

Annual Report



2022



AUSTRALIAN
NETWORK
ON DISABILITY

Who we are

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 build employer capability and be the employer voice to government, industry and community to achieve the inclusion of people with disability.

Our vision

A disability confident Australia.

Our values

Collaborative

Open

Flexible

Ambitious

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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 at 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 respect to Elders both past and present.

Message from our Chairman and CEO

We are pleased to present the 2021 – 2022 Annual report. It has been an exceptional year of growth and transformation for the Australian Network on Disability.

We welcomed our new CEO Corene Strauss on the 1st of July, bringing with her extensive experience in the NFP and disability sector and we thank Acting CEO Amy Whalley for her outstanding stewardship during the transition period and as Deputy CEO over the previous years.

Whilst the pandemic was abating there were still challenges navigating uncertainty and disruption, but it never dampened our members' determination for the equitable inclusion of people with disability. This was evidenced by the substantial growth we experienced across all our activities.

We welcomed 74 new members leading to an 18% increase to 379 for the financial year. Our Stepping Into internship program and PACE mentoring program exceeded our expectations with 296 internships completed and 366 mentoring matches. We launched 11 new e-learn modules with new content and updated features.

Our annual conference celebrated a record attendance of over 480 attendees, and we also launched our inaugural Awards Night recognising the achievements of individuals and workplaces passionate about the inclusion of people with disability. We acknowledge the outstanding achievement of the ABC's Nastasia Campanella as our inaugural Disability Inclusion Changemaker of the Year. We also congratulate the NSW Department of Communities and Justice for winning the Disability Employee Network of the Year Award, and the



Image: Corene Strauss and Peter Wilson

Access and Inclusion Top Performer, Westpac. An exciting new initiative was our collaboration with the Australian Institute of Company Directors working towards increasing representation of leaders with disability on Boards through a scholarship and mentoring program. The response exceeded our imagination and more work will be done in this area into the future.

The Board approved a strategic plan for 2022-2025 focusing on 4 areas, namely our members, team capability, products and services and reputation. As a result of the strategic plan a new structure was created which included a new consultancy division and the appointment of a Strategic Development Manager, and a recruitment campaign to fill 9 new roles to support the strategy. We are also committed to a digital

transformation program to make engaging with the Australian Network on Disability as seamless as possible.

From a governance perspective we farewelled some longstanding and talented Board members namely Bronwyn Grantham, Samantha Palmer and Travis Tyler. We thank them for their service and commitment to the Australian Network on Disability. In June the Board appointed Susan Davies, Kate Eastoe and Alyson Tong to fill the casual vacancies.

Thank you to the team and Board for your outstanding commitment and effort to ensure the equitable inclusion of people with disability in the workplace and as customers.

Peter Wilson AM
Chairman

Corene Strauss
CEO

Growing disability confidence

During the 2021–22 financial year, the Australian Network on Disability grew the strength and confidence of our network.

Our network developed and expanded our offerings:

- Launched our first program to increase Board representation of people with disability, called Directing Change
- Launched a new website with member function to view personalised data
- Released 11 new e-learn modules with new content and updated features
- Co-designed workshops with our members to build a new Access & Inclusion Index

379

Workplaces are part of
our growing network

2.2_M

Combined workforce,
representing 17% of
Australia's workforce

74

New members
welcomed in 2021–22



Our network connected and learnt

480+

Conference delegates

652

Roundtable attendees

227

Disability Confidence Training sessions delivered

143

Organisations completed our e-learning courses

284

Organisations checked their progress by using the Access & Inclusion Index Quick 10 assessment

42%

Growth in our members having an Employee Resource Group (ERG)



Our network grew confidence through our programs

296

Stepping Into internships completed

366

PACE mentoring matches

22%

Of our members hosted an intern

Great from the inside out



Image: Rida Leung
and Corene Strauss

The Australian Network on Disability team has grown in size, capability and culture over the last financial year. Under new leadership, and with renewed dedication to our purpose, we developed a strategy and three-year plan to ensure our team, members, services and reputation continue to grow and prosper.

Team growing and changing

The continuing growth of our network has driven internal changes in our team. On 1 July 2021, we welcomed our new CEO Corene Strauss whose experience and new ideas have inspired our growth and dedication. This financial year, we've also welcomed:

12

new teammates

6

new job positions that have broadened our capability

6

internal promotions and movements within our team.

We have a strong plan to grow further and embrace change in the coming year. Sadly, this year, we've also had some goodbyes. We farewelled one of our longest-standing team members, Amy Whalley. The legacy she has left is amazing and we look forward to the valuable work she will continue to do in the disability space.

Our culture

As a team that's growing and developing, we wanted to ensure our strong internal culture is retained and developed. So, this year, we introduced a Culture Club where a cross-functional team works on ways to develop and embed the Australian Network on Disability's values – Collaborative, Open, Flexible and Ambitious.

Our buddy system also continued so we could contribute to the mental health of our team. This included a meeting quiet zone and connecting on fun activities. An example of this was our at-home team cook off with Providoor, in lieu of a team day due to lock down.



Image: Australian Network on Disability team

To continue our pursuit of best practice, we also launched our own Disability Employee Network (DEN) to guide and support our inclusive, accessible culture.

With an open mindset we are forever learning and growing. This year the entire team continued to undergo personal professional development, and whole-of-team development opportunities. These included our lunch and learns; staff development days; and training, such as accessibility communications training with Vision Australia and a better lens on intersectionality with ACONs Pride and Inclusion program.

Our guiding strategy

Having a clear direction and plan is vital for success. This year we reviewed the current market and the potential future in order to determine our strategy and three-year plan. This plan includes how we will continue to support our members, grow further capability and transform with technology. Our clear strategy will help us reach our vision to be a disability confident Australia.



Image: Australian Network on Disability team

Our strategic pillars

Team



Our service model will be built on expertise, a caring and accountable culture, access to the resources we need to be successful and an ability to operate in a financially astute and sustainable way.

Members



We will increase member engagement to grow our impact across Australia, build employer readiness to support and include people with disability and develop networking opportunities for employers to journey together.

Products



We will develop and maintain a portfolio of quality digital and in-person services that meet the needs of our current and potential members.

Reputation



We are the most trusted adviser and service provider for employers building their disability confidence through our data-informed thought pieces, advocacy, and guidance on policies and practices.



Image: Australian Network
on Disability team

Building members confidence and capability



Our consultancy and learning solutions are designed to achieve our vision to be a disability confident Australia. Our 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 organisations to remove unintended barriers and develop policies and practices for their workforce. These practices are the foundation for creating an inclusive workplace and go beyond compliance. They focus on dignified and inclusive experiences for all employees and customers.

As the world gradually opened up after the COVID-19 pandemic, people started returning to their offices, and more organisations began shifting to a hybrid work model. Throughout this change, we've seen an increase in workplaces that recognise the need to develop robust adjustment policies and are undergoing Dignified Access Reviews to ensure their workspaces are accessible and inclusive.

We saw more organisations committing to inclusion through developing Accessibility Action Plans (also known as Disability Action Plans). Due to demand, we launched a master class to help these organisations develop their action plans.

-
- 15** Member organisations developed Workplace Adjustment Policies

 - 18** Organisations completed Recruitment Reviews

 - 8** Organisations developed Accessibility Action Plans

 - 14** Dignified Access Reviews, including government entities, as part of the Commonwealth Government's Action 10 project

 - 15** Member organisations completed the Access and Inclusion Plan Master Class



Our inaugural Access and Inclusion Plan Master Class supported 15 of our member organisations to successfully scope, consult, develop and launch an Access and Inclusion Plan (AIP). The 45 attendees gained an opportunity to learn from other organisations through informative workshops, guest speakers sharing best practice and collaborative learning sessions. At the end of the master class, attendees gained all the resources, knowledge and understanding necessary to create an AIP. We're looking forward to seeing these members launch their AIPs and seeing the impact it will make in their organisation.

"The class provided a great kickstart for us to develop our Access and Inclusion Plan at IP Australia. Not only did we receive great tools and templates, but also beneficial insights from organisations who had recently been through the process. If you are thinking about developing an Access and Inclusion Plan, I really recommend attending the Master Class."

– Karen Johnston, IP Australia

This year we also saw a jump in the number of organisations undertaking Recruitment Reviews. These reviews identify any unintended barriers that people with disability may experience during their recruitment process. We anticipate no slowing in this trend towards Recruitment Reviews due to the current employment market and labour shortage that is seeing organisations tapping into the skilled talent pool of people with disability.

Learning solutions

Disability Confidence training sessions delivered, an increase of almost 20%

227



People completed e-learning courses within 143 organisations

3,159



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

This year tailored training continued to be highly sought after, with 227 Disability Confidence training sessions delivered.

We delivered sustainable, scalable online learning and development to the 143 organisations that completed our e-learning courses. With an impact that extends to current and future workforces, our e-learning courses have demonstrated an ability to facilitate widespread awareness, understanding and cultural change.

We launched our new e-learns at the end of the financial year. Comprised of 11 modules, the new e-learning course allows for a greater understanding of accessibility, covering the full experience of employees and beyond. They also include inclusive customer experiences for people with disability. With this update we look forward to reporting greater impact.

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 lead the journey for disability inclusion.

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

Of our member organisations, 32% are harnessing the skills and experiences of their employees to drive change through ERGs. These 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.

With the growth of our member base, we are proud to see the growth in members having an ERG.

Members have an ERG

122



Growth of ERGs since last year

42%



Making connections



We connect the leading Australian organisations in our network so they can learn and share experiences. From our social community of 34,296 followers, to our Roundtables, our mentoring, internship and scholarship programs, to our inaugural Awards Night and Annual National Conference – every opportunity provides growth and innovation in our network.

Stepping Into internship program

Members that hosted at least one intern

22%



Internships completed across the summer and winter cohorts

296



Interns offered ongoing employment or contract extensions

87



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

Our Stepping Into internship program continues to break records, with each year's cohort increasing in size from the last. This summer was the largest cohort of placements we've ever had, with 175 internships completed.

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

Members built disability confidence

98% Said they would participate again

97% Felt confident in managing and supporting an employee with disability after doing the program

93% Reported increased disability confidence and awareness

97% Said the intern's standard and quality of work met or exceeded their expectations

"Very positive experience for myself, section and branch, and for the intern. Both the intern and the department gained significant value from the four-week internship."

– Michael Atkinson, Supervisor

Interns learnt valuable workforce skills

91% Reported feeling better prepared for the workforce

97% Would recommend the program to other students

32% Had their employment extended beyond the internship

"My experience was amazing! I feel that I learnt so much and feel so much more confident in my future career path."

– Emily Keane, Intern

PACE mentoring program

Mentoring matches across the autumn
and spring cohorts

366



Mentor organisations return participants

65%



PACE (Positive Action towards Career Engagement) is an internationally recognised, 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.

Our mentors developed their leadership skills

96% Stated they would participate in the program again

34% Growth in the confidence of mentors to manage and support an employee with disability

22% Growth in understanding the potential barriers experienced by people with disability

"Participation in the PACE program is an all-round learning experience. As a mentor I was both challenged and delighted, able to share my knowledge, but more to grow my knowledge and understanding of working with someone with a disability. It was such an insightful experience."

– Michelle Klarkowski, Mentor

Mentees also became more job ready

53% Growth of confidence with job interviews for mentees

58% Growth in the awareness of different employment pathways available

45% Of mentees who applied for a job throughout the program were successful

92% Said they'll stay in touch with their mentor after the program

"I entered this program thinking it would be great to get some career guidance. I left the program with a lifelong friendship and a revolutionised way of thinking about my disability and the career options I want to take."

– Paris Zarmairian, Mentee

Leaders with disability on Australian boards

This year we've launched new programs to support leaders with disability in career development and board governance. The programs are directed at increasing the representation of people with disability on boards.

The Directing Change Scholarship Program saw 22 leaders with disability undertake either the Foundations of Directorship program or the Company Directors Course at the Australian Institute of Company Directors (AICD). The program included the opportunity to be mentored by an Australian Board Director. Directors underwent disability confidence training and are supported by the Australian Network on Disability, as they learn about removing the barriers and becoming accessible to people with disability.

228 Applications for scholarships

22 Leaders with disability selected

290 Director requests to mentor scholarship recipients



The Disability Leadership Program launched in late June and supports leaders with disability. Two hundred full fee scholarships are provided over two years to people with disability, along with education and support for directors through leader-to-leader conversations.

Member Roundtables

As Australia's peak body for inclusion of people with disability in the workplace, our roundtables link our members across the nation to share best practice, discuss insights and learnings, and amplify the experience of people with disability.

652 Attendees over the 5 roundtables

Thank you to the hosts and speakers of our Member Roundtables, and the insights, experiences and knowledge shared. Our 2021–22 discussions included topics such as inclusive recruitment strategies, promoting wellbeing in the workplace, successfully implementing workplace adjustment policies, implementing digital accessibility and more.

Image: Attendees at our Awards Night



Congratulations

- NSW Department of Communities and Justice, Disability Employee Network of the Year
- Nastasia Campanella, Australian Broadcasting Corporation, Disability Inclusion Changemaker of the Year.



Awards Night

This year the Australian Network on Disability celebrated its inaugural Awards Night to recognise the achievements of individuals and workplaces passionate about the inclusion of people with disability. Held on Wednesday 8 June 2022 at The Melbourne Convention and Exhibition Centre, our Awards Night brought together more than 150 people dedicated to inclusion and celebrating the network's success.

The awards acknowledged Access & Inclusion Index top performers, Disability Confident Recruiter, and two nomination-based awards: Disability Employee Network of the Year 2022, and Disability Inclusion Changemaker of the Year 2022. We were amazed by the quality and standard of all 46 nominations and humbled by the momentum of our network.

Image: Nas Campanella
Disability Inclusion Changemaker
2022 awardee

Annual National Conference

Our 2022 National Conference brought together a record number of 480 attendees to learn from 29 local and international speakers exploring the theme 'The Accessibility Awakening'. The hybrid event was held on Thursday 9 June at The Melbourne Convention and Exhibition Centre, the day following our inaugural Awards Night.



Image: Corene Strauss
and Donna Purcell

Attendees

480



Speakers

29



Sponsors

12



The conference sparked lively discussions, ideas and networking between the presenters and attendees.

"Definitely one of the best conferences I have ever been to! Speakers were well chosen, and information shared was genuine and beneficial. I cannot wait to begin something new and changes to my organisation."

– anonymous

Champions Network

Senior leadership can be the linchpin to drive momentum and change in organisations. Disability Champions are the senior executives who encourage and support inclusive practices for people with disability in their workplaces. These executives play a vital role in creating organisational change to welcome people with disability as employees, customers and stakeholders.

31% Of our network has one or more Disability Champions

140 Senior executives actively advocating for the inclusion of people with disability in their organisation

The individual influence of champions is amplified when they come together for our Champions Network meetings. The Champions Network met six times in 2021–22, in Sydney, Melbourne and Canberra. The virtual and hybrid meetings covered topics including innovation in leadership, inclusive leadership, career development for people with disability and disability confident recruitment.

"The Disability Champions roundtables have been highly productive and informative for the members. This is a safe-haven to seek guidance and share insights between Champions and strengthen their efforts in their own organisations."

– Corene Strauss, CEO Australian Network on Disability

Measuring progress



Regular measurement and reporting are known 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 these results.



Access and Inclusion Index

Members of Australian Network on Disability use our world-class Access and Inclusion Index to measure their progress in accessibility and inclusion, ignite conversations across the business on disability inclusion, benchmark their scores and identify opportunities to improve.

This year we kicked off the exciting process of reviewing the Access and Inclusion Index. The review process brought a brains trust of members together including Accenture, Medibank, RMIT, Services Australia and Westpac. Thank you to the representatives from these organisations for their time and passion for ensuring the Access and Inclusion Index remains useful, relevant and beneficial to our members.

We're excited to welcome our new Access and Inclusion Index Lead to the team. Together, we'll work to grow the Index and implement new technology to support a seamless experience for participating organisations.

284 Organisations completed the Quick 10 assessment

41 Organisations completed the comprehensive self-assessment

26 Organisations submitted for evaluation and benchmarking

Learnings from our evaluation and benchmarking data

This year's participants of the Access and Inclusion Index who completed the evaluation and benchmarking report helped to provide key data on organisational maturity and impact.

Organisations that made a submission for evaluation

26



Participated previously in the Access and Inclusion Index benchmarking

38%



First-time participants in the Access and Inclusion Index benchmarking

62%



Top 10 performers that are Gold members

70%



Measuring progress
continued

Access and Inclusion Index continued



Organisations that
had previously
done the Index saw
stronger results

90%

of the Top 10 performers
were repeat participants.

First time participants of
the Index scored an average
of 19 whereas, participants
who have undergone the Index
before scored an average of 64.



Most
successful area

Commitment* has the strongest maturity level

with 8% of organisations meeting
level 4, which is the top level.

*Your organisation commits
to best practice on access
and inclusion for people
with disability as employees,
customers and stakeholders.



Opportunity
to improve

Suppliers and Partners* has the lowest maturity level

with 62% of organisations at
level 1, which is 'Not participating'.

*You expect your suppliers
and corporate partners
to reflect and enable
your commitment to
best practice.



Consistency
throughout the entire
organisation
is key

Level 3 across all business areas

Our top performer Westpac
reached a consistent maturity
level 3 across all business areas
(Level 4 is the highest).

It was also evident that
some organisations
scored well in one
area, but other areas
brought their overall
score down.



Congratulations to our 2021–22 Index Top Performers

All three organisations had undergone the Index process before and built from previous learnings:



2



Australian Government
Australian Taxation Office



Image: Westpac team celebrating getting their award

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 in attracting and retaining skilled and talented candidates with disability.

Since the program's inception, twenty-one organisations have made the commitment to removing barriers and opening doors to skilled and talented people with disability through the DCR Program. This financial year twelve organisations completed the program, with ten organisations renewing and two organisations newly achieving DCR status. Find out who our Disability Confident Recruiter members are on pages 26–33.

Partnerships and projects

Our partnerships, with our national and international allies, strengthen our network and support us as we strive to achieve equity and inclusion for people with disability.

Australian Institute of Company Directors

Australian Institute of Company Directors

We've partnered with the Australian Institute of Company Directors (AICD) to increase the representation of people with disability on Australian Boards. Leaders with disability are provided governance scholarships through the AICD, while training, development, mentoring and leader-to-leader conversations are had with Australian directors. The partnership has also seen development in the accessibility of all courses that AICD offers.

The Observership Program

We've teamed up with The Observership Program to provide talented professionals with disability the opportunity to be a Board Observer in 2023. We are piloting a disability pathway for The Observership, to ensure emerging leaders with disability are a key part of the program with 5 fully funded positions being offered to successful leaders with disability.

PurpleSpace

In June 2021, we commenced a six-month project with PurpleSpace, the world's only networking and professional development hub for employees with disability, Disability Employee Networks (DENs) and allies from all sectors and industries.

The partnership saw us develop a network of DEN Chairs from our members to better understand the current and future needs of Australian DENs. Known as the Networkology Advisory Committee, we ran three Peer Group Action learning sessions and an evaluation workshop. We also ran three Networkology learning events, which were open to all our members.

Thank you to all members who were involved in this project. Your support and work ensures the ongoing support and establishment of DENs, which ultimately helps people with disability to flourish at work. We'll continue our collaborative partnership with PurpleSpace and build national and international learnings.

Influencing change

Our purpose is to build disability confidence, employer capability and be the employer's voice to government, industry and community to achieve the inclusion of people with disability.

Our leadership team regularly speaks at conferences, our members' events and industry events to raise awareness of disability inclusion. The team also provides useful information to help organisations on their disability confidence journey. This year the team spoke at events including Business Council of Australia, the Minerals Council of Australia and Diversity Network's D&I Recruitment Summit 2022.



Image:
Harkin Summit

Our Program Manager Isabel Heiner presented at the prestigious Harkin Summit in Northern Ireland. The Harkin Summit gathers employers, leaders and advocates from around the world to address the employment barriers people with disability face. Over the two-day hybrid event, attended by 800 delegates, Isabel connected 100 mentees with senior international leaders over four mentoring sessions.

"Through international connections built at previous Harkin Summits we were invited to take our PACE Mentoring Program model all the way to Belfast and deliver 100 mentoring partnerships throughout the two-day event. It was terrific to showcase Australian Network on Disability's mentoring framework as leading best practice on a global stage."

**– Isabel Heiner, Program Manager
at Australian Network on Disability**

Accessible Procurement Taskforce

The Accessible Procurement Taskforce aims to assist organisations with tools and guidance to purchase goods and services that are accessible, inclusive and useable by as many people as possible, including people with disability. The Taskforce brings together members, suppliers and individuals with disability to build tools that make it easier for organisations to implement accessible procurement processes.

The scope of the Taskforce is to focus on four categories of spend:

1. Information and Communications Technology (ICT)
2. Premises and facilities
3. Marketing and communications
4. HR systems

Over the past year, the Taskforce has been focused on trialing and refining the ICT Tender Tool developed by Business Disability International (UK). Next steps will include developing supporting guidance for ease of implementation with Australian organisations.

Thank you to the Taskforce Chair, Matt Hawkins, Global Head of Group Services – Procurement at ANZ and our strategic adviser Suzanne Colbert AM.

Image: Isabel Heiner
(bottom right) at the
Harkin Summit



Financial performance

The Australian Network on Disability had an outstanding year with a revenue growth, by all components of the organisation, exceeding the \$4 million mark for the year. This was 24% higher than the previous year. The operating surplus of \$37,214 reflects the commitment and determination of the team to deliver and exceed on targets in a challenging environment that included learning to live with COVID-19.

An increase of 74 members generated significant growth in membership revenue. The Stepping Into internship program continues to be in strong demand with a 51.8% increase in internships, which was reflected in a significant growth in programs revenue on the previous year.

This year saw significant digital transformation investment including the launch of our new website, online telephone system, new e-learn content and platform, automated invoice approval, automated expense claims, and significant development and integration of Salesforce and Xero. The organisational transformation and the development of effective and efficient processes will support the new Strategy.

The completion and launch of e-learns in June 2022 contributed significant revenue to the last month of the financial year, along with the inaugural Awards Night and Annual National Conference.

This strong financial position enables us to continue with the transformation process. This will streamline the delivery of our product offerings, and allow us to extend our reach, service existing and new members, and work towards a disability confident Australia.

Income

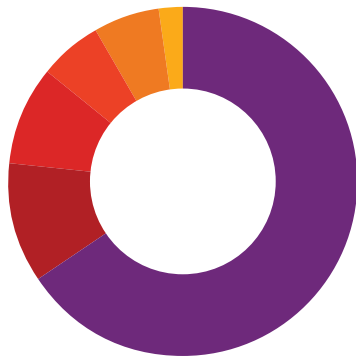
\$4,263,305



Membership	46%
Programs	30%
Training and consultancy	10%
Projects	4%
Events	9%

Expenses

\$4,226,091



Employee benefit costs	65%
Administrative costs	11%
Information technology	9%
Service delivery costs	6%
Depreciation	6%
Marketing	2%

Our Board of Directors

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



Peter Wilson

*AM FCPA, FCPHRLife FAICD,
CHAIRMAN*

Finance, Audit and Risk Management Committee, Nominations and Remuneration Committee



David Davies

SECRETARY

Finance, Audit and Risk Management Committee (leave of absence in 2022)



Bronwyn Grantham

TREASURER

Finance, Audit and Risk Management Committee, Technology Transformation Committee (Retired effective 1 July 2022)



Ainsley Barahona Santos

GAICD

Technology Transformation Committee



Belinda Curtis

Finance, Audit and Risk Management Committee, Nominations and Remuneration Committee



Maryanne Diamond

AO GAICD

Technology Transformation Committee



Kevin Figueiredo

GAICD

Finance, Audit and Risk Management Committee



Rosie McArdle

Nominations and Remuneration Committee



Samantha Palmer

Finance, Audit and Risk Management Committee, Nominations and Remuneration Committee (Retired effective 24 September 2021)



Donna Purcell

GAICD

Technology Transformation Committee



Rania Saab



Ainslee Scott

MAICD

Finance, Audit and Risk Management Committee, Nominations and Remuneration Committee



Travis Tyler

Technology Transformation Committee (Retired effective 10 May 2022)

We welcome our new Board members appointed in the casual vacancies in July 2022:

- Susan Davies GAICD
- Kate Eastoe GAICD
- Alyson Tong GAICD

To better reflect our corporate governance, this year we renamed Audit and Risk Committee to Finance, Audit and Risk Management Committee, and Review and Remuneration Committee to Nominations and Remuneration Committee.

Australian Network on Disability members



Platinum

- **Australian National University**
- **Compass Group** – Conference speaker
- **IBM** – Stepping Into participant, Conference Silver Sponsor
- **McDonald's**
- **Sparke Helmore Lawyers**
- **The Sydney Children's Hospitals Network** – Stepping Into participant
- **Westpac** – Conference speaker, Access and Inclusion Index Top Performer, Disability Inclusion Changemaker of the year finalist



Gold

- **Accenture** – PACE participant, Conference speaker, Disability Employee Network of the year finalist
- **Alstom** – PACE participant, Stepping Into participant
- **ANZ** – PACE participant, Stepping Into participant
- **APM**
- **Apple**
- **Arup** – PACE participant, Stepping Into participant
- **Attorney-Generals Department, Commonwealth** – Stepping Into participant, Conference Major Sponsor and speaker, Disability Employee Network of the year finalist, Disability Champions Meeting host
- **Australia Post** – Disability Confident Recruiter, Stepping Into participant, Conference speaker, Roundtable speaker, Disability Employee Network of the year finalist, Disability Inclusion Changemaker of the year finalist, Access and Inclusion Index participant
- **Australian Health Practitioner Regulation Agency**
- **Australian Institute of Company Directors**
- **Australian Institute of Health & Welfare** – Stepping Into participant
- **Australian Museum** – Stepping Into participant
- **Australian Taxation Office** – Access and Inclusion Index Top Performer
- **Australian Trade and Investment Commission**
- **Bendigo and Adelaide Bank** – PACE participant
- **BHP** – Stepping Into participant
- **BNP Paribas**
- **Brotherhood of St Laurence**
- **Bupa Australia Healthcare Holdings**
- **CBM Australia**
- **Coles Group** – Stepping Into participant, Awards Night Sponsor, Conference speaker, Roundtable speaker, Access and Inclusion Index Top Performer
- **Commonwealth Bank of Australia** – Stepping Into participant, Access and Inclusion Index participant

- **Crown Resorts**
- **Cummins South Pacific** – PACE participant, Stepping Into participant
- **Department of Defence**
- **Department of Education, Skills and Employment** – Stepping Into participant
- **Department of Health, Commonwealth**
- **Department of Industry, Science, Energy and Resources**
- **Department of Parliamentary Services**
- **Department of Regional NSW**
- **Department of Social Services**
- **Department of Infrastructure, Transport, Regional Development and Communications and the Arts** – Stepping Into participant
- **Edith Cowan University**
- **George Weston Foods**
- **Hanes Australasia** – Roundtable speaker
- **icare**
- **Infosys** – Disability Confident Recruiter, PACE participant
- **KPMG**
- **Laing O’Rourke**
- **Land Services WA**
- **Legal Aid NSW**
- **Lendlease**
- **Level Crossing Removal Authority**
- **Library Board of Victoria**
- **Life Without Barriers** – Access and Inclusion Index participant
- **L’Oreal** – PACE participant
- **Medibank** – PACE participant, Conference Silver Sponsor, Access and Inclusion Index participant
- **Metro Trains Melbourne**
- **Microsoft** – Conference speaker
- **Millennium Services Group**
- **n i b**
- **National Australia Bank** – PACE participant, Stepping Into participant
- **National Disability Insurance Agency** – Disability Confident Recruiter, Stepping Into participant
- **National Indigenous Australians Agency**
- **NBN Co** – Stepping Into participant
- **Northern Territory Government** – Conference Silver Sponsor
- **NSW Department of Communities and Justice** – Stepping Into participant, Roundtable host and speaker, Disability Employee Network of the year winner, Access and Inclusion Index participant
- **NSW Department of Customer Service** – PACE participant, Stepping Into participant
- **NSW Department of Planning and Environment** – Disability Confident Recruiter, Roundtable speaker
- **NSW Office of the Director of Public Prosecutions** – Stepping Into participant, Access and Inclusion Index participant
- **Pacific National** – Conference speaker, Access and Inclusion Index participant
- **Parliament of Victoria** – PACE participant
- **Qantas Airways**
- **QLD Department of Communities Housing and Digital Economy** – Stepping Into participant
- **QLD Department of Energy and Public Works**
- **QLD Department of Transport and Main Roads**

- **Scentre Group**
- **State Insurance Regulatory Authority** – PACE participant
- **Suburban Rail Loop Authority**
- **Tabcorp**
- **Tasmanian Government**
- **Telstra** – Disability Confident Recruiter, Access and Inclusion Index participant
- **The Department of The Prime Minister and Cabinet**
- **Toyota** – Access and Inclusion Index participant
- **Transport Accident Commission**
- **Transport for NSW** – Stepping Into participant
- **UnitingCare Queensland**
- **University of Sydney** – Stepping Into participant, Access and Inclusion Index participant
- **VIC Department of Environment Land, Water and Planning** – Stepping Into participant

- **VIC Department of Transport**
- **Victoria Police** – Stepping Into participant, Access and Inclusion Index participant
- **Victorian Public Sector Commission**
- **Virgin Australia**
- **Woodside Energy** – Access and Inclusion Index participant
- **Woolworths Group** – Stepping Into participant
- **Worksafe Victoria**
- **Zoos Victoria** – Stepping Into participant



- **Ability Options**
- **Access Care Network Australia**
- **ACCIONA**
- **Achieve Australia** – Disability Confident Recruiter
- **ACT Chief Minister, Treasury & Economic Development Directorate**
- **AGL** – Roundtable host and speaker, PACE participant, Stepping Into participant, Disability Inclusion Changemaker of the year finalist, Disability Champions Meeting host
- **Alfred Health**
- **Allianz**
- **Amazon Web Services**
- **American Express**
- **Asahi Holdings** – Stepping Into participant
- **Ashurst**
- **Australian Broadcasting Corporation** – Stepping Into participant, Conference speaker, Disability Inclusion Changemaker of the year winner, Access and Inclusion Index participant

- **Australian Bureau of Statistics** – Stepping Into participant, Roundtable speaker
- **Australian Criminal Intelligence Commission** – PACE participant
- **Australian Federal Police**
- **Australian Financial Complaints Authority**
- **Australian Prudential Regulation Authority** – Access and Inclusion Index participant
- **Australian Public Service Commission, Commonwealth** – Conference speaker
- **Australian Securities and Investments Commission** – PACE participant, Stepping Into participant
- **Australian Security Intelligence Organisation**
- **Avanade**
- **Brisbane City Council**
- **Bunnings Group**
- **Bureau of Meteorology**
- **Byron Shire Council**
- **Cisco Systems Australia**
- **City of Bayswater**
- **City of Canada Bay Council**
- **City of Greater Dandenong** – Stepping Into participant
- **City of Greater Geelong**
- **City of Parramatta**
- **Civil Aviation Safety Authority** – Stepping Into participant
- **Clayton Utz** – Stepping Into participant, Roundtable speaker
- **Clean Energy Regulator**
- **Comcare** – Stepping Into participant
- **Commonwealth Director of Public Prosecutions**
- **Commonwealth Ombudsman**
- **Country Fire Authority**
- **Court Services Victoria**
- **CSL Behring**
- **Cumberland Council**
- **Cushman & Wakefield**
- **David Jones and Country Road Group**
- **Defence Housing Australia**
- **Deloitte Australia** – Access and Inclusion Index participant
- **Department of Finance, Commonwealth**
- **Department of Foreign Affairs and Trade, Commonwealth**
- **Department of Veterans' Affairs, Commonwealth**
- **Enel Green Power** – PACE participant
- **Ernst & Young**
- **Essential Energy** – Access and Inclusion Index participant
- **Fire Rescue Victoria**
- **Ford Motor Company**
- **Frucor Suntory**
- **Fujitsu**
- **Geoscience**
- **Gilbert + Tobin** – PACE participant, Roundtable speaker
- **GOTAFE**
- **Government Employees Superannuation Board**
- **Griffith University**
- **HireUp**
- **Hollard Group**
- **HSBC Bank**
- **Hunter Water Corporation** – Stepping Into participant
- **IAG** – PACE participant, Stepping Into participant
- **IKEA**
- **Insignia Financial**

- **IP Australia** – PACE participant, Stepping Into participant
- **Jacobs Group** – Stepping Into participant
- **Kmart**
- **Latrobe City Council** – PACE participant, Access and Inclusion Index participant
- **Leap in!**
- **MA Services Group**
- **Macquarie University**
- **Manpower Group**
- **MAX Solutions** – Disability Confident Recruiter, Stepping Into participant, Conference Major Sponsor and speaker
- **McMillan Shakespeare Group**
- **Melbourne Water** – PACE participant
- **Monash University**
- **Mornington Peninsula Shire**
- **NDIS Quality and Safeguards Commission**
- **Northcott**
- **NSW Crown Solicitor's Office** – PACE participant, Stepping Into participant
- **NSW Department of Education** – Stepping Into participant
- **NSW Department of Premier and Cabinet** – Stepping Into participant, Access and Inclusion Index participant
- **Optus** – PACE participant, Stepping Into participant
- **Programmed**
- **QBE Insurance Group** – PACE participant
- **QIC**
- **QLD Department of Education**
- **Queensland Health**
- **Queensland Public Service Commission**
- **Queensland Treasury Corporation** – Stepping Into participant
- **Rabobank** – PACE participant
- **Relationships Australia**
- **Reserve Bank of Australia**
- **RMIT** – Disability Confident Recruiter, PACE participant, Stepping Into participant
- **Russell Kennedy Lawyers**
- **Services Australia**
- **Special Broadcasting Service** – PACE participant
- **Stantec Australia** – Stepping Into participant
- **State Trustees**
- **Stockland Corporation** – Stepping Into participant, Disability Champions Meeting host, Access and Inclusion Index participant
- **Suncorp Group**
- **Swinburne University of Technology**
- **Sydney Opera House**
- **Thales**
- **The Treasury, Commonwealth**
- **The University of Queensland**
- **Thoughtworks Australia**
- **TPG**
- **University of Canberra**
- **University of Melbourne** – Access and Inclusion Index participant
- **University of Melbourne Student Union**
- **University of New South Wales** – Access and Inclusion Index participant
- **V/Line Corporation**

- **VIC Department of Families, Fairness and Housing** – Stepping Into participant
- **VIC Department of Health** – Stepping Into participant
- **VIC Department of Jobs, Precincts and Regions** – PACE participant, Stepping Into participant
- **VIC Department of Justice & Community Safety** – Stepping Into participant
- **VIC Department of Premier and Cabinet**
- **VIC Department of Treasury and Finance** – PACE participant, Stepping Into participant
- **Vicinity Centres**
- **Victoria Legal Aid**
- **Victoria University**
- **Victorian Electoral Commission** – Stepping Into participant, Access and Inclusion Index participant
- **WA Department of Communities**
- **Western Sydney Local Health District**
- **Yarra Plenty Regional Library**
- **Yarra Trams**



Bronze

- **Access Health and Community**
- **AECOM** – Stepping Into participant
- **Ai-Media** – Conference Event Partner and speaker
- **Allen & Overy Australia**
- **APSCo Australia**
- **AUSTRAC** – Stepping Into participant
- **Australian Competition and Consumer Commission**
- **Australian Film, Television and Radio School**
- **Australian Financial Security Authority**
- **Australian Human Resources Institute**
- **Australian Human Rights Commission**
- **Australian Research Council**
- **Australian Super**
- **Aware Super**
- **Baker McKenzie**
- **Bartier Perry Lawyers**
- **Beaumont People**
- **Berry Street Victoria**
- **Bloomberg**
- **Boston Consulting Group**
- **Built** – Stepping Into participant
- **Capgemini**
- **Capital Recruit**
- **Centre for Inclusive Design**
- **Charter Hall**
- **City of Port Phillip**
- **City of Sydney Council** – Disability Confident Recruiter
- **City of Whittlesea**
- **Colin Biggers & Paisley**
- **Commonwealth Scientific Industrial Research Organisation**
- **Corrs Chambers Westgarth**
- **Deakin University**
- **Dell Australia**
- **Dentons Australia** – PACE participant
- **Department of Home Affairs, Commonwealth**
- **Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships**
- **Department of the House of Representatives**
- **DFP Recruitment** – Disability Confident Recruiter

- **Digital Transformation Agency** – PACE participant
- **Diversity Council Australia**
- **DLA Piper**
- **DXC Technology**
- **EACH**
- **Endeavour Foundation**
- **Energy Safe Victoria**
- **Fair Work Ombudsman** – Stepping Into participant
- **Food Standards Australia New Zealand**
- **Goldman Sachs Australia Services**
- **Guide Dogs NSW/ACT**
- **Hawthorn Football Club**
- **Hays**
- **HealthShare NSW**
- **Help Enterprises**
- **HOBAN Recruitment** – Disability Confident Recruiter
- **Hudson**
- **Inclusion Foundation**
- **Intopia** – Roundtable host and speaker
- **ISS Facility Services**
- **IVE Group** – Stepping Into participant
- **Jewish Care**
- **JFA Purple Orange**
- **John Holland**
- **JP Morgan**
- **kmo**
- **Ku-ring-gai Neighbourhood Centre**
- **Kyndryl** – PACE participant
- **Macquarie Group**
- **Main Roads Western Australia**
- **Marsh McLennan**
- **Matchworks**
- **Maxima Training Group**
- **MedHealth**
- **MEGT**
- **Menzies International**
- **Mercy Health**
- **Meritos Group**
- **Michael Page**
- **MidCoast Council**
- **Ministry for Primary Industries NZ**
- **Ministry of Social Development NZ**
- **Mission Australia**
- **Monash Health**
- **Moreton Bay Regional Council**
- **Murdoch Children's Research Institute**
- **National Food Institute**
- **National Health and Medical Research Council**
- **National Library of Australia**
- **Neami National**
- **NEC**
- **Nestle** – Stepping Into participant
- **Northern Sydney Local Health District**
- **Nous Group**
- **NRMA** – Roundtable speaker
- **NSW Health Pathology**
- **NSW Ombudsman** – Stepping Into participant
- **NSW Public Service Commission**
- **NSW State Emergency Service**
- **NSW Treasury** – Stepping Into participant
- **Office of National Intelligence**
- **Office of the Children's Guardian**
- **Officeworks**
- **Parks Victoria**
- **Paxus**
- **Penrith City Council**
- **People with Disability Australia**
- **Pfizer Australia**

- **Port Authority of NSW**
- **Preston Rowe Paterson Sydney**
- **PricewaterhouseCoopers** – PACE participant
- **Productivity Commission**
- **QLD Department of Premier and Cabinet**
- **Queensland Treasury** – Stepping Into participant
- **Rail Projects Victoria**
- **Randstad**
- **Resilience NSW** – Stepping Into participant
- **Roche Australia**
- **Royal Australian Mint**
- **RPS Group**
- **Safe Work Australia**
- **Sanofi-Aventis** – PACE participant
- **Scope Global**
- **Settlement Services International** – Stepping Into participant
- **Shell Australia**
- **Shellharbour City Council**
- **Société Générale Australia**
- **Sodexo Australia**
- **South East Water**
- **State Library of NSW**
- **Super Retail Group**
- **Symal Infrastructure**
- **Telecommunications Industry Ombudsman**
- **The Adecco Group**
- **The Art Gallery of NSW** – Stepping Into participant
- **The BUSY Group**
- **The Royal Women's Hospital** – PACE participant, Stepping Into participant
- **TheirCare**
- **Thomson Geer** – Stepping Into participant
- **Transdev Australasia** – Stepping Into participant
- **Treasury Wine Estates**
- **Unilever** – Stepping Into participant
- **Uniting**
- **University of Technology, Sydney**
- **VIC Department of Education and Training** – PACE participant, Stepping Into participant
- **Victorian Managed Insurance Authority**
- **Vision Australia** – PACE participant
- **WA Department of Training and Workforce Development**
- **Walter & Eliza Hall Institute of Medical Research**
- **Waverley Council**
- **Women with Disabilities Victoria**
- **WPC Group**
- **Xero**
- **Yarra Valley Water** – Roundtable speaker
- **Yooralla** – Stepping Into participant
- **Youth Affairs Council of Victoria**



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