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Organisational Inclusion Resources

There are a wealth of resources and tools available to guide organisations in how to build disability and inclusion more broadly across their organisation in Australia.

Here are some key links to create barrier-free and more inclusive workplaces:

# General resources

## How to create an inclusive and respectful workplace for people with disability:

This Disability Employment [Toolkit](https://vpsc.vic.gov.au/disability-employment-toolkit/) for Workplace Accessibility by the Victorian Public Service Commission is a practical guide on how to create an inclusive and respectful workplace for people with disability.

## How to be disability inclusive:

This [guide](http://www.daru.org.au/wp/wp-content/uploads/2019/01/Disability-Inclusion-Final.pdf) by the Disability Advocacy Resource Unit provides tips on disability etiquette, what to say or write when referring to or communicating with persons with disabilities.

## How to advance the inclusion of people with disability in all aspects of business:

This [website](https://www.and.org.au/) (Australia Disability Network) is an employer-driven organisation with the specific purpose of advancing the equitable inclusion of people with disability.

## How to tackle employment barriers to disability inclusion:

This [plan](https://vpsc.vic.gov.au/wp-content/uploads/2018/10/Getting-to-work.pdf) (Getting to Work: Victorian Public Sector Disability Action Plan) is designed to tackle employment barriers such as attitudes and behaviour, job design, inaccessible work environments and lack of ongoing workplace development and support.

It provides practical strategies, based on local and international best practice.

## How jobseekers with a disability can access programs & connect with employers:

This [website](https://jobs.vic.gov.au/) (Jobs Victoria) delivers programs for people looking for work and for employers looking for workers.

## How to increase web and digital accessibility:

This [website](http://www.mediaaccess.org.au/) (Media Access Australia) is an independent not-for-profit organisation dedicated to increasing web and digital accessibility for people with disability by providing information and specialist expertise.

## How to create mentally healthy workplaces:

This [campaign](https://www.headsup.org.au/) (Heads Up campaign: Mentally Healthy Workplace Alliance) is a national approach by business, community and government to encourage Australian workplaces to become mentally healthy.

## How to access support to make a workplace more accessible and mentally healthy:

This [website](https://www.jobaccess.gov.au/employment-assistance-fund-eaf) (JobAccess) is a hub for advice and support on workplace adjustments and employment for people with disability.

It also offers expert advice on managing mental health in the workplace and can connect employers and people with disability to their local Disability Employment Service (DES).

## How to access financial help for suitable equipment and workplace adjustments:

This [fund](https://www.jobaccess.gov.au/employment-assistance-fund-eaf) (Employment Assistance Fund) helps employers and people with disability achieve accessible workplaces through financial help for suitable equipment and workplace adjustments.

## How to make videos that include people with disabilities:

This [toolkit](https://www.endthecycle.info/file/video-making-toolkit-making-videos-include-persons-disabilities-pdf/) from End the Cycle sets out their methodology based on a rights and strengths-based approach to amplifying the voices of people with disabilities in developing countries.

It shows how to broadly apply human rights principles to the different phases of making a video.

# Organisational Assessment Tool

This [tool](https://www.cbm.org.au/wp-content/uploads/2019/04/CBM-ORGANISATION-ENGAGEMENT-ON-DISABILITY-INCLUSION-TOOL.pdf) was developed by CBM Australia with ANCP Partner Organisations to support development organisations to capture a ‘snap shot’ of how they are engaging with disability inclusion, to assess what areas need further work, and to assist action planning. If used periodically, it can assist in tracking progress over time.

# Practitioner Interest Forum – April 2019

ADDC hosted a Practitioner Interest Forum on ‘Building Organisational Inclusion’ in April 2019. The agenda from the Forum is [available for participants](https://www.addc.org.au/wp-content/uploads/2019/04/Agenda-PIF-Org-Inclusion-11th-April-for-participants.docx).

The PowerPoint presentations from the Forum are available below:

* Session 1 – [Organisational Inclusion](https://www.addc.org.au/wp-content/uploads/2019/04/PPT-ADDC-PIF-April-2019-Session-1.pdf)
* Session 2 – [Advocacy and Inclusion](https://www.addc.org.au/wp-content/uploads/2019/04/PPT-ADDC-PIF-April-2019-Session-2.pdf)
* Session 3a – [Programmatic Inclusion](https://www.addc.org.au/wp-content/uploads/2019/04/PPT-ADDC-PIF-April-2019-Session-3-Paul-Deany-AVI.pdf) – Paul Deany, AVI
* Session 3b – [Programmatic Inclusion](https://www.addc.org.au/wp-content/uploads/2019/04/PPT-ADDC-PIF-April-2019-Session-3-Panel.pdf) – Panel of speakers
* Session 3c – [Programmatic Inclusion](https://www.addc.org.au/wp-content/uploads/2019/04/PPT-ADDC-PIF-April-2019-Session-3-Inclusion-Assessment-Tool.pdf) – Organisational Assessment Tool

# Interested in joining the Disability Focal Point Network?

[For more information](https://www.addc.org.au/home/areas-of-work/disability-focal-point-network/) including how to register your interest.