

AUSTRALIAN
NETWORK
ON DISABILITY



ANNUAL REPORT 2016

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Job, 31 wanted to gain experience working for a 'big player' during his Stepping Into internship.

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OUR PURPOSE

Our purpose is to advance the equitable inclusion of people with disability in all aspects of business

OUR MISSION

Our mission is to provide expert advice and services on disability to employers, government representatives and industry bodies

OUR VISION

To create a disability confident Australia as a national peak body

In an effort to reduce our impact on the environment, limited copies of this Annual Report have been printed. Accessible PDF and text versions of our Annual Report are available on our website www.and.org.au. If you require an alternative format please contact us at info@and.org.au or call 02 8270 9200. Financial statements are available by request.

Cover image: Law student Chris Rodrigo, completed a Stepping Into internship with Telstra. Read his story on page 4.

CHAIR AND CEO'S REPORT

We are proud to present the 2015-16 Annual Report.

The Australian Network on Disability (AND) has had an evolutionary year with several of our long-term projects coming to fruition.

We achieved another step in our goal of being a truly national organisation by establishing our Melbourne office which currently has three full time staff.

27 new members joined us on the journey to building their disability confidence and welcoming people with disability as customers and employees.

This increase in membership has led to more internships through the Stepping Into program which supports university students with disability by providing them with the opportunity to showcase their skills and capabilities. Stepping Into introduces AND members to pipeline talent for practical paid work experience and a significant number of students successfully transition into graduate programs.

We are delighted to have achieved our long held ambition to provide Australian organisations with an Access and Inclusion Index.

Developed in collaboration with the Business Disability Forum (UK) and University of Melbourne, AND members can assess their performance online using a maturity scale. Importantly, the Access and Inclusion Index requires engagement with all the key business functional areas and supports them to implement steps that will increase accessibility and inclusion over time. We could not have achieved this without the fantastic support of our Development Partners, we are truly appreciative. The first benchmark report will be available in May next year and this will be a valuable learning tool.

A key role of AND is to identify the system barriers that get in the way of Australian organisations making progress on the inclusion of people with disability.

A challenge identified in a survey undertaken by the Business Council of Australia in 2014 was that many organisations did not ask applicants or current employees about disability for fear of appearing discriminatory. This potentially prevents people with disability from asking for the adjustments that they may require so that they can participate equitably.

Real change in understanding occurs when we have direct experience of individuals with disability. It is this direct experience of working with skilled and talented people with disability through programs such as Stepping into and the PACE mentoring program that develops understanding and mobilises system change.

The High Growth Jobs Talented Candidates project focuses on assisting the participating employers to become 'Equipped' by removing any system barriers and providing training and support to key decision makers. The project emphasises the needs of employers in creating successful employment outcomes for people with disability that also create value for employers. Achieving mutual benefit – for employers and people with disability is at the heart of AND.

In response to this finding we collaborated with the Business Council of Australia and the Australian Human Rights Commission to develop Australia's first guide in Australia on 'Sharing and Monitoring Disability Information in your Workforce'. The Guide was launched in May this year and is freely available on our website.

The publication of the 2015 employment participation rates for people with disability and the release of the Australian Human Rights Commission's Willing to Work: National Enquiry into Employment Discrimination for Older Australians and Australians with Disability tells us there has been no improvement in employment participation for people with disability over the past 20 years.

We believe it is vital that government, employers and people with disability organisations continue to work together to achieve progress and advance inclusion.

It is clear there is much to be done and employers have an important role to play in creating the changes that result in people with disability feeling empowered to contribute to the economic and social wealth of our country.

As well as being on the agenda of our federal government, state governments are looking for solutions to the entrenched low employment participation rate of people with disability. AND relished the opportunity to respond to a request from the NSW government to collaborate with them and Social Ventures Australia on scalable and sustainable solutions.

This resulted in the development of a demand led approach across three growth industries in NSW. Framed around Engage, Equip and Deliver, the High Growth Jobs Talented Candidates project commenced in July 2015 and will continue through to the end of June 2017.

AND is hoping that the learning from this project will inform the re-development of the Disability Employment Service system.

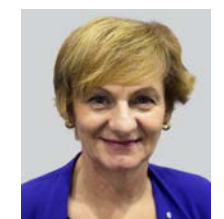
We are very proud of the progress made by AND over the last year. Sincere thanks goes to our skilled and diverse board for their outstanding leadership and governance during this time of significant change and growth. We are truly appreciative of their time and knowledge.

We also extend our thanks to our skilled, focused and enthusiastic staff who give generously of their discretionary effort. They are engaged and passionate about moving our organisation forward.

Finally we must recognise our members for their continued commitment to advancing the equitable inclusion of people with disability and supporting us to make progress towards our vision of a disability confident Australia.



Peter Wilson AM



Suzanne Colbert AM



CHRIS TAKES A STEP CLOSER TO EMPLOYMENT

Chris Rodrigo, 27, from Sydney is currently in his final year studying Law at the University of Technology, Sydney.

Last year he took part in the Australian Network on Disability's Stepping Into program, a six week paid internship for students with disability.

His aim was to join a commercial organisation so he could learn more about commercial and corporate law and discover if it is an area of interest for his future career.

In the past, Chris has felt his blurred eyesight has been a barrier to finding meaningful employment.

"When I've felt like I could have performed well, there has been something holding me back. I don't feel like I'm on a level playing field and I have a sense that there is no real equality in the workplace," says Chris.

Chris reflects on his time at Telstra positively. He feels that the organisation put him in a position where he felt completely equal and wasn't defined by his disability but on how he contributed to the team.

"Telstra made some simple adjustments to my workspace so that it was set up in a way that I could see things properly. They did this in a way that didn't look obvious. I felt they really cared about making sure I was comfortable on the program," said Chris.

Chris's long term career goal is to use his voice and passion for language to influence, help and motivate others.

"Telstra gave me the opportunity to present in front of the entire legal team. I spoke about my personal story. It was challenging and confronting, but worthwhile. I am much more confident as a result," he said.

He added, "My internship at Telstra has made a big difference. I'm happy to walk into a room and not feel like I am being judged straight off. It has helped me be comfortable to just be myself. It is humbling and liberating."

Over the winter 2015 and summer 2015-16 programs, there were 152 potential internships and 134 placements were made. To date it is known that 29 students were offered ongoing employment while they study or after they have finished their studies.



AND supports business goals by:



Providing the tools so organisations can measure their progress and benchmark their performance on inclusion for people with disability - Access and Inclusion Index.



Creating opportunities for mutual benefit between organisations and people with disability through programs such as Stepping Into internship program and PACE mentoring program.



Facilitating employer networks for mutual learning and information sharing.



Developing customised tools and specialist publications.



Facilitating learning opportunities such as Disability Confidence for HR, Disability Confidence for Managers and Disability Confident Recruiter.

ABOUT US

WHO WE ARE

Founded in 2000, the Australian Network on Disability (AND) is a national, membership based, for-purpose organisation, that aims to advance access and inclusion of people with disability in all aspects of Australian business, including; employment, customer service and stakeholder relations.

WHAT WE BELIEVE

We believe that people with disability are social and economic contributors with skills and capabilities who are entitled to equitable outcomes that create choices and economic empowerment.

We also believe that employers drive disability confidence, engagement and action.

HOW WE WORK

Member organisations have access to a network of highly skilled relationship managers and training consultants, who are experts in providing training, advice and resources to support access and inclusion for people with disability.

MAKING AN IMPACT

Businesses want to know that they are making progress against their diversity and inclusion goals.

AND members have access to a comprehensive self-assessment tool called the Access and Inclusion Index. It is used to track performance against access and inclusion goals and helps give organisations confidence that the steps they are taking are making a difference. It also supports the setting of realistic targets for improvement.

NEW INITIATIVES

ACCESS AND INCLUSION INDEX

The Access and Inclusion Index is a suite of online tools for Australian organisations to use to understand, assess, benchmark and improve their disability confidence to meet the needs of their customers and employees with disability.

The Index, created by the Australian Network on Disability (AND) with support of development partners NSW Family & Community Services (FaCS), National Disability Insurance Agency (NDIA), IBM, Westpac Group and Department of Defence, is the first of its kind in Australia and was launched in June 2016.

The management tool is based on the UK Business Disability Forum's world-renowned Disability Standard. It is an easy-to-use platform that provides organisations with a

simple way to measure how accessible and inclusive their current business practices are.

The tools help organisations to assess their disability confidence, increase their understanding of access and inclusion, and provide organisations with guidance on how to be welcoming to people with disability across their business. The Access and Inclusion Index has the potential to help organisations make lasting and significant impact for people with disability.

Annually, members have until 31 December to complete a self-assessment and submit to AND for evaluation and benchmarking, which will take place in the early part of each calendar year.

HIGH GROWTH JOBS, TALENTED CANDIDATES

Statistics show that Labour force participation rates for people with disability haven't improved in 20 years.

The High Growth Jobs Talented Candidates (HGJTC) project aims to address this by building connections between talented candidates with disability and selected NSW businesses in high growth industries across the Knowledge, Health and Social Assistance and Food and Accommodation industries.

Over the last 12 months AND's focus has been to engage with employers to understand their requirements and provide them with intensive, tailored support and training to build their disability confidence.

The next stage is to work with Disability Employment Service organisations to match people to positions. This may include offering pre-employment training, internships and work experience, as well as placing job-ready candidates and facilitating workplace adjustments.

Employers participating in the program include: Compass Group, Fujitsu, Uniting, Life Without Barriers, Australian Unity, Accor, IAG and Infosys.

According to Executive Director of HR and Risk at Compass Group, they hope the program will help them build on their strong commitment to diversity.

"We've made some progress on employing people with disability outside NSW and this project gives us the opportunity to bring that to NSW."

HGJTC was launched in July 2015. The NSW Department of Family and Community Services (FACS) engaged Social Ventures Australia (SVA) and AND to deliver the project which will continue through to June 2017.

DISABILITY CONFIDENCE SURVEY

The Disability Confidence Survey, is the first national survey of how small to medium sized enterprises (SME's) rate their awareness and inclusion of people with disability as both employees and customers.

The inaugural report was launched in 2015, and found that while businesses have overwhelmingly positive attitudes towards disability, they are failing to act on it.

The survey was commissioned by AND in association with the National Disability Insurance Agency, WESTPAC Group and the Australian Government Department of Defence and IBM, the report is based on a survey of over 1000 organisations (with a minimum 500 responses).

89%

believe their organisation has a positive attitude to employing suitably skilled people with disability

1 in 3

have employed people with disability

1 in 5

don't think they have any customers with disability

**OVER
50%**

of businesses say they have not received any feedback or requests from customers with disability that warrant any change

1 in 5

don't know if any of their staff have disability or not

62%

of organisations surveyed were likely to make changes in the next year to make it easier for customers with disability to do business with them

SUPPORTING MEMBERS TO MAKE A DIFFERENCE

SHARING AND MONITORING DISABILITY INFORMATION IN YOUR WORKFORCE

Launched at the Australian Network on Disability (AND) 2016 Conference, 'Enabling Change, Creating Impact,' the Sharing and Monitoring Disability Information in your Workplace was developed to support employers to talk to their employees about their disability status. Concerns identified included seeming discriminatory, invading privacy, not knowing how to ask and lack of internal know-how.

The guide focuses on preparing to ask, when to ask and what to ask, while complying with the Disability Discrimination Act (1992).

DESIGN FOR DIGNITY

AND developed and published Design for Dignity guidelines in collaboration with Westpac and Lendlease in December 2015.

The guidelines are recognised as part of the Green Building Council of Australia's Green Star certification process which aims to reward and encourage builders and developers to go above and beyond standard legislation.

WILLING TO WORK ENQUIRY

AND played an active role in the Willing to Work: National Inquiry into Employment Discrimination Against Older Australians and Australians with Disability.

This involved presentations from the Australian Human Rights Commission (AHRC) at Roundtables where they were able to gather feedback from AND members to inform the report, as well as promotion in AND newsletters.

FORUMS AND WORK GROUPS

Suzanne Colbert AM, CEO, AND, presented at the following forums:

- Disability Employment Australia Conference
- Business and Employer Reference Panel of the Willing to Work Enquiry
- NDIS Symposium at Griffith University
- Sydney University Inaugural Women's Mentoring Program
- President's Forum – Industrial Court of NSW, Industrial Relations Commission NSW
- NSW Ministerial Advisory Committee on Ageing - Special meeting on Employment



Jonathon Brimfield, 19, has secured paid part-time employment, thanks to his NDIS plan and local disability employment service. Image kindly supplied by the National Disability Insurance Agency.

DISABILITY CONFIDENT RECRUITER PROGRAM

Disability Confident Recruiter (DCR) provides the tools and resources to support recruiters and Human Resource (HR) professionals to confidently people with disability. The program guides organisations to identify and address barriers in recruitment processes which may inadvertently block applicants with disability.

By successfully completing the program, organisations, including recruitment suppliers, can be recognised for their barrier free approach to recruitment, and have an opportunity to promote their commitment to inclusive practices and their status of a Disability Confident Recruiter to partners and future candidates with disability.

Epic Assist was the first organisation to achieve Disability Confident Recruiter status. CEO, Bill Gamack said that the program has made Epic Assist a better disability employment provider.

"Disability Confident Recruiter is an incredibly worthwhile program for all EPIC employees to have done. Completion of this program is an outward demonstration of EPIC's commitment of walking the talk. The program has also enabled us to be a better disability employment provider."

Suzanne also contributed to the following taskforces and working groups:

- Disability Employment Advisory Committee (NSW Government)
- Global Access Partners (GAP) Taskforce on Productive Ageing
- City of Sydney Inclusion Advisory Panel (completed December 2015)

ENGAGING OUR NETWORKS

WELCOMING MEMBERS

The Australian Network on Disability (AND) welcomed 27 Members in the 2015-16 financial year, seven Gold, ten Silver and eight Bronze, bringing total membership, as at June 2016, to 172. A total of ten organisations decided not to renew their membership.

For a full list of AND members, visit page 26



172 MEMBERS AS AT JUNE 2016

CONNECTING MEMBERS

Bringing the right people together to build robust networks of change makers can have a big impact. AND facilitates a series of formal and informal activities that provide members with a means to share their knowledge, experience, and success stories to advance the inclusion of people with disability.

MEMBER ROUNDTABLES

Featuring presentations from leading experts in disability access and inclusion, AND's member roundtable meetings provide an excellent opportunity for members to come together in an informal setting to share knowledge and work through challenges in a collegiate environment.

Member roundtables continue to grow each year, with most events attracting more than 30 attendees in Sydney, Melbourne, Canberra, and Brisbane. Sincere thanks go to AND members for hosting these events.

WEBINARS

Launched in early 2016, AND provides online training for member organisations through a series of webinars.

The online events are held quarterly and each session focuses on a different aspect of welcoming people with disability as employees, customers and stakeholders.

NEWSLETTERS

The monthly AND e-newsletter, is distributed to 2172 contacts interested in disability issues. It includes a wrap up of articles, news stories, opinion pieces as well as opportunities, events and awards.

In 2015, AND introduced a Weekly Bulletin, a compressed digest of relevant local, national, and international disability-related news from the week, compiled exclusively for members.

DIGITAL ACCESSIBILITY

ACCESSIBLE ICT FORUM

Bringing together a range of experts from Australia and around the world, AND's Accessible ICT forum, provided insights and advice on achieving practical accessible ICT.

Topics included:

- How a major software company [Microsoft] makes things happen.
- The roles of government, industry and people with disability in creating accessible ICT.
- The quick wins in digital accessibility.
- How Australia compares with the rest of the world. Things we doing well and ways to improve.

The event was a collaboration presented by the Australian Network on Disability in partnership with accessibility partner, Media Access Australia and hosted by Westpac.

DISABILITY CHAMPIONS

Disability Champions are change makers. They are engaged from within AND member organisations to help encourage and support the implementation of inclusive business practices.

Generally senior executives, or influencers, champions have outstanding leadership qualities and a genuine passion for inclusion of people with disability as employees, customers and stakeholders.

Regular networking meetings provide these like-minded executives with a supportive and positive environment to discuss issues, achievements and challenges.

Generously hosted by AND members, Disability Champion meetings are emceed by Suzanne Colbert, CEO, under the Chatham House Rule, a system used worldwide to facilitate both free speech and importantly, confidentiality at meetings.

During 2015-16, four Disability Champions meetings took place. Three were held in Canberra and one in Sydney.

NADINE & SHIRLEY SET THE PACE

SHIRLEY

Now in her twenties, Shirley Sjaputra, from Crace in the ACT decided to participate in the Australian Network on Disability (AND)'s Positive Action towards Career Engagement (PACE) program as a way to develop her confidence. She also wanted to learn how to network effectively and gain experience in the financial services industry.

"My goal is to obtain my CPA and expand my accounting qualification to find full time employment. I also want to help companies to change their perception about employing people with a hearing impairment," said Shirley.

Shirley, who uses a cochlear implant and hearing aid, describes her disability as being a barrier to employment because companies feel unsure about what type of assistance she may require.

"It can feel like a big struggle, I know that I am more than capable of doing many administration roles, but my lack of ability to hear makes companies believe that I am unable to do the job," said Shirley.

Shirley was paired with Nadine Maroney from ANZ bank.

"Nadine explained how I could improve my LinkedIn profile to be able to connect with like-minded people and open up opportunities. We arranged to meet up with a representative at the CPA Canberra who advised on the application process. She has opened up my understanding of the corporate world. It is great that I am able to speak to her on a personal level as well as a professional level," said Shirley.

When asked about the PACE program Shirley commented that she would definitely recommend it to others.

"PACE has given me a great foundation and preparation for entering the corporate world. It is a great program to join."



Shirley Sjaputra (left) and Nadine Maroney (right)

NADINE

Nadine Maroney, is District Manager for ANZ in the ACT. She manages a team of 10 Retail Branch Managers and, with 20 years' service, she has extensive experience across ANZ's different business functions.

This year, for the first-time Nadine participated in the PACE mentoring program, providing support and guidance to mentee Shirley Sjaputra.

"I read an inspiring story about a colleague who had participated and I was seeking out an opportunity to further develop and share my skills and give back. The PACE program was a way to be involved," said Nadine.

After being introduced, Nadine and Shirley set up a series of six weekly meetings to help Shirley develop a 'tool kit' of skills that would help her to find meaningful employment.

"We sat down together and worked out Shirley's goals, then we developed a road

map of how to get there. The first thing we worked on was her LinkedIn profile and how to use it as a networking tool."

Nadine will participate in the next PACE program with a new mentee. In addition, a news item about Nadine and Shirley on ANZ's internal communications platform has since inspired other managers in the ACT to join the program and has resulted in the first ANZ PACE crew in Canberra.

"The program has given me a great sense of achievement. Shirley was successful in finding an internship opportunity and I know it will open doors for her. I am proud of my involvement and watching her confidence grow."

In the Spring 2015 program six members participated with 69 mentor/mentee matches and in the Autumn 2016 program eight members participated with 82 mentor/mentee matches.



ENHANCING INCLUSION

Working in partnership with Australian businesses, the Australian Network on Disability (AND), provides tailored training solutions and bespoke consultancy to support organisations progress on welcoming customers and employees with disability.

TRAINING

Coming from a wide variety of professional backgrounds, our training team has a passion for presenting interactive and engaging training sessions that deliver practical learning outcomes for participants.

In 2015-16, AND delivered:

88 training sessions across Australia

61 to Government departments (Federal, State and Local government agencies)

27 private sector members

The most popular training sessions were Disability Confident Managers and Disability Confident Workforces.

Other topics covered included:

- Managing and Supporting Staff with Intellectual Disability
- Mental Health and Wellbeing for staff
- Mental Health and Wellbeing for Managers
- Welcoming Customers with Disability
- Disability Confident HR
- Supporting Students with Disability

AND works with members to develop customised learning and development tools.

We worked with the NDIA to design, develop and deliver a learning package to assist new starters know how to work inclusively with colleagues with disability.

WHAT PARTICIPANTS SAY

Thanks for the training session last week. It gave me the confidence to strike up the conversation – **ANZ mentor, following disability confidence training.**

The training was delivered in a warm and welcoming approach and made me feel comfortable to discuss and ask questions, I now feel much more confident. – **Australia Post, following disability confidence training.**

PUBLICATIONS

A range of publications that assist organisations to increase their confidence and knowledge about disability access and inclusion are available to purchase in print and electronic formats.

Electronic versions are provided as accessible HTML format, and can be uploaded directly onto organisations' intranets.

• **Beyond Recruitment: a guide to developing and retaining people with disability in your organisation**

This guide assists organisations to create inclusive workplaces in which all people have a chance to reach their full potential. It provides detailed information to help organisations to identify and remove unintended barriers in communications, processes, facilities and procedures.

• **Manager's Guide: Disability in the workplace**

The Managers' Guide includes information to assist managers and supervisors to effectively manage employees with disability throughout the entire employment cycle, from initial recruitment to leaving employment.

• **Welcoming Customers with Disability**

Welcoming Customers with Disability was AND's first publication, and continues to be one of our most popular resources. This A5 booklet is an easy to follow guide for customer facing staff to assist them to respond effectively and respectfully to customers with disability.

BESPOKE CONSULTANCY

ADVISING

With extensive experience supporting businesses to reach and exceed practices associated with disability access and inclusion, AND is ideally placed to provide expert consultation on specific projects and programs.

For example:

- Project development and implementation. In 2015 16, AND worked closely with the National Disability Insurance Agency to develop a customised induction program for new employees;
- Facilitation and development of Access and Inclusion Plan;
- Disability employment strategy development.

PROPERTY ACCESS REVIEWS

AND reviews the accessibility of premises by looking at compliance with the Australian Standards, and describing areas where more can be done to provide safe, dignified and equitable access to workplaces and retail outlet.

Lend Lease consulted with AND in relation to the development of Barangaroo. They sought greater insights into the experience of people with disability and incorporated this into the design. The 'Design for Dignity' guidelines were produced as a result of this process and are available from the AND website.

BUILDING OUR PROFILES

ANNUAL CONFERENCE

Randy Lewis from Chicago, USA, travelled to Sydney to share his story 'No Greatness Without Goodness' at the Australian Network on Disability (AND)'s 7th annual conference 'Enabling Change, Creating Impact'.

Inspired by his son Austin, who has autism, Mr Lewis, who was Senior Vice President of Walgreens, created thousands of full-time jobs for people with disabilities.

Around 200 delegates attended the event which was held on Tuesday 17 May at Dockside Conference Centre, Cockle Bay Wharf, Sydney.

Sincere thanks to our conference sponsors.

Other highlights from the conference include:

- Building an Inclusive Workplace - Louise Glanville, National Disability Insurance Agency.
- Ways Employers Can Influence Positive Change - Susan Ryan AO, Disability Discrimination Commissioner.
- Resilience and Mindfulness - Matthew Johnstone, Creative Director, Black Dog Institute.
- Three expert-led workshops: Changing Hearts and Minds through Inclusive Storytelling, Employment Models that Drive Inclusion, and Universal Design for Organisations.



Image kindly supplied by Vision Australia.

ANNUAL COCKTAIL PARTY

In celebration of International Day of People with Disability (IDPwD), AND's annual cocktail party was held on Friday December 4, generously hosted by PwC.

Distinguished guest speakers included: Jessica May, founder and CEO of Enabled Employment, and Patron of International Day of People with Disability, John Walsh.

MEDIA COVERAGE


In 2015-16, Chief Executive Suzanne Colbert participated in interviews for ABC News 24, Sydney Morning Herald, ABC Radio National, ABC local radio, Human Capital Magazine, Pro Bono News, and various regional newspapers.

SOCIAL MEDIA

AND's online and social media presence continues to grow. In June 2016, we had:

 **2960** likes of Facebook
82.7% increase from 2015

 **3713** followers on Twitter
29.5% increase from 2015

 **1383** followers on LinkedIn
42% increase from 2015

VIDEO CONTENT

The Australian Network on Disability have recently placed a greater focus on video content as part of our digital marketing strategy. This year, we developed five promotional videos in-house, a series of videos as part of a training package for the National Disability Insurance Agency (NDIA), and have video documented a range of events including our Annual National Conference and member roundtable meetings.

As we grow, we continue to pursue video projects that tell our story and engage new and existing audiences. We also continue to work closely with member organisations to help them develop video content as part of our blended learning approach to training.



INTRODUCING THE STRATEGIC PLAN

Through five distinct goals, the Australian Network on Disability's 2016 Strategic Plan sets a clear direction for the organisation.

Our purpose, to advance the equitable inclusion of people with disability in all aspects of business remains the same, but the way we work is evolving to meet the changing world around us.



STRATEGIC GOALS

Grow engagement to achieve sustainable change in member organisations

- Increase engagement with key influencers, senior leaders and disability champions
- Support members to use AND's Access and Inclusion Index as a management tool to measure and plan their disability capability and maturity
- Evaluate AND's membership proposition
- Redesign engagement strategies to break the link between membership level and perceived maturity

Ensure our expert knowledge is current, tailored and well communicated

- Develop impactful, innovative learning solutions
- Provide members with access to easily searchable, up to date information, tools and resources
- Grow our position as an authority through communicating our research and results widely

Harness employer voices to provide system solutions which improve policy and practice

- Identify crucial systemic issues facing our members and collaborate to create solutions.
- Collaborate with government on policy and programs to make it easier for business to welcome people with disability as employers, customers and stakeholders
- Create member-led Taskforces by Access and Inclusion business areas to support and promote best practice

Design purposeful services, programs and projects that create impact and break new ground

- Expand member commitment and utilisation of Stepping Into and PACE while meeting effective program outcome measures
- Identify and engage potential partners to explore, attain and lead high value projects for AND and our members
- Deliver High Growth Jobs Talented Candidates Project
- Leverage the learning and impact of programs and projects into our 'business as usual' service offerings

Good governance, sustainability and accountability to achieve our objectives

- Streamline our systems and processes - including suppliers and partners relationships to increase efficiency and effectiveness.
- Provide effective, sustainable stewardship of AND resources
- Develop and implement a framework for managing key risks including financial, operational, strategic and reputational in collaboration with the AND board
- Evaluate stakeholder satisfaction

FINANCIAL PERFORMANCE

We are most appreciative to PKF Lawler for undertaking 2015/16 Financial Audit.

During the 2015/2016 Financial Year, the Australian Network on Disability (AND) achieved a financial surplus of \$736,378. It has been a very positive year for AND with revenue and other income increasing by 74% from 2014/15. Contributing to the improved performance was strong growth in Membership (up by \$191,938), increased uptake of the Stepping Into program (up by \$201,609) and development of bespoke consultancy projects (\$390,659).

The surplus includes \$192,000 which was presented in the 2014/15 Financial Statements as a contingent liability due to of AND's charitable status which was queried by the ATO.

INCOME	2015-2016
Membership	38%
Training & Consultancy	10%
Projects	12%
Events	6%
Programs	33%
Publications	1%

AND successfully contested our status and has been confirmed as a Public Benevolent Institution by the Australian Charities and Not-for-Profit Commission (ACNC) and therefore have released the provision.

Total expenses rose by \$343,752 (30%). Increased costs came from the need to adjust salaries until our ACNC status was confirmed.

Other increases in expenses came from the commencement of the Melbourne office and the development of the Access and Inclusion Index.

AND has a strong cash position (\$1,157,870) with a net increase in cash and cash equivalents of \$334,012 over the course of the year.

EXPENSE	2015-2016
Service Delivery Costs	13%
Employee Benefit Costs	62%
Administration costs	15%
Occupancy Expenses	5%
Depreciation	2%
Marketing	3%

CORPORATE GOVERNANCE

AND's Board of Directors is responsible for governance and setting the strategic direction.

There are three office bearers (Chair, Secretary and Treasurer) and ten members of the Committee.

Sincere thanks to the Board for their robust leadership and governance, guiding AND through a year of considerable change and strong performance.

PETER WILSON AM, CHAIR

Peter is Chair of the Australian Human Resource Institute (AHRI). He was appointed Chair of the Australian Network on Disability in May 2015. Peter is also a Director of Vision Super and the Victoria Teachers Mutual Bank.

He is also Chair and President of the World HR Federation (WFPMA).

He led the Business Council's program to mentor senior executive women, is an Advisory Council member of the Harvard Business Review and is Adjunct Professor in Management at the Monash Business School in Melbourne. He authored the book "Make Mentoring Work" in 2012 & 2015.

Peter held senior executive appointments at ANZ, Amcor and the Federal Treasury, and as CEO of the Energy 21 Group.

DAVID DAVIES, SECRETARY

David is a partner at Thomson Geer. He has more than 18 years' experience acting for private sector and government clients in workplace relations matters, including unfair dismissals, industrial disputes, discrimination law and workplace agreements.

A former chairman of the Australian Network on Disability, a significant area of David's practice is bullying, harassment and discrimination. He is an expert advocate and regularly appears as counsel before the Australian and NSW Industrial Relations Commissions.

David also presents at industry seminars and provides training to private and public sector clients and has previously lectured in employment relations at UTS and University of Western Sydney (UWS).

BRONWYN GRANTHAM, TREASURER

Bronwyn (CPA) is currently Financial Controller of IBM Australia/New Zealand. Completing her Bachelor of Commerce at Melbourne University Bronwyn joined IBM establishing her core accounting and finance planning skills.

A short break from IBM took her to London where worked in Finance Professional Contract roles. Bronwyn returned to IBM in Contract Pricing Specialist roles assisting

IBM and its customers to financially structure service contract.

Other recent IBM roles include Software Group Financial Controller, Business Controls and Risk Manager, CFO of Global Business Services Division.

At the core of what Bronwyn enjoys is bringing businesses, individuals or teams together to find mutually beneficial solutions and outcomes.

RICHARD BARNETT

Richard has over 20 years of experience in senior management roles for two of Australia's largest recruitment and HR services companies, as National Director of Sales for Paxus and National General Manager of Sales for Chandler Macleod.

He has been on the AND board since 2008, and has been actively involved in marketing AND's services to many new organisations.

He has successfully assisted with lobbying at Government level to increase workforce participation by people with disability in the public sector, and has been heavily involved in developing AND's 'Disability Confident Recruiter' program.

Richard has substantial experience as a representative on the global diversity council of an international IT corporation.

JOHN BENNETT OAM

Leave of absence from January 2016 to November 2016

In 1986 John started Benbro Electronics with his elder brother Steven. In 1998 Benbro was announced as both State and National Winner of the Prime Minister's Employer of the Year Award in the small business division. As a direct result, John and Steve, along with Suzanne Colbert, formed Employers Making a Difference, now the Australian Network on Disability.

Benbro won the Prime Minister's Employer of the Year Award again in 2003, 2005 and 2006 when they were inducted into the "Hall of Fame".

John was Chairman of the Australian Network on Disability for seven years. He is a Justice of the Peace in NSW and in January 2007, John was awarded the Order of Australia. He retired in February 2015.

BELINDA CURTIS

Belinda has worked in human resources for over 20 years in a range of HR and Organisational Development roles with responsibility for leading diversity, OH&S and engagement strategy.

Currently People and Performance Director at Tip Top, Belinda has held senior HR roles at Qantas, Commonwealth Bank, AMP and Colonial State Bank. While at AMP, she led the development of the Work, Family and Diversity strategies.

Belinda has also held leadership roles in EEO and diversity professional networks, and began her career as an occupational therapist with the Commonwealth Rehabilitation Service providing workplace rehabilitation programs that supported ongoing employment for people incapacitated by significant workplace injuries.

KEVIN FIGUEIREDO

Kevin is the General Manager Safety, Health and Wellbeing at Woolworths Limited. He has been on the AND board since 2006 and is also a non-executive Director of the Woolworths Employee Credit Union, since 2012.

Prior to Woolworths, Kevin worked for Westpac as Group Head of Health, Safety and Wellbeing and in various Safety, Health and Environmental roles at Goodman Fielder.

With over 20 years' experience, Kevin has a degree in Chemistry and a masters in Safety Management from West Virginia University.

He is a member of the Australian Institute of Company Directors, the American Society of Safety Engineers and the Safety Institute of Australia.

STEPHANIE GUNN

Stephanie is currently General Manager, Community Linkages at the National Disability Insurance Agency responsible for the community inclusion principles of the NDIS. She joined the NDIA in 2012 when she was responsible for the establishment of the core operational requirements for the Scheme. She is currently the senior officer responsible for working with staff with disability within the NDIA.

Prior to the NDIA, Stephanie worked at a senior executive level in a number of commonwealth agencies including Department of Health and the National Blood Authority.

Stephanie brings many years' experience as a senior officer within the Commonwealth and has extensive change management experience in working with the commonwealth, state and territory governments including direct service delivery responsibilities.

ROSIE MCARDLE

Acting appointment from February 2016 to November 2016

Rosie is Executive Director, Human Resources and Risk, of Compass Group (Australia) Pty Ltd.

With more than 25 years' experience in human resources, industrial relations and health and safety, Rosie had a long career with BlueScope Steel, BHP and Arrium where she held a number of both IR specialist and HR strategic roles before joining Compass Group.

She has a keen interest in building diverse organisation cultures based on care and respect which drive outstanding and sustainable business outcomes. This is evident at Compass where the diversity model delivers significant benefit to its current and future employers, its customer, clients and accordingly, shareholders.

PAUL O'CONNOR

Paul is the Chief Risk Officer for the National Disability Insurance Agency.

He has worked in a range of senior leadership roles in the federal and state public sectors following extensive private sector experience in Australia and overseas.

Paul has been deeply involved with disability, rehabilitation, mental health and social insurance reforms in Australia.

A Fellow of the Institute of Company Directors, Paul was elected as a national Fellow of the Institute of Public Administration of Australia. His training is in law and labour economics and holds degrees from the University of Sydney, the University of Adelaide and the Queensland University of Technology and a certificate from the Singapore Institute of Management.

SAMANTHA PALMER

Samantha is a Diversity Champion and the General Manager of Governance, People and Culture at the Australian Bureau of Statistics. In 2016 she made a National Fellow of the Institute of Public Administration Australia (IPAA), in part for her contribution to advancing diversity in the Australian Public Service. In 2013 she received the AHRI Diversity Champion (HR) Award. She was also named as one of 2013's 100 Women of Influence by the AFR and Westpac Group.

Her work in Disability during her time there lead to the Health Department winning the Inaugural Australian Public Service Diversity Council's Disability Employment Award in 2014.

Samantha is a member of the National Board of the Institute of Public Administration an IPAA ACT Councillor and on the public sector reference panel of Australian Human Resources Institute (AHRI).

CORPORATE GOVERNANCE

(CONTINUE)

DONNA PURCELL

As a person with lived experience of disability, Donna is passionate about creating opportunities for people with a disability to be part of an all-inclusive society with equity of access to education and employment. She has been an ambassador for the Don't Dis My Ability campaign for three years.

Donna is a Diversity and Inclusion Manager at Commonwealth Bank, specialising in developing an equitable, inclusive and accessible environment for all.

Donna has recently completed a 12 month secondment at the Australian Human Rights Commission where she worked on the National Inquiry into employment discrimination against older Australians and Australians with disability - Willing To Work.

Donna has also recently graduated as a certified Access Consultant

RANIA SAAB

Rania works as a family law solicitor with Legal Aid NSW. She was born with a moderate to severe hearing loss that has progressively deteriorated over time.

Through her work as a solicitor, she advocates for equal access to justice. She believes that we are all different, irrespective of our abilities, and would like to live in a society where everyone is included and has equal access to entertainment, education and employment.

Rania is an Ambassador for the Catherine Sullivan Centre. Previously, Rania was a mentor for Hear For You and was a Director with Deafness Forum of Australia.

RACHEL SLADE

Rachel is an experienced financial services executive with a passion for people and diversity.

Throughout her career in both consulting and in banking, Rachel has focused on creating and executing successful strategies to drive business transformation.

Rachel is a graduate of the Australian Institute of Company Directors and a graduate of the Harvard Business School's Women's Leadership Program.

She has served on the Global Board of Directors for Bankers Association for Finance and Trade (BAFT), as the BAFT Asia council Co-Chair, as a director for NPPA Ltd, as a member of the Australian Payments Council, and she is a director on the board for Flourish Australia (formerly Richmond Psychiatric Rehabilitation Australia (PRA).

AUSTRALIAN NETWORK ON DISABILITY MEMBERS 2016

Members of AND include large multinational corporations, small to medium enterprises (SMEs), government departments and not-for-profit organisations.

In combination, they employ over one million Australians.
This information is correct as at 30 June 2016.

PLATINUM MEMBERS

Our Platinum members are the organisations that founded AND.

- The Australian National University
- Benbro Electronics Pty Ltd
- Compass Group

- Children's Hospital at Westmead
- IBM Australia Ltd
- McDonald's Australia Ltd
- Sparke Helmore Lawyers
- The Westpac Group

GOLD MEMBERS

- ACT Chief Ministers Office
- ANZ
- Attorney-General's Department
- Australia Post
- Australian Federal Police
- Australian Taxation Office
- BHP Billiton
- Brotherhood of St Laurence
- Coles Group
- Crown Resorts
- Cummins South Pacific Pty Ltd
- Department of Agriculture
- Department of Communications
- Department of Defence
- Department of Education & Training
- Department of Employment
- Department of Foreign Affairs and Trade
- Department of Health
- Department of Human Services

- Department of Infrastructure & Regional Development
- Department of Immigration and Border Protection, Federal
- Department of Industry
- Department of the Prime Minister and Cabinet
- Department of Social Services
- EPIC Assist
- George Weston Foods Limited
- HealthShare NSW
- Kmart
- Lendlease
- Life Without Barriers
- Manpower Services Australia
- Media Access Australia
- Medibank
- National Australia Bank
- National Disability Insurance Agency

MEMBERS 2016

(CONTINUE)

GOLD MEMBERS (continue)

- North Sydney Council
- Northern Territory Government
- NSW Family and Community Services
- NSW Department of Industry
- NSW Department of Justice
- NSW Office of Environment & Heritage
- PwC
- Stockland
- Telstra Corporation
- Transport Accident Commission
- Transport for NSW
- Uber Australia Pty Ltd
- University of Sydney
- VIC Department of Justice & Regulation
- Woolworths Ltd
- WorkSafe VIC

SILVER MEMBERS

- AGL
- Australian Bureau of Statistics
- Australian Fisheries Management Authority
- Australian National Maritime Museum
- Brisbane City Council
- Bureau of Meteorology
- Carnival Australia
- Clubs NSW
- City of Greater Dandenong Council
- City of Yarra
- Comcare
- Department of Environment
- Department of Finance
- DFP Recruitment Services
- Employers Mutual Management Pty Ltd
- IP Australia
- Legal Aid NSW
- Max Solutions
- Melbourne Water
- Microsoft Pty Ltd
- Norton Rose Fulbright
- NSW Crown Solicitor's Office
- NSW Department of Education and Communities
- NSW Department of Planning and Environment
- NSW Department of Finance Services and Innovation
- NSW Department of Premier & Cabinet
- Office of National Assessments
- Origin Energy
- Paxus
- Programmed
- QBE Insurance
- Queensland Treasury Corporation
- Sydney Water
- Suncorp
- TAL Limited
- VIC Department of Human Services
- VIC Department of Premier & Cabinet
- VIC Department of Economic Development, Jobs, Transport and Resources
- Victoria Police
- Yarra Trams
- Yarra Valley Water

BRONZE MEMBERS

- 2discover
- ABC
- ACT Human Rights Commission
- ACTU
- Ashurst
- Austrac
- Austrade
- Australian Competition and Consumer Commission
- Australian Financial Security Authority
- Australian Human Rights Commission
- Australian Human Resources Institute
- Australian Public Service Commission
- Australian Red Cross
- Australian Securities Exchange (ASX)
- Australian Super
- BEST Employment
- Break Thru People Solutions
- Cancer Council Queensland
- City of Canterbury
- City West Water
- Clayton Utz
- Commonwealth Bank
- Commonwealth Ombudsman
- Cricket Australia
- CrimTrac
- Deaf Society of NSW
- Deakin University
- Department of Parliamentary Services
- Diversity Council Australia
- Ernst & Young
- Fair Work Ombudsman
- Food Standards Australia New Zealand
- Holroyd City Council
- ITCRA
- KMO
- Macquarie Group Limited
- Maxima Group Incorporated
- MEGT
- Murray Darling Basin Authority
- National Library of Australia
- National Museum of Australia
- National Relay Service
- NSW Public Service Commission
- NSW Ombudsman
- Optus
- ORS Group
- Penrith City Council
- PWD Australia
- Reserve Bank of Australia
- RMIT
- Royal Australian Mint
- Safe Work Australia
- State Training Services
- St Laurence Community Services
- Swinburne University of Technology
- Taste Creative
- Telecommunications Industry Ombudsman
- Transdev Australasia
- University of New South Wales
- University of Technology Sydney
- University of Wollongong
- Victorian Managed Insurance Authority
- Vision Australia
- Western Sydney University
- William Angliss Institute (TAFE)
- Women with Disabilities VIC
- WorkFocus Group
- Work Solutions Gippsland
- Xpand Group

