and see our colleagues and friends.

Lots of our events are still online. This means people with an intellectual disability get the chance to have a say and stay safe.

We are excited to keep supporting people with an intellectual disability and their families to be heard and working towards a more inclusive Australia.

Catherine McAlpine

Our Voice report



Our Voice is an official committee of the Inclusion Australia board. All Our Voice members have an intellectual disability and represent their state organisations from around Australia.

We did lots of work for the NDIS Review. We talked to people with an intellectual disability and their families about their experiences with the NDIS and what needs to change.

We shared what people said with the NDIS Independent Advisory Council.

Conferences

We presented at **2 conferences**.

- Speak Out Conference 2022 – we presented about supported decision making, employment and inclusion in Hobart.
- Having a Say Conference 2023 – we presented about being included in meetings and consultations like the NDIS Review



To learn more about Our Voice visit:

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

What Inclusion Australia did this year

One of our big goals is to increase the voice of people with an intellectual disability. All around Australia, our team spoke at conferences, workshops, focus groups, government sessions, and more!

August 2022

- Self-advocates Greg Tucker from VALID and Gavin Burner from SACID went to Canberra with Catherine for the NDIS Jobs and Skills Summit. They met with Bill Shorten and the Prime Minister.



- Catherine was part of a meeting about jobs with the Employment Minister Tony Burke
- We had workshops for people with an intellectual disability and their families about NDIS planning

September 2022

- Payge and Laura from Our Voice spoke at the Virtual Disability Conference about issues with the NDIS and how it could be made better

- CID and SACID had their My Life My Choices conferences in NSW and South Australia



October 2022

- Our Board and Our Voice met in Melbourne for the annual Inclusion Australia Strategy Workshop



- Loud and Clear Queensland had their conference on the Sunshine Coast



November 2022

- Luke Nelson and Maeve Kennedy spoke to politicians about culture and practice in the NDIS.



- Our Voice members presented at the 40th annual Speak Out Conference in Hobart.



- Brooke Canham spoke at a forum for the Australian Disability Strategy about why being paid for work matters.

December 2022

- We ran a workshop about including people with an intellectual disability in evaluations for Australia's Disability Strategy

- We did our inclusive employment project led by people with disabilities and gave our report to the Disability Royal Commission



January 2023

- Our Voice member Payge went to the CYDA National Youth Disability Summit in Canberra



February 2023

- Catherine went to Perth to speak with people with an intellectual disability and their families about a big ADE that was planning to close down.
- Inclusion Australia presented at the VALID Having a Say Conference:

- Our Voice did a presentation about making sure people with an intellectual disability are heard



- We launched our Make Decisions Real supported decision making resources

- Brooke and Maeve gave a presentation about employment with self-advocates from SACID



March 2023

- Catherine went to the World Down Syndrome Day event at Parliament House in Canberra



June 2023

- William spoke about his employment journey at the annual Disability Employment Australia (DEA) Conference in Brisbane



April 2023

- We opened the Inclusion Australia Northern Territory office in Darwin



- Catherine, Maeve and the IANT team met with the Minister for Disabilities in the Northern Territory



- Our Voice Chair Kalena spoke about learning from people with an intellectual disability at a conference about the NDIS in Sydney. Kalena met Senator Jordan Steele-John.



May 2023

- Catherine spoke at a webinar on the National Disability Data Asset
- The Data Asset uses information and data to help Government make better decisions about support for people with disability.

- Catherine and Brooke spoke at the SACID Leading Through Inclusion Conference.



Inclusion Australia Northern Territory

Inclusion Australia Northern Territory (IANT) is the newest team at Inclusion Australia.

We work with people, families, and organisations in the Northern Territory to make sure the voices of people with an intellectual disability in the NT are heard.



The IANT team (Liz Collier, Daniel Ross, Rebecca Hell and Ben Hankin) with CEO Catherine McAlpine and Senior Manager, Maeve Kennedy

IANT has a Local Steering Group where we get feedback and ideas. The group includes people from advocacy organisations and others in the NT.

It is a comfortable and relaxed space where the team can work together.

To find out more visit:

www.inclusionaustralia.org.au/about-us/inclusion-australia-northern-territory/

Disability Royal Commission

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability is called the Disability Royal Commission for short.

The Commission gave their final report to the Australian Government in September 2023.



Inclusion Australia has done lots of work to share stories of people with an intellectual disability and their families with the Commission.

We went to **5 public hearings** for the Disability Royal Commission.

We wrote **5 submissions** for the Disability Royal Commission.



Maeve and Catherine with the senior lawyer at the Royal Commission, Kate Eastman

We took part in meetings every 3 months with the Chair of the Disability Royal Commission, the Honourable Ronald Sackville.

You can read more about our work on the Disability Royal Commission here: <https://www.inclusionaustralia.org.au/topic/disability-royal-commission/>

Systemic Advocacy

Systemic advocacy is about changing systems to make sure they work better for people with an intellectual disability.



The NDIS Review was announced in October 2022.

Our team worked hard this year to make sure the stories of people with an intellectual disability were heard.

Speaking at conferences, meetings and inquiries

Speaking at events is an important chance for us to talk about our work and our lived experiences.

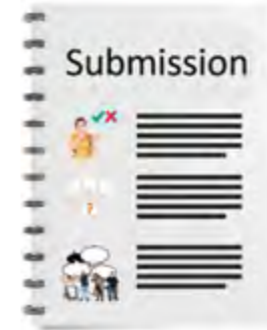
Supported decision making

Our teams spoke to people with an intellectual disability and the Government about what good support for decision making looks like.

We also helped the National Disability Insurance Agency make the new NDIS Supported Decision Making policy.



Our submissions



Writing submissions is one way we make sure people with an intellectual disability have their voices heard about issues that affect them.

This year we were part of **28 submissions** on many topics including:



Employment



Disability Royal Commission



Parents with intellectual disability



NDIS



Health



Transport

To read all our submissions visit:

www.inclusionaustralia.org.au/advocacy/our-submissions/

Committees and Groups

Another way we make our voice heard is by being part of Australian government groups and committees.

This year we were part of **more than 25 groups and committees.**



Some of the big ones are:

- NDIS Review Co-Group
- Ministerial Roundtables
- Disability Representative Organisations (DRO) Forum
- Groups about making DES better
- NDIS and Sector Codesign Group
- NDIS Independent Advisory Council Reference Groups



Congratulations to all the people with an intellectual disability in our member organisations who are on government groups and committees.

Thanks for speaking up for our community!

Improving the Health of People with Intellectual Disability

We worked with our NSW member, Council for Intellectual Disability (CID) on the [Our Health Counts](#) campaign.

The government announced they would give money for 4 years for a National Centre of Excellence in Intellectual Disability Health.



CEO Catherine McAlpine with CID Senior Advocate Jim Simpson at the launch of the Centre of Excellence.

The Centre will help improve health of people with an intellectual disability.

The Centre is part of the National Roadmap for Health. The Roadmap is a 10 year plan to make healthcare better for people with an intellectual disability.

People with an intellectual disability, families, government, researchers and others worked together to put the Roadmap together.

To learn more about the Roadmap:

www.health.gov.au/our-work/national-roadmap-for-improving-the-health-of-people-with-intellectual-disability

Our projects

Inclusive Employment project



This project was led by people with an intellectual disability. It was about making sure people with an intellectual disability can make proper wages and have the same employment choices as other Australians.

We sent a big report to the Disability Royal Commission. It had ideas about ways employment could be more inclusive.

www.inclusionaustralia.org.au/project/inclusive-employment-project/

Towards Inclusive Practice

Towards Inclusive Practice was a project with our members and Inclusion Advisors with an intellectual disability.

We gave advice to the government about including people with an intellectual disability in their work.

We made resources including info sheets, guides, and videos. You can find them all here on our website:

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



Make Decisions Real



Make Decisions Real is a project to help people with an intellectual disability and their supporters learn about supported decision making. It was designed and led by people with an intellectual disability.

The team made videos, posters and information sheets explaining the 5 steps of supported decision making.

www.inclusionaustralia.org.au/project/make-decisions-real/

Your Service, Your Rights

Your Service, Your Rights aims to help people with an intellectual disability and service providers understand people's rights when receiving services.

All our state members worked together with us on this project, designing resources and delivering workshops around Australia.



We also met with National Disability Services to talk with providers about how people with disabilities can be involved in decisions about their services.

www.inclusionaustralia.org.au/project/your-service-your-rights/

Access and Inclusion

In October 2022 we created an Access and Inclusion team.

The team makes sure that everyone at Inclusion Australia is included and that our work is accessible to everyone.



Emma Softly, Becky Rowe and Lorraine Sequerah from the Access and Inclusion team.

In our first 9 months the team has made:

- 11 Easy Read organisational policies
- 5 accessible staff forms
- 3 Easy Read submissions
- Easy Read guidelines to help Inclusion Australia staff when writing and testing Easy Read documents
- More Easy Read meeting papers, agendas, minutes and project documents to support people with an intellectual disability that we work with

Talking with our community



Talking with people with an intellectual disability and their families is a big part of what we do.

Listening to people's stories and getting their feedback is one way to help make changes to the systems and issues that affect people with an intellectual disability.

This year we have run many workshops, activities and consultations, including:

- Workshops on supported decision making
- Getting information to make the NDIS better
- Working with universities and researchers to make sure Easy Read information about research opportunities is available for people with an intellectual disability



Talking with people with an intellectual disability and their families is a big part of what we do.

Listening to people's stories and getting their feedback is one way to help make changes to the systems and issues that affect people with an intellectual disability.

Inclusion Australia in the media

This year we did:



13 media interviews



Over 4000 Facebook followers



Over 900 LinkedIn connections



Over 3500 Twitter followers

Including Everyone newsletter

This year we started our own newsletter called Including Everyone.



The newsletter comes out every 2 months. It has stories about what is happening at Inclusion Australia. The newsletter has over 1200 subscribers.

To sign up for the newsletter or to read past copies:

www.inclusionaustralia.org.au/what-we-do/including-everyone/

Our Members

- CID – New South Wales
- DDWA – Western Australia
- Parent to Parent – Queensland
- Speak Out Advocacy – Tasmania
- SACID – South Australia
- VALID – Victoria



Our members make us stronger by sharing their experience and expertise.

We all work together to make sure people with an intellectual disability and their families are included in Australia.

Please read on to find out what our members have been up to this year.



Easy Read constitution

Our new Easy Read constitution was approved at the 2022 AGM. It means all our members have access to information about their rights and responsibility as CID members.

Centre of Excellence

CID was chosen to help run the new Centre of Excellence in Intellectual Disability Health at the University of New South Wales.

Supported Decision Making Framework

We created a supported decision making framework.

It says what is important for good supported decision-making:

- Everyone has the right to make decisions
- Everyone has the right to risk
- Everyone has the right to support
- Everyone should respect what a person decides.



For more about CID visit: <https://cid.org.au/>



Friendship Project

We have a new Friendship Project about making and keeping friends. We made some great videos on friendships from people's ideas.

Accessible gyms

We launched our 'FlexABLE' resources. This is an online course and resources to help make gyms more inclusive for people with an intellectual disability.

Consultations

Our Advisory Council has been doing lots of consultations with government agencies and other organisations to review and test easy read resources.

The Advisory Council raised issues like:

- Feeling safe on public transport
- Employment
- Dental issues and access
- Housing



We are also teaching students with disabilities at high school about their rights, how to speak up for themselves and what a good life looks like.

For more about DDWA visit: <https://ddwa.org.au/>

Stand by Me

The Stand by Me project supports peer groups in Central Queensland, Fraser Coast, Sunshine Coast and greater Brisbane. The project employs people with an intellectual disability and family members.

Transition guides

People with disabilities, families and carers helped us make and run 3 workshops to help young people with a disability who are becoming adults.

The workshops are about our Now I'm 16 and Now I'm 18 Transition Guides and finding your place in your community.

Loud and Clear

Loud and Clear work to inspire inclusive communities through self-advocacy.



We worked together to plan and run the Loud and Clear Conference and Concert in October 2022.

For more about P2P visit: <https://p2pqld.org.au/>

Leading Through Inclusion Conference



Our 2nd Leading Through Inclusion Conference in June 2023 was a success!

The conference is run by and for people with an intellectual disability. It is also for family members, carers and workers.

My Life My Choices

In our My Life My Choices project on Support Decision Making we:

- Made and ran workshops for different groups in the community.
- Shared experiences of Supported Decision Making to help others.
- Made Conversation Cards to help people talk about making decisions.

Redress Support Service

We opened our Redress Support Service. We are the only ones that help people with an intellectual disability with the National Redress Scheme.

The National Redress Scheme supports people who experienced child sexual abuse in institutions.

For more about SACID visit: <https://sacid.org.au/>



Having a Say Conference

In February 2023 Having a Say conference came back for the first time since we had to cancel it in 2021 because of COVID-19.

Having a Say is run by and for people with an intellectual disability.

We had over 850 people take part in our presentations, activities and disco.



VALID8

Our VALID8 project works with disability group homes to make sure the people who live there are empowered and can self-advocate. This year 15 staff were employed, and we worked across 50 properties.

A new CEO

The new VALID CEO, Fionn Skiotis started in August 2022. Fionn has worked hard to make sure VALID can continue to strengthen and promote human rights of people with an intellectual disability in Victoria.

For more about VALID visit: www.valid.org.au



Speak Out Conference

In November 2022 the Speak Out Conference celebrated 40 years. We shared memories and made plans for the future. We had lots of different workshops, activities and special guest including NDIS Minister Bill Shorten.

Self-advocacy and representation

Our self-advocacy and peer support networks run across Tasmania.

This year we helped run a rally at Parliament House to let politicians know that Tasmania needs a Human Rights Act.



Our members also sat on lots of government committees to give advice on different issues using their lived experience of an intellectual disability.

People with intellectual disability running the show

We employed 14 people with an intellectual disability in our Easy Read team, our Road to Success Self Advocacy training, and for Your Service, Your Rights.

For more about Speak Out visit: www.speakoutadvocacy.org/

Our Money in June 2023

This page is about our money from July 2022 to June 2023.

This is called a financial year.



How much money we have	\$2,785,932
How much people owe us	\$38,166
Total	\$2,824,098



How much money we owe	\$143,858
Government Grants	\$2,166,961
Provisions	\$209,436
Total	\$2,520,255



How much money we would have if we sold everything we own	\$2,834,904
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How much money would be left if we sell everything we own and pay all the money we owe or need to spend	\$314,650
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Our Money 2022-23

This page shows our money on 30 June 2023.



How much money we got	\$2,123,916
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How much money we spent	\$2,130,753
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How much money is left over	\$ (6,836)
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Please call 1300 312 343 or email admin@inclusionaustralia.org.au to ask for a copy of the full Audit Report.

Our team 2022-2023

- Becky Rowe – Manager, Access & Inclusion
- Ben Harkin – Northern Territory Inclusion Advisor
- Brooke Canham – Policy Officer
- Catherine McAlpine – Chief Executive Officer (CEO)
- Christine Kuca-Thompson – Project Lead
- Daniel Ross – Northern Territory Inclusion Advisor
- Dariane McLean – Family Network Coordinator
- Eban Pollard – Project Coordinator
- Emma Bloom – Comms & Engagement Officer
- Emma Softly – Access & Inclusion Officer
- Heather Forsyth – Project Coordinator
- Jamie Bannister – Manager, Comms & Engagement
- Jemma Lang – Bookkeeper
- Liz Collier – Northern Territory & Projects Manager
- Lorraine Sequerah – Access & Inclusion Officer
- Luke Nelson – Policy Officer
- Maeve Kennedy – Senior Manager Policy & Projects
- Maryanne Mahoney – Admin Support
- Miranda Cross – Senior Policy Officer
- Rebecca Hell – Northern Territory Inclusion Advisor
- Riley Buchanan – Policy Officer
- Sloane Orger – Executive Assistant to the CEO
- Sue O’Riley – Operations Manager
- William Ward-Boas – Project Coordinator

Thank you to Phuong Tran, Alana Doyle, Jackie Softly, and El Gibbs for helping us with our work this year.

Inclusion Australia Board 2022-2023

Our Board in charge of the big decisions at Inclusion Australia.

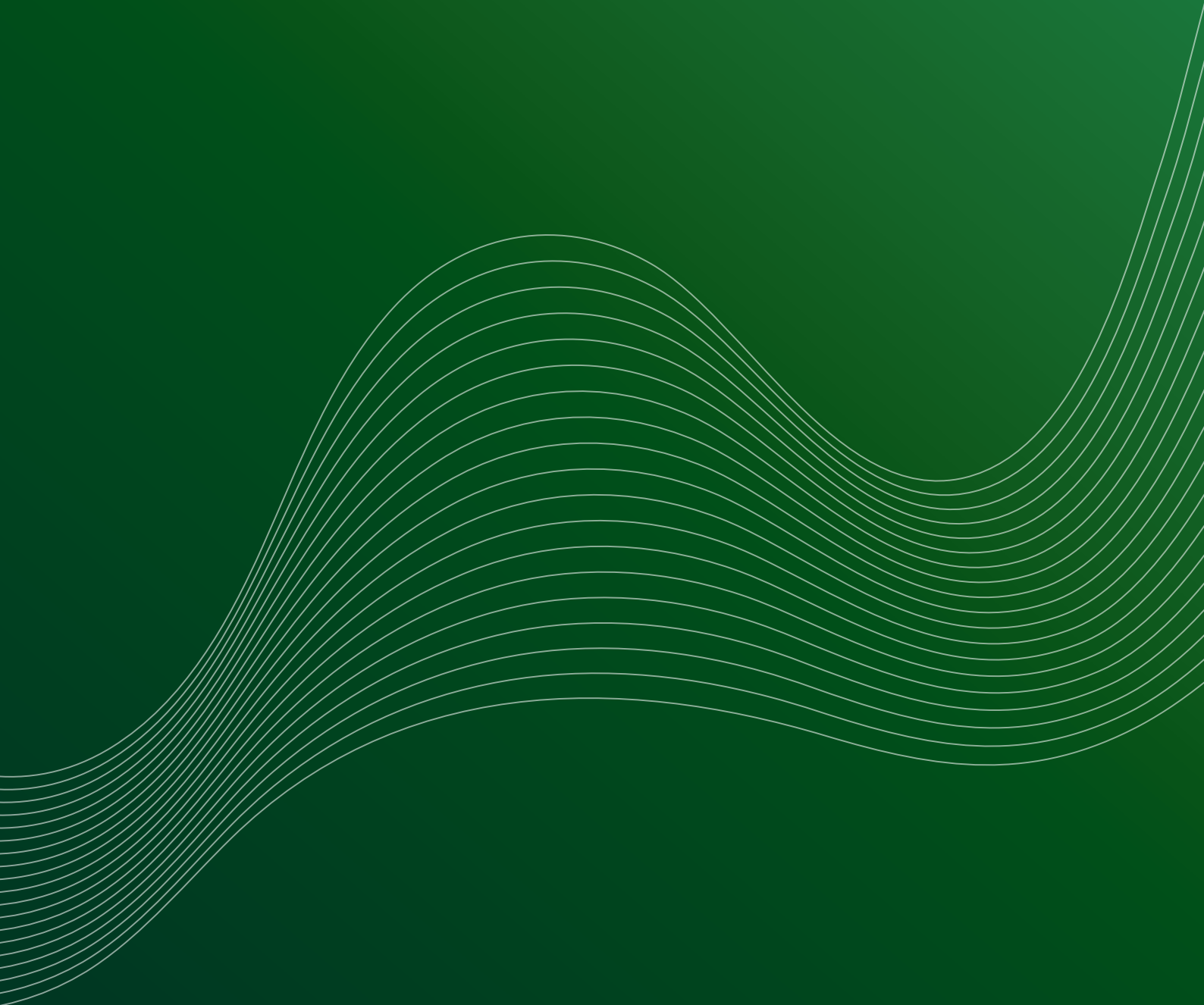
Our Board members in 2022-23 were:

- Felicity Crowther – SACID
- Jenny Dixon – Speak Out and Treasurer
- Jodi Wolthers – Parent to Parent
- Justine O’Neill – CID
- Kalena Bos – Our Voice Chair
- Kevin Stone – Chair
- Mary Butterworth – DDWA and Deputy Chair (July to October)
- Stephanie Gunn – VALID and Deputy Chair (October to June)
- Tracy Wright – Independent Director



The Inclusion Australia Board, Melbourne October 2022 with our CEO Catherine McAlpine. Kalena Bos and Mary Butterworth are missing from the photo.

For more visit: <https://www.inclusionaustralia.org.au/about-us/our-board/>



Inclusion Australia