



AUSTRALIAN
NETWORK
ON DISABILITY



2021
Annual Report

Australian Network on Disability is a national, member-based, for-purpose organisation.

We empower our network to be disability confident by providing expertise, tools, knowledge, and resources.

Our purpose

To advance the equitable inclusion of people with disability in business.

Our vision

To create a disability confident Australia as a national peak body.

Our mission

To provide expert advice and services on disability inclusion to employers, Government representatives and industry bodies.

Growing stronger

New members growing the strength of our network

At the close of the 2020-21 financial year, our network was 331 organisations strong. We are proud to have reached the milestone of 300 members, significantly increasing our expected network growth during COVID.

“This growth of our network amplifies the difference and change we bring to the inclusion of people with disability in business. To have such a notable member growth through COVID indicates a strong national commitment to inclusion of people with disability in business.”

CORENE STRAUSS

CEO of Australian Network on Disability

331

organisations made up our network

Combined workforce of more than
1.85 million Australians

We grew the strength our network by

17%

Welcomed

69

new members

Growing Australia's disability confidence

361 conference delegates, record paid attendance

239 organisations checked their progress by using the Index Quick 10 assessment

26% growth in number of Disability Confident Recruiters

28 organisations submitted for Index evaluation and benchmarking

27 organisations developed Accessibility Action Plans, almost double from last year

190 Disability confidence training sessions delivered

415 Roundtable attendees

Programs growing from strength-to-strength

Stepping Into Internship Program

Summer 2020-21 was our biggest cohort ever

62 members participated

195 internships completed

PACE Mentoring Program

357 mentoring matches

37% increase on last year

Investing in our future

We are proud of the financial performance in 2020-21, exceeding expectations during an uncertain year with COVID. We achieved a 4% revenue growth and an operating surplus of \$61,405 through significant growth in membership, and increased demand in connecting with students and jobseekers with disability.

Our strong financial position enables us to accelerate our purpose and mission. We are committed to investing in our digital offerings, such as our eLearns and Access and Inclusion Index, to increase our reach and advance the disability confidence of organisations and individuals across Australia.

4% revenue growth through the pandemic



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We remember John Little 1945 – 2021

John had such a massive impact on the Australian Network on Disability from the beginning as a founding Board member and husband of former CEO, Suzanne Colbert.

John was one of our earliest champions. We honour his perspective, insights and innovative solutions that helped shape the success of Australian Network on Disability today. John's legacy will continue and he will be remembered for his generous contribution, his unwavering commitment to the inclusion of people with disability, and his encouragement of others. Vale John Little.

Accessibility

To reduce our impact on the environment, limited copies of our Annual Report have been printed. Accessible PDF and Word versions are available on our website www.and.org.au. If you require an alternative format, please contact us at info@and.org.au

Acknowledgement of country

We acknowledge the traditional owners of the lands on which we operate and pay our respects to Elders both past and present.

Message from the Chairman

I am pleased to present the 2020-2021 Annual Report. It has been an exceptional year, full of transformation for both the Australian Network on Disability and for our members.

While Australian businesses navigated COVID, they continued to prioritise the equitable inclusion of people with disability. We see this reflected in our growth in membership - we surpassed the 300-member milestone, and growth in the Stepping Into internship and PACE mentoring programs, with more participants this year than ever. Similarly, despite the challenges of COVID, our financial position remained solid throughout the course of the financial year.

Although life has been different during the pandemic, the passion and advocacy for the equitable inclusion of people with disability has not lost steam; we see the momentum building on a global level, and indeed, were proud to see that our Stepping Into has been internationally recognised at the Zero Project Awards.

After celebrating our 20-year anniversary of the organisation, in December we farewelled co-founder and CEO, Suzanne Colbert AM. Suzanne's passion, advocacy, and expertise in the inclusion of people with disability was invaluable to the success of Australian Network on Disability. She departed the organisation in a strong position with Deputy CEO Amy Whalley leading the team as Acting CEO until the new CEO commenced. Amy did an outstanding job, leading with her compassion and knowledge.

In March after a competitive selection process, the board was proud to announce the new CEO, Corene Strauss. Corene brings immense knowledge of the not-for-profit, disability, sport and education sectors, along with a strong understanding of marketing and communications. She has extensive experience in leadership roles and we are delighted that Corene is now at the helm of the organisation.

I am proud that our members have continued to take action for the equitable inclusion of people with disability. We have seen fantastic results coming out of a difficult year, and are excited for what the future holds. We are committed to supporting organisations in removing barriers; and we will continue our journey of advancing the equitable inclusion of people with disability.

Thank you to the team at Australian Network on Disability, and the Board, for continuing to lead by example through some of the most challenging times. The hard work delivered over the past financial year has not gone unrecognised.



PETER WILSON AM
Chairman

*Image: Amy Whalley,
Corene Strauss, Peter Wilson
and Suzanne Colbert*



Building our members' confidence and capability

Our consultancy and learning solutions have been designed to achieve our vision — to create a disability confident Australia. Our 331 members utilise our expertise and tailored guidance in different ways according to their goals and the maturity of their disability inclusion journey.

Consultancy

Our consultancy services supported 70 organisations to remove unintended barriers and develop policies and practices for their workforce in 2020-21. These practices are the foundation for creating an inclusive workplace and go beyond compliance – focusing on dignified and inclusive experiences for all employees and customers.

Through COVID, we have seen a shift in mindsets, and greater understanding of flexible working hours and approaches to how work gets done. This has led to an increase in organisations recognising the need for robust workplace adjustment policies and practices. We have also seen more organisations embrace and develop Accessibility Action Plans (also known as Disability Action Plans). We conducted five dignified access reviews during the pandemic and have a significant number scheduled once COVID lockdowns are lifted.

24

member organisations developed Workplace Adjustment Policies

27

organisations developed Accessibility Action Plans

14

organisations completed Recruitment Reviews



Learning Solutions

Our facilitated training provides the knowledge, skills and tools for organisations to be able to confidently welcome employees, customers and other stakeholders with disability.

Through the 823 completed eLearning courses in 2020-21, we delivered sustainable, scalable online learning and development to tens of thousands of people across Australia. With an impact that extends to current and future workforces, our eLearning courses facilitate widespread awareness, understanding and cultural change.

This year tailored training continued to be highly sought-after, with 190 disability confidence training sessions delivered. Our virtual training has allowed leading Australian businesses to continue to build their disability confidence during a time of challenges.



Employee Resource Groups

Employee Resource Groups (ERGs), also known as Disability Employee Networks (DENs), can provide crucial and valuable support in building and maintaining an accessible and inclusive workplace culture. ERGs can also lead the journey for disability inclusion.

We work with our members to establish, or at times reinvigorate, their Employee Resource Group. We engage ERG members, facilitate sessions on what an ERG is, establish a plan of action, and help review current activities or change the direction of their ERG.

Of our member organisations, 86 are harnessing the skills and experiences of their employees to drive change through Employee Resource Groups. ERGs are voluntary, employee-led groups that amplify the voice of people with disability and create a collaborative space to learn directly from people with disability.



Making connections



We connect our leading Australian organisations in our network in many different ways to learn and share experiences. From our social community of 26,609 followers to our Roundtables, our leading mentor and internship programs to our Conference. Every opportunity provides growth and innovation to our network.

Stepping Into

The award-winning Stepping Into internship program breaks down outdated stereotypes and misconceptions about the capabilities of people with disability through connecting our members with talented university students with disability in paid internships.

Our 2020 winter cohort was greatly impacted by COVID. There were 134 position nominations and only 30 roles progressed. This impact on the winter cohort meant that our summer 2020-21 cohort was the biggest we have ever had, with many members pushing their winter internships to summer.

We continued to provide opportunities for our 323 winter student applicants to professionally develop and connect to members, by running our Winter Employability Series webinars.

Members consistently tell us that they find the Stepping Into program enriching and eye-opening. The internship program and the calibre of candidates often surpassed their expectations, resulting in many hiring more interns than planned.

195 internships completed

96% of supervisors would participate again

37% of interns had their employment extended beyond the internship

“It was a really good experience that offered challenges and prompted me to consider general assumptions, biases and barriers presented by work practices.”

Manager at Department of Infrastructure, Transport, Regional Development & Communications

- 97% of supervisors felt confident in managing and supporting an employee with disability after doing the program
- 93% of supervisors reported increased disability confidence
- 98% of interns reported feeling better prepared for the workforce
- 97% of interns would recommend the program to other students

PACE Mentoring

PACE (Positive Action towards Career Engagement) is a game changing mentoring program that brings people together to learn, develop and progress their career skills. Mentors increase their disability confidence and leadership skills while students and jobseekers with disability gain vital workplace understanding, increase their confidence and expand their networks.

- Mentees said their confidence in job interviews grew by 43%
- 44% of mentees who applied for a job throughout the course of the program were successful in their application
- Mentors said their understanding of possible barriers experienced by people with disability grew by 35%
- Mentors said their confidence in managing and supporting an employee with disability grew by 42%

357

mentoring matches,
a 37% increase on
last year

94%

of mentors said
they would
participate again

88%

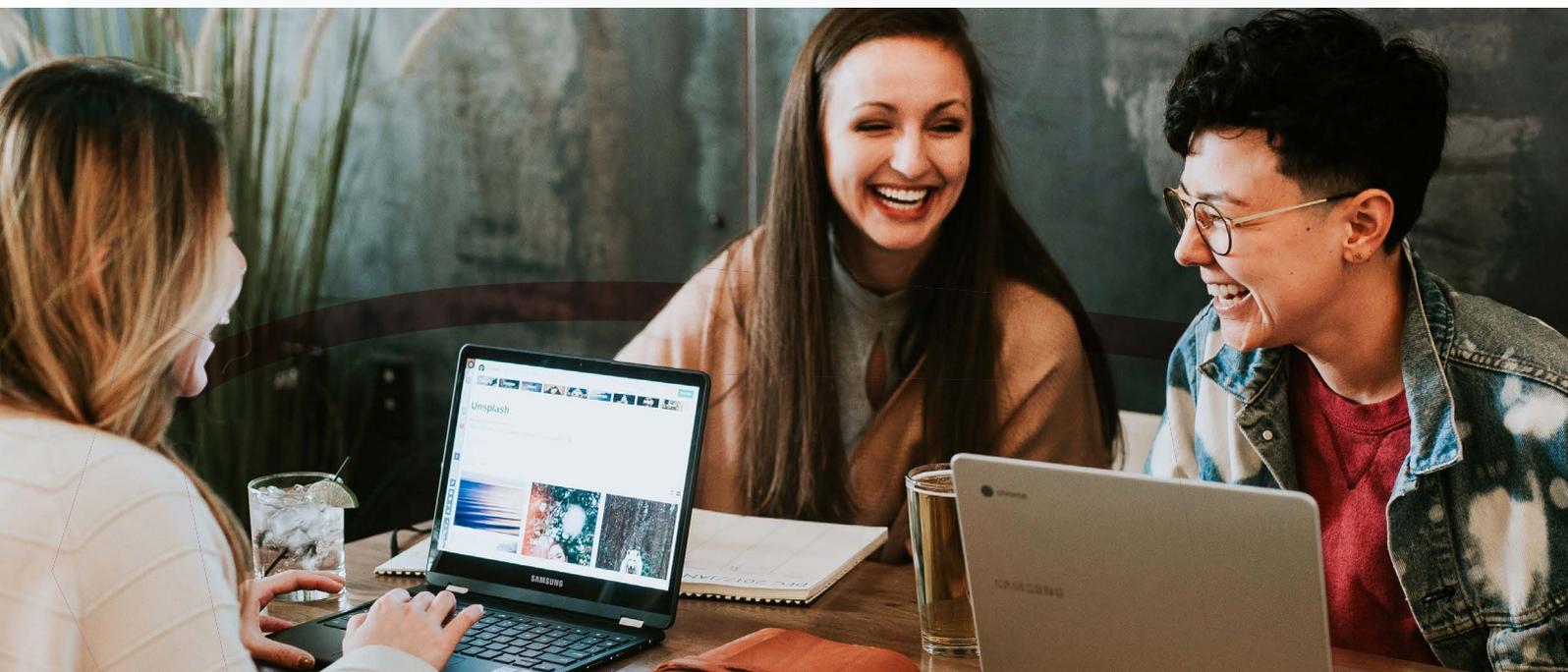
of mentees said
they will stay in
touch with their
mentor after the
program

"The PACE Mentoring program was the most rewarding experience. It's been a highlight of 2020 to meaningfully connect with my mentee and support his personal and professional growth."

VANESSA DUFFY
PACE Mentor from NBN

"This is a great program and should be adopted by more organisations across Australia."

KAREN TAN
PACE Mentor from REST Super



Member Roundtables

Our Roundtables are one of our unique offerings that connect Australian Network on Disability members so they can transfer knowledge, build understanding, and explore new ideas with each other. In 2020-21, our Roundtables were held virtually which enhanced the accessibility and connection opportunities, linking our members across the nation.

Discussions have stimulated ideas and delivered innovative solutions to our network. In 2020-21 topics included: inclusive recruitment, disability confidence, workplace adjustments, targeted employment programs, the future of flexible work, how to create action, and more.

415
Attendees

5
Roundtables

Image: Anna Sheppard and Kurt Fearnley at our 2021 Conference





361
Attendees

23
Distinguished
national and
international
speakers

10
Generous
sponsors and
partners

Annual National Conference

Our 2021 National Conference was held on Thursday 10 June at ICC Sydney. Themed 'Igniting Innovation Through Inclusion', the event attracted a prestigious line up of speakers and record attendance, as we explored how an inclusive culture could inspire innovation in business.

Our first-ever hybrid conference made the event more accessible than ever. The electric atmosphere of the day moved beyond ICC Sydney, entering all corners of the country as delegates tuned in from across the nation. Our hybrid event was more successful than what we imagined, with our profit exceeding 63% over budget.

"Privileged to be part of this network, this conference left me with both a full heart and notebook. So many incredible people coming together in person and online to share knowledge, inspire action and opportunities for all."

The networking from this event is invaluable, I now have connections with many other professionals who are championing inclusivity, accessibility and equitability for workplaces and communities. I look forward to following their journeys, learning, collaborating and most importantly remaining accountable. Thanks AND for facilitating these conversations."

AMANDA HOGDEN

*(Then) Recovery Support Officer,
Department of the Prime Minister and Cabinet*



*Image: Ainslee Scott
and Amy Whalley*



132

Disability Champions leading access and inclusion at the executive level

33%

of our network, has one or more Disability Champion

Champions Networks

When our members appoint one or more senior executives as champion for the inclusion of people with disability, we know that they are more likely to achieve their goals and much more likely to improve the everyday experience of their employees and customers with disability.

The individual influence of champions is amplified when they come together for our Champions Network meetings. Our 2020-21 Champions Network virtual meetings provided valuable opportunities for senior leaders in Canberra, Melbourne, and Sydney to share their successes, challenges and opportunities.

The 2020-21 meetings stimulated discussion and shared learning, focusing on the commitment to

inclusion of people with disability through the impact of COVID. Key 2021 goals and focus areas regained and sustained momentum for inclusion of people with disability post-pandemic.

Australian Network on Disability has specialised in encouraging and nurturing Champions from commencing the first network in Canberra in 2008. Since then, Champions Networks have extended to Sydney and Melbourne with 132 senior executives championing inclusion of people with disability in their own organisations.

Suzanne Colbert led the Champions Network throughout 2020-21. We look forward to Corene now taking the lead.

International Allies

This year we have continued to lead the charge in Australia in disability inclusion as the global movement gains significant momentum. Our global colleagues strengthen our network and support us to achieve our purpose in advancing the equitable inclusion of people with disability in business.

Zero project



We are proud that our Stepping Into internship program won a 2020-21 Zero Project Award, internationally recognising the program as a global innovative practice for increasing employment of graduates with disability.

“Being the recipient of the Zero Project Award is testament to the strength and scalability of AND’s Stepping Into program and the tangible impact that it has had on graduates with disability and participating organisations. From its humble beginnings in 2005 with one organisation and seven students participating in one state of Australia, it has grown to encompass over 140 employers facilitating internships for 1,500 graduates nationally.”

Stepping Into makes a real difference in levelling the playing field for graduates with disability. We hope to see this innovative program replicated across the globe.”

RANIA SAAB

AND Board Member and Stepping Into Alumnus.

ILO Global Business and Disability Network

Our International Labour Organisation (ILO) Global Business and Disability Network membership allows us to share international learnings and insights with our network, amplifying ILO’s findings of global practices, research and initiatives to leading Australian organisations.

“Our alliance with global peak bodies strengthens our work locally and ensures that our members are getting the best insights in a timely manner.”

CORENE STRAUSS

CEO of Australian Network on Disability

The Valuable 500

The Valuable 500 has secured 500 CEOs worldwide committing to disability inclusion. Of these, 43 CEOs are Australian Network on Disability members, demonstrating how our Australian members are driving disability inclusion beyond Australia on an international platform.

We are proud to work alongside the Valuable 500 in the next phase of the campaign. We also welcomed Caroline Casey, CEO of The Valuable 500, to our 2021 Conference, where she shared what this meant for the global movement of inclusion of people with disability.

PurpleSpace

In 2020, we were the proud opening hosts of the first-ever PurpleLightUp 24-hour global broadcast. We led the conversation and shared our global practices and initiatives with other jurisdictions on International Day of People with Disability. We celebrated, shared, and connected with international allies and partners to celebrate the momentum of disability inclusion after a year marked by unprecedented challenges.

Image: Caroline Casey speaking at our 2021 Conference.



Measuring Progress

Regular measurement and reporting are proven to strengthen focus, inform decision-making to improve results, and drive action. Our Access and Inclusion Index and Disability Confident Recruiter program are designed to achieve just this.

Access and Inclusion Index

Members of Australian Network on Disability can measure their progress on the journey towards being accessible and inclusive using our world-class Access and Inclusion Index.

Organisations use the Index to assess their accessibility and inclusion, to ignite conversations across the business on disability inclusion, benchmark their scores and identify opportunities to improve.

239
organisations checked their progress by using the Quick 10 assessment

56
organisations completed a Comprehensive Self-Assessment

28
organisations choosing to submit for evaluation and benchmarking

Our top performers of 2020/21

This year, in recognition of five years of the Index, we want to acknowledge and congratulate our top five performers of the 2020/21 Access and Inclusion Index.

Our five years of data has given way to insights for some preliminary trends in Access and Inclusion. For more information on our 2020-21 Index and the Australian trends please go to our website to read the [Australian Trends in Access & Inclusion report](#).

01 National **disabilityinsurance** Agency

02 **medibank** For Better Health **RMIT UNIVERSITY**

03 **ANZ**

04 **IBM**



“It was really useful to say, objectively, we have had one of the best indexes in the world tell us we need to improve in a lot of different areas. The Index is very much a solutions-based outcome – not saying everything is broken but saying here are the opportunities.”

DR FRANCESCA MACLEAN
Strategy and Insights Lead Arup

Image: Emily Matthews

Five years of the Access and Inclusion Index:

125

Benchmark Roadmap Reports created to support 79 organisations to drive progress.

39%

of organisations completed the Index more than once.

28%

improvement for members between 2nd and 3rd year of participation

Disability Confident Recruiter

The Disability Confident Recruiter (DCR) program equips organisations to identify and remove unintended barriers to candidates with disability during the recruitment and selection process. As a result of achieving Disability Confident Recruiter status, organisations provide a fair and equitable recruitment experience and are more successful at attracting and retaining skilled and talented candidates with disability.

Becoming a Disability Confident Recruiter takes commitment, focus and resources. Nineteen organisations have removed barriers and opened the door to skilled and talented people with disability through DCR. These forward-thinking organisations recognise that the DCR program is essential to meet their targets to employ people with disability.

Congratulations to DFP Recruitment, National Disability Insurance Agency, and NSW Department of Communities and Justice, for their five-year commitment to fairness and inclusion in recruitment and selection as Disability Confident Recruiters.

We welcome Australia Post, City of Sydney, RMIT University, Victoria Police (VPS), and Western Australia Department of Communities who achieved DCR for the first time in the 2020-21 financial year.

“We’re really proud of turning five. The DCR program has delivered change, learning, and importantly, a better candidate experience. It has moved the needle on our culture and has changed the way we do things. The learning and exploration has not stopped, and we are continuing to develop diversity and inclusion strategies.”

ATHENA ILIADES

National People and Performance Manager, DFP Recruitment.

19

**DCR this year,
5 for the first time**



Innovative Projects



Accessible Procurement Taskforce

The challenge of identifying how to buy accessible goods and services is too big for any one organisation to solve. In September 2019 we established an Accessible Procurement Taskforce to create frameworks and guidance on purchasing accessible and inclusive products and services.

The Taskforce was first formed in response to the lack of clear guidance on implementing accessibility requirements in procurement processes. We connected our Australian Network on Disability members, suppliers, and individuals with lived experience of disability, to build our best practice for accessible procurement processes.

The Taskforce has reviewed standards and resources for procuring ICT, and premises and facilities services. Working closely with our international colleagues at Business Disability International, our Accessible Procurement Taskforce developed accessible procurement processes for Australian organisations. We launched the ICT Tender Tool at our 2021 Conference in June and are excited to see it in action with our members.

Connect50

Modelled on the enormous success of our Stepping Into internship program, Connect50 is an internship project that connects businesses across four Victorian regions to talented university and TAFE students with disability for paid internships.

As an extension of Connect50, in mid-2019 the Victorian Government engaged Australian Network on Disability to develop the Connect50 Advocacy Project, funded by the Disability Advocacy Futures Plan. The Connect50 Advocacy Project facilitated 10 paid internships in Disability Advocacy organisations in metro and regional Victoria to support economic recovery in regional areas and ensure people with disability are not left behind.

The Connect50 Advocacy project has been a successful and positive project that we are delighted to have been selected to be a part of. With the project now closed, we are grateful that the effects of the project are long-lasting, and that our relationships with these advocacy organisations can continue to create change through their membership of Australian Network on Disability.



Our Year of Transformation

This year has been a year of transition, adaptation, and transformation for Australian Network on Disability. We celebrated our 20-year anniversary, and farewelled Australian Network on Disability founder and CEO of 20 years, Suzanne Colbert AM.

Suzanne's passion and drive for inclusion of people with disability led her to take the organisation from two employers with 40 employees, to 331 members who collectively employ 1.85 million Australians. Under Suzanne's leadership, Australian Network on Disability initiated many innovative supports for employers including publications, policies, learning and development sessions, the Access and Inclusion Index and the Disability Confident Recruiter recognition program. She pioneered many programs like the internationally acclaimed Stepping Into internship program and PACE mentoring program.

In 2010, Suzanne was awarded an AM in the Australia Day Honours list. In 2013, she was inducted into Disability Employment Australia's Hall of Fame and was included in the AFR/Westpac 100 Women of Influence.

While we conducted an intensive search for new CEO, Amy Whalley, Deputy CEO, continued the momentum by leading the organisation with experienced and caring hands. In March, we announced our newly appointed CEO Corene Strauss to take us into the future.



The AND team embraced change and transition while delivering our purpose and values. We continued to find ways to thrive and connect while working from home, with regular "buddy system" check-ins and social events to support mental health and well-being throughout the year.

We established new Australian Network on Disability brand guidelines to strengthen our presence in the market and align our brand with our purpose and mission. Member feedback on brand elements and the future of Australian Network on Disability played a pivotal role in developing our strategy and execution.

We are continuing our technology transformation process and are in the midst of developing new processes to positively impact team efficiency. We have established a new process for our ongoing major projects, which offer the team opportunities to collaborate and develop their skillset in new areas.

As our team and network continue to grow, we have focused on providing opportunities for team members to develop their skillset and expertise, which has allowed us to strengthen how we support our members' journeys.

While 2020-21 has been a year of transformation, the AND team has thrived. We have built strong foundations and continue to deliver with gusto. Our future is bright, and we are excited to share it with all our members.



Financial Performance

An outstanding year with a 4% revenue growth, exceeding expectations during an uncertain year with COVID. An operating surplus of \$61,405, and a total surplus of \$585,343, was achieved through significant growth in membership, increased demand in connecting with students and job seekers with disability, and the support of the Government's JobKeeper program.

This strong financial position enables us to accelerate our purpose and mission. It has enabled our Board to invest in our digital offerings to increase our reach and advance the disability confidence of organisations and individuals across Australia. This includes the development of industry leading eLearn materials and advanced capability of the globally recognised benchmarking tool, The Access and Inclusion Index.

4%
revenue growth

operating surplus of
\$61,405

total surplus of
\$585,343

INCOME

\$3,849,539

Membership	44%
Programs	23%
Training and Consultancy	10%
Projects	3%
Events	6%
Other	14%

EXPENSES

\$3,264,196

Employee benefit costs	65%
Administrative costs	15%
Service delivery costs	8%
Depreciation	7%
Marketing	5%

Image: Ainslee Scott, Suzanne Colbert,
Donna Purcell and Amy Whalley.



Our Board of Directors

Our sincere thanks to our Directors for their leadership, governance and strategic guidance through another year of strong performance.

To strengthen our focus and outcomes, this year we formalised sub-committees in the Board, including Audit and Risk Committee, Review and Remuneration Committee, and Technology Transformation Committee.



Peter Wilson AM FCPA, FCPHRLife FAICD
CHAIRMAN
*Audit and Risk Committee,
Review and Remuneration Committee*



David Davies,
SECRETARY
Audit and Risk Committee



Bronwyn Grantham,
TREASURER
*Audit and Risk Committee,
Technology Transformation Committee*



Ainsley Barahona Santos GAICD
Technology Transformation Committee



Belinda Curtis
*Audit and Risk Committee,
Review and Remuneration Committee*



Maryanne Diamond AO GAICD
Technology Transformation Committee



Kevin Figueiredo GAICD
Audit and Risk Committee



Rosie McArdle
Review and Remuneration Committee



Samantha Palmer
*Audit and Risk Committee,
Review and Remuneration Committee*



Donna Purcell GAICD
Technology Transformation Committee



Rania Saab



Ainslee Scott
Review and Remuneration Committee



Travis Tyler
Technology Transformation Committee

AND Members



Australian National University

Compass Group

IBM Australia – *Conference Technology Sponsor, Access and Inclusion Index Top Performer, PACE Autumn, Stepping Into Winter, Stepping Into Summer*

Sparke Helmore Lawyers

Sydney Children's Hospitals Network – *Stepping Into Summer*

Westpac – *Conference speaker, Stepping Into Summer*



Accenture – *Conference speaker, PACE Autumn*

Alstom Transport Australia – *Stepping Into Summer*

ANZ – *Conference speaker, Access and Inclusion Index Top Performer, PACE Spring, PACE Autumn, Stepping Into Summer*

Apple – *Stepping Into Summer*

Arup Group – *PACE Spring, PACE Autumn, Stepping Into Summer*

Attorney-General's Department, Federal – *Conference Major Sponsor and speaker, Stepping Into Winter, Stepping Into Summer*

Australia Post – *Conference speaker, Roundtable speaker, Disability Confident Recruiter, Stepping Into Winter, Stepping Into Summer*

Australian Digital Health Agency

Australian Health Practitioner Regulation Agency

Australian Taxation Office

Australian Trade and Investment Commission – *Roundtable host, Stepping Into Summer*

Bendigo and Adelaide Bank – *PACE Spring, PACE Autumn*

BHP – *Stepping Into Winter, Stepping Into Summer*

BNP Paribas – *PACE Autumn*

Brotherhood of St Laurence

Bupa

CBM Australia

City of Canada Bay

Coles Group – *Stepping Into Winter*

Commonwealth Bank – *Stepping Into Summer*

Crown Resorts

Cummins South Pacific – *Champions Network Meeting host, PACE Spring, Stepping Into Summer*

Department of Agriculture, Water and the Environment, Federal – *Stepping Into Summer*

Department of Defence, Federal

Department of Education, Skills and Employment – *Stepping Into Winter*

Department of Health, Federal

Department of Infrastructure, Transport, Regional Development and Communications – *Stepping Into Summer*

Department of Industry, Science, Energy and Resources, Federal – *Conference Silver Sponsor*

Department of Parliamentary Services, Federal

Department of Social Services, Federal

Department of the Prime Minister and Cabinet, Federal

Edith Cowan University – *Stepping Into Winter, Stepping Into Summer*

George Weston Foods Limited – *PACE Spring, PACE Autumn*

Hanes Brands Australasia – *Conference speaker*

Hollard Insurance Company – *Stepping Into Winter*

icare

Infosys – *Disability Confident Recruiter, PACE Spring, PACE Autumn, Stepping Into Summer*

KPMG Australia

Legal Aid NSW – *Disability Confident Recruiter*

Lendlease

Level Crossing Removal Project – *Stepping Into Summer*



Library Board of Victoria

Life Without Barriers – *Disability Confident Recruiter, Stepping Into Winter, Stepping Into Summer*

L'Oréal Australia – *Stepping Into Summer*

Medibank – *Access and Inclusion Index Top Performer, Stepping Into Summer*

Metro Trains Melbourne

Microsoft – *Roundtable host*

Millennium Services Group

National Australia Bank – *PACE Spring, PACE Autumn, Stepping Into Winter*

National Disability Insurance Agency – *Conference speaker, Disability Confident Recruiter, Access and Inclusion Index Top Performer*

National Indigenous Australians Agency

NBN Co – *PACE Spring, Stepping Into Summer*
nib

Northern Territory Government – *Conference Silver Sponsor*

NSW Department of Communities and Justice – *Disability Confident Recruiter, Stepping Into Winter*

NSW Department of Customer Service – *PACE Spring, PACE Autumn, Stepping Into Winter, Stepping Into Summer*

NSW Department of Planning, Industry and Environment – *PACE Spring*

NSW Office of the Director of Public Prosecutions – *Stepping Into Summer*

Parliament of Victoria

Qantas Airways

Queensland Department of Communities, Housing and Digital Economy – *Stepping Into Summer*

Queensland Department of Energy and Public Works

Queensland Department of Transport and Main Roads

State Insurance Regulatory Authority – *PACE Spring, Stepping Into Winter*

Tabcorp

Tasmanian Government

Telstra – *Conference Technology Sponsor, Disability Confident Recruiter, Stepping Into Winter*

Toyota

Transport Accident Commission

Unilever

UnitingCare Queensland

University of Sydney – *Stepping Into Winter, Stepping Into Summer*

Victorian Department of Environment, Land, Water and Planning – *Stepping Into Winter*

Victorian Department of Transport – *Stepping Into Summer*

Victoria Police – *Disability Confident Recruiter, Stepping Into Winter, Stepping Into Summer*

Victorian Public Sector Commission

Woolworths Group – *Stepping Into Winter, Stepping Into Summer*

WorkSafe Victoria

Zoos Victoria



Ability Options
 ACT Chief Minister, Treasury and Economic Development Directorate
 AGL – *PACE Autumn*
 Allianz Australia
 American Express Australia
 Asahi Holdings Australia
 Australian Broadcasting Corporation
 Australian Bureau of Statistics – *Stepping Into Winter*
 Australian Criminal Intelligence Commission – *PACE Spring*
 Australian Federal Police
 Australian Institute of Health & Welfare – *Stepping Into Summer*
 Australian Museum
 Australian Prudential Regulation Authority
 Australian Public Service Commission – *Stepping Into Winter*
 Australian Securities & Investments Commission – *PACE Spring*
 Australian Security Intelligence Organisation – *PACE Spring, Stepping Into Winter*
 Boston Consulting Group
 Brisbane City Council
 Bureau of Meteorology – *Stepping Into Winter, Stepping Into Summer*
 Cardno – *PACE Autumn*
 Children & Young People with Disability Australia
 City of Bayswater
 City of Greater Dandenong
 City of Yarra – *Stepping Into Summer*
 Civil Aviation Safety Authority – *Stepping Into Summer*
 Clayton Utz
 Clean Energy Regulator
 Comcare – *Stepping Into Winter, Stepping Into Summer*
 Commonwealth Ombudsman
 Country Fire Authority
 Court Services Victoria
 Cumberland Council
 Deloitte Australia – *Roundtable speaker*
 Department of Finance, Federal – *PACE Spring, Stepping Into Summer*
 Department of Foreign Affairs and Trade, Federal
 Department of Health, Victoria
 Department of Regional NSW
 Department of Veterans' Affairs, Federal
 Employers Mutual Management
 Ernst & Young
 Essential Energy
 Fujitsu Australia
 Geoscience Australia
 Gold Coast Health
 GOTAFE
 HSBC
 Hunter Water – *Stepping Into Winter, Stepping Into Summer*
 IAG – *PACE Autumn, Stepping Into Winter, Stepping Into Summer*
 IKEA Australia
 IP Australia – *PACE Spring, Stepping Into Winter, Stepping Into Summer*
 Kmart Australia
 Latrobe City Council
 Leap In!
 Macquarie University – *Stepping Into Winter, Stepping Into Summer*
 ManpowerGroup
 MAX Solutions – *Disability Confident Recruiter*
 Melbourne Water – *PACE Autumn*
 Mission Australia
 Mornington Peninsula Shire
 NDIS Quality and Safeguards Commission
 Northcott
 NSW Crown Solicitor's Office – *Stepping Into Winter, Stepping Into Summer*
 NSW Department of Education
 NSW Department of Premier and Cabinet – *Stepping Into Winter, Stepping Into Summer*
 Programmed
 QBE Insurance Group – *PACE Autumn*
 Queensland Department of Education
 Queensland Department of Environment and Science
 Queensland Health
 Queensland Public Service Commission
 Queensland Treasury Corporation – *Stepping Into Summer*
 Rabobank – *PACE Spring, PACE Autumn*
 Relationships Australia
 Reserve Bank of Australia – *Stepping Into Summer*
 Rest Superannuation – *PACE Spring*

RMIT University – *Disability Confident Recruiter, Access and Inclusion Index Top Performer, PACE Autumn, Stepping Into Winter*

Russell Kennedy Lawyers

Services Australia – *Roundtable speaker, Champions Network Meeting host*

Special Broadcasting Service – *PACE Autumn*

State Trustees

Stockland – *Stepping Into Summer*

Strathfield Municipal Council

Suncorp Group – *Conference speaker*

The Art Gallery of NSW – *Stepping Into Summer*

The Treasury, Federal

Transport for NSW – *Stepping Into Winter, Stepping Into Summer*

University of Canberra

University of Melbourne Student Union

University of New South Wales – *Champions*

Network Meeting host

Victoria University

Victorian Department of Families, Fairness and Housing

Victorian Department of Jobs, Precincts and Regions – *Stepping Into Winter, Stepping Into Summer*

Victorian Department of Justice and Community Safety – *PACE Autumn, Stepping Into Winter, Stepping Into Summer*

Victorian Department of Premier and Cabinet

Victorian Department of Treasury and Finance – *Stepping Into Summer*

Victorian Electoral Commission

V/Line

Western Australia Department of Communities – *Disability Confident Recruiter*

Western Sydney Local Health District

Yarra Trams



Access Health and Community

Adecco

AECOM

Ai-Media – *Conference Event Partner and speaker*

Allen & Overy Australia

APSCo Australia

Ashurst – *PACE Autumn*

AUSTRAC – *Stepping Into Winter, Stepping Into Summer*

Australian Competition and Consumer Commission

Australian Film, Television and Radio School

Australian Financial Security Authority – *Stepping Into Winter*

Australian Human Resources Institute

Australian Human Rights Commission

Australian Securities Exchange

Baker McKenzie

Be Recruitment

Berry Street

Built

Cancer Australia

Castle Personnel

Centre for Inclusive Design

Charter Hall

City of Port Phillip

City of Sydney – *Disability Confident Recruiter*

City of Whittlesea

Colin Biggers & Paisley

Cricket Victoria

CSIRO

Deakin University – *Roundtable host*

Dentons Australia – *PACE Autumn, Stepping Into Winter*

Department of Home Affairs, Federal

Department of the House of Representatives

DFP Recruitment – *Roundtable speaker, Disability Confident Recruiter*

Digital Transformation Agency – *Stepping Into Summer*

Diversity Council Australia

DLA Piper

DXC Technology

EACH

Emergency Services Telecommunications Authority

Energy Safe Victoria – *Stepping Into Winter, Stepping Into Summer*

Fair Work Ombudsman

Focus Care

Food Standards Australia New Zealand

Gilbert + Tobin Lawyers – *Stepping Into Winter, Stepping Into Summer*

Goldman Sachs
Griffith University
Hawthorn Football Club
Hays
HealthShare NSW
Herbert Smith Freehills
HOBAN Recruitment – *Disability Confident Recruiter*
Hudson
Indeed
IVE Group
Jacobs Group Australia – *PACE Autumn*
John Holland
J.P. Morgan
kmo
Ku-ring-gai Neighbourhood Centre
Laing O'Rourke Australia Construction
Macquarie Group
Marsh & McLennan
MatchWorks
Maxima
McMillian Shakespeare Group
MCT Care
MedHealth
MEGT Australia
Menzies International (Australia)
Mercy Health
Meritos Group
Michael Page
MidCoast Council
Ministry of Primary Industries, New Zealand
Ministry of Social Development, New Zealand
Monash Health
Monash University
Moreton Bay Regional Council
Murdoch Children's Research Institute
Murray-Darling Basin Authority
National Food Institute
National Health and Medical Research Council
National Library of Australia
Neami National – *Roundtable speaker*
NEC Australia
Nestle Australia – *PACE Autumn*
Nike
Northern Sydney Local Health District
Nous Group
NRMA
NSW Ombudsman – *Stepping Into Winter*
NSW Public Service Commission – *Disability Confident Recruiter*
NSW State Emergency Service
NSW Treasury
Officeworks
Office of National Intelligence
Office of the Children's Guardian
Optus – *PACE Spring, Stepping Into Summer*
Parks Victoria
Paxus – *Disability Confident Recruiter*
Penrith City Council
People with Disability Australia
Pfizer
Preston Rowe Paterson
PricewaterhouseCoopers – *PACE Spring, Stepping Into Summer*
Productivity Commission
Queensland Treasury
Rail Projects Victoria
Randstad
Ready Enable
Roche Australia
Royal Australian Mint
Safe Work Australia
Sanofi-Aventis – *Stepping Into Winter, Stepping Into Summer*
Scope Global
Settlement Services International – *Disability Confident Recruiter*
Shell Australia
Société Générale Australia – *Stepping Into Summer*
Sodexo
South East Water
Stantec Australia
State Library of NSW
State Sport Centres Trust (Melbourne Sports Centre)
Swinburne University of Technology
Symal
Telecommunications Industry Ombudsman – *Stepping Into Summer*

Tertiary Education Quality and Standards Agency
The BUSY group
The Royal Women's Hospital
The University of Queensland
TheirCare
Thomson Geer
Transdev Australasia
University of Melbourne
University of Southern Queensland – *Stepping Into Winter, Stepping Into Summer*
University of Technology Sydney
Vicinity Centres

Victorian Department of Education and Training
Victorian Managed Insurance Authority
Vision Australia – *PACE Spring*
Walter and Eliza Hall Institute of Medical Research
Women with Disabilities Victoria
WPC Group
Xero
Yarra Valley Water – *Stepping Into Winter*
Yooralla
Youth Affairs Council of Victoria





AUSTRALIAN
NETWORK
ON DISABILITY



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