# Transcript: AND Webinar 18 October 2023

Amber O’Shea
I'm going to get started so welcomed the Royal Commission into violence, abuse, neglect and exploitation of people with disability webinar.

0:27:17.670 --> 0:27:23.910
Amber O’Shea
My name is Amber O Shea and I am the head of strategy at the Australian Network on disability.

0:27:24.290 --> 0:27:32.600
Amber O’Shea
My pronouns are she, her, and I'm A Caucasian female with blonde hair, wearing a red shirt and a black jacket.

0:27:34.320 --> 0:27:40.810
Amber O’Shea
Today we are just going to go over a little bit of housekeeping and agenda and then do an official welcome.

0:27:41.260 --> 0:27:50.110
Amber O’Shea
So just to let you know how we are going to be operating today, we have some fantastic information to give you in relation to the Royal Commission.

0:27:50.680 --> 0:27:54.990
Amber O’Shea
We have a welcome and official welcome from our A&D CEO, Corene Strauss.

0:27:55.400 --> 0:28:19.990
Amber O’Shea
I'm going to be giving you the background information in relation to employment that came out of the Royal Commission, our proper project manager, Peta Magick, is going to be talking through the case and study that we wrote, the disability Employment target business case and then we have a panel discussion from two of our members, AGL and Medibank, and I'll introduce those speakers.

0:28:21.100 --> 0:28:23.730
Amber O’Shea
So we have Q&A enabled today.

0:28:23.740 --> 0:28:31.110
Amber O’Shea
So if you have got questions you would like to ask, you can click up the top middle, the Q&A button and post a particular question.

0:28:31.340 --> 0:28:34.130
Amber O’Shea
That will mean that it won't get lost in the chat function.

0:28:34.140 --> 0:28:40.790
Amber O’Shea
So at anytime, feel free to send us a question, we will be doing questions at the end for the panel.

0:28:40.800 --> 0:28:48.770
Amber O’Shea
So I am seeking questions you would like to know about from the employers that will be speaking through, but we won't have a lot of time for questions today.

0:28:48.780 --> 0:28:55.880
Amber O’Shea
So we are happy to gather those questions and make sure we can get back to everyone because it very much is a short information session.

0:28:55.890 --> 0:28:59.650
Amber O’Shea
So we can get across all of the important pieces to you today.

0:29:1.150 --> 0:29:14.120
Amber O’Shea
So I will begin with an acknowledgement of country and I would like to acknowledge Indigenous Australians as the traditional custodians of the land on which we meet and acknowledge their continuing connection to land, sea and community.

0:29:14.630 --> 0:29:20.650
Amber O’Shea
We pay our respects to the people, the cultures and the elders of indigenous communities past present.

0:29:22.840 --> 0:29:26.530
Amber O’Shea
So I'm about to hand over to our CEO, Corene Strauss.

0:29:26.600 --> 0:29:37.230
Amber O’Shea
As mentioned, will be then going through the background for the display role commissions and key recommendations relating to employment from the final report and what that means for you as employers.

0:29:37.680 --> 0:29:39.260
Amber O’Shea
We'll talk to the business case.

0:29:39.280 --> 0:29:41.790
Amber O’Shea
For disability employment targets and our response.

0:29:41.980 --> 0:29:46.990
Amber O’Shea
And then I have the pleasure of introducing Sarah Kerr from Medibank and Hilary Thorpe from AGL.

0:29:47.980 --> 0:29:52.740
Amber O’Shea
Finally, I will have some final reflections that I'll share with you before we close the session today.

0:29:54.100 --> 0:29:59.400
Amber O’Shea
Now that we have passed typing housekeeping out of the way, Corene over to you for an official welcome.

0:29:59.460 --> 0:29:59.550
Amber O’Shea
And.

0:30:0.850 --> 0:30:4.700
Corene Strauss
Thanks, Amber, and good morning, everybody.

0:30:4.710 --> 0:30:6.530
Corene Strauss
Welcome, welcome to this morning's call.

0:30:6.540 --> 0:30:10.540
Corene Strauss
Call super excited about this, which we've turned.

0:30:10.550 --> 0:30:15.470
Corene Strauss
This quite turned around quite quickly after the Royal Commission report was tabled.

0:30:15.830 --> 0:30:28.620
Corene Strauss
It's really fantastic to see the number of people who have registered today and also the people who have attended, some of whom we know very well and some of you who we are getting to know a little bit better today.

0:30:28.630 --> 0:30:31.100
Corene Strauss
So, so welcome.

0:30:31.300 --> 0:30:42.980
Corene Strauss
It's a real demonstration of the interest and the commitment of our community to learn how we can do things better in employment to improve the lives of people with disability.

0:30:44.260 --> 0:32:26.390
Corene Strauss
Uh, I have to say to you, umm, I found the disability Royal Commission fund report quite distressing and disappointing and although no surprises because it actually demonstrated that despite all the amazing work that we are doing with our Members and the effort that's been put in and we still have a long way to go around shifting the dial on disability employment and you know, we will talk about the gap later, but you know this 30% gap in the labor force between people with disability sitting at 56% or 53%, I think and people without disability in employment at sitting at 83% and and knowing that there is a million people out there who want to work and can't get work, I find really I find really umm yeah I find can't find the words for it today because I just want us to change we need to get better at this somehow and and we need to put more pressure on ourselves as organisations and as leaders to be more mindful around the inclusion of people's disability also as customers not just as employees I have to say I'm really proud to be working for an organization that puts the voice of people disability at the center of what we do and working with employers who are willing to learn and lead to support employees with disability and support customers as well and we all know that they're great benefits to employing people with disability and we want employers to do better.

0:32:26.900 --> 0:32:39.290
Corene Strauss
So I will now hand back to Amber and who's gonna take us through the disability Royal Commission final report and and I thank you once again for making the time to be here today.

0:32:39.480 --> 0:32:45.510
Corene Strauss
And I just wish you all the best as you embrace some of the tools that we're about to provide you.

0:32:45.620 --> 0:32:50.90
Corene Strauss
And and thanks to my team for their amazing work to build this business case.

0:32:50.100 --> 0:32:52.870
Corene Strauss
And thanks to our attendees today, Medibank and AGL.

0:32:53.860 --> 0:32:54.640
Corene Strauss
Over to you, Amber.

0:32:56.510 --> 0:32:58.200
Amber O’Shea
Amber again thanks corene.

0:32:58.270 --> 0:33:3.780
Amber O’Shea
And so we're heading into a bit of a a background debrief around the display royal Commission.

0:33:4.50 --> 0:33:11.660
Amber O’Shea
We thought it was really important to host this information session because there's a lot of information to digest with these reports.

0:33:11.670 --> 0:33:25.440
Amber O’Shea
As we'll see, we're focusing and meaning that this is going to be very relevant to employment, but we do acknowledge that this is much broader and touches on the lives of all aspects of people's lives for people with disability.

0:33:25.950 --> 0:33:27.870
Amber O’Shea
So to begin, here we are.

0:33:28.90 --> 0:33:41.230
Amber O’Shea
The Royal Commission shared its final report with the Governor General in Australia, so the Australian Government and was tabled then in the Australian Parliament on Friday the 29th of September, in line with parliamentary procedure.

0:33:41.440 --> 0:33:48.470
Amber O’Shea
So the image here we have as well is demonstrating the official handover from the Royal Commission to the Australian Government.

0:33:50.410 --> 0:34:6.300
Amber O’Shea
The title of the Royal Commission report here is vision for an inclusive Australia, so we are very aspirational in making sure that everyone in Australia can be included and absolutely people with disability being included.

0:34:6.650 --> 0:34:15.460
Amber O’Shea
I'm just also highlighting that that has a very strong alignment with the Australian Network on Disability and that our vision is a disability confident Australia.

0:34:15.550 --> 0:34:47.170
Amber O’Shea
So we are very pleased that we have same aspiration and vision to make sure that everybody is included also acknowledging the commitment of the Disability Royal Commission, the release of the report is a watershed moment for people with disability in Australia and as Creed mentioned, a report is quite distressing as it does demonstrate that we have a long way to go to build, display confident Australia and really shift the deeply entrenched discriminatory attitudes towards people with disability.

0:34:47.680 --> 0:34:56.760
Amber O’Shea
So let me give you a bit of the background around how the royal Commission ran and then the key employment recommendations and some of those problems that were uncovered.

0:34:58.570 --> 0:35:0.790
Amber O’Shea
So we're starting here with the background.

0:35:2.630 --> 0:35:10.40
Amber O’Shea
So the background into the Royal Commission violence and views neglect and exploitation of people with disability and the key facts.

0:35:10.90 --> 0:35:24.60
Amber O’Shea
So if people aren't aware it was established in 2019 and it ran for nearly 4 1/2 years, obviously there were some delays with COVID over this time and it was really impacting.

0:35:24.70 --> 0:35:33.290
Amber O’Shea
Of course, people with disability across that time, and it was really important to make sure people were safe and able to provide their insights and stories.

0:35:33.740 --> 0:35:35.690
Amber O’Shea
Umm, in a way that was protected.

0:35:35.700 --> 0:35:38.340
Amber O’Shea
So we did have an extended period of time there.

0:35:38.960 --> 0:36:9.560
Amber O’Shea
The final report was handed to government on Friday the 29th of September 2023, and if you saw in that first photo there were that 12 volumes that were released so big, thick volumes, not small ones, there's about 5000 pages in those volumes and they're released with 222 recommendations on how to improve laws, policies, structures and practices to ensure a more inclusive and just society to support people with disability.

0:36:12.220 --> 0:36:34.270
Amber O’Shea
For further context and some of the key facts also talked about people with disability really being at the heart of the Royal Commission, so the voices and experiences have guided all aspects of the work of the Royal Commission and Commissioners in the recommendations were actually split on key areas like education, work and group homes.

0:36:34.480 --> 0:36:52.360
Amber O’Shea
So when our reports for royal Commission comes out, it is the case that sometimes Commissioners have varying opinions on what recommendations would be, and so it does highlight which Commissioners have recommended what, and then it's up to government to decide what they will adopt.

0:36:52.570 --> 0:36:59.120
Amber O’Shea
So the government has set up a taskforce to respond, but they haven't given any immediate response to the recommendations.

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Amber O’Shea
There's obviously could take some time and it might be around March next year when we do see a report, but we might even see that sooner knowing International Day is coming up.

0:37:11.860 --> 0:37:25.930
Amber O’Shea
So we'll jump into some key employment recommendations and the two that I'm covering here because obviously there's a lot, but the two broad areas to talk to are the legal recommendations and the employment recommendations.

0:37:26.300 --> 0:37:37.310
Amber O’Shea
So in relation to legal recommendations, one of the big, big recommendations is that a new Australian law to recognise the human rights of people with disability is introduced.

0:37:37.360 --> 0:37:41.0
Amber O’Shea
And that's in the way of an enactment of a Disability Rights Act.

0:37:42.90 --> 0:37:48.560
Amber O’Shea
Now some people might be thinking don't we have a disability Discrimination Act and there isn't that already covered?

0:37:49.30 --> 0:38:6.640
Amber O’Shea
Well, the Disability Rights Act is very much focused on human rights and it's meaning that it will be quite proactive and an obligation for employers to ensure that they are right from the get go creating accessible and inclusive practices and universal design principles.

0:38:6.770 --> 0:38:24.420
Amber O’Shea
So everyone is included as a write currently with the way the Display Discrimination Act works, it's on the onus of the employee with disability to raise an issue in relation to if they have been wronged or discriminated against.

0:38:24.430 --> 0:38:36.650
Amber O’Shea
And then again, the onus is on them to take it through those proceedings and the power balance that you could think about for an employee to do that perhaps against a large employer is quite significant.

0:38:36.750 --> 0:38:43.320
Amber O’Shea
So this is a big recommendation that hopefully will have some really good impacts on the Community.

0:38:44.500 --> 0:38:47.410
Amber O’Shea
The next one is a new national disability agreement.

0:38:47.420 --> 0:39:9.440
Amber O’Shea
So to advance equality, inclusion and the rights of people with disability in Australia, and so this is a framework for intergovernmental collaboration, the third one here to talk to is that they are looking to recommend a new national accessible information and communications plan to promote accessible and inclusive information.

0:39:9.870 --> 0:39:19.310
Amber O’Shea
We do know, as a human rights that everyone should be able to access information on an equal basis as anyone else, and this would be a plan to ensure that that does happen.

0:39:21.260 --> 0:39:31.690
Amber O’Shea
Focusing now on the employment recommendations here, we saw seven key employment recommendations that were highlighted in the report.

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Amber O’Shea
So #1 and this has been underway in government for some time now, but calling for reform for the disability Employment Services program.

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Amber O’Shea
So this very much is making sure we have a look at the way disability employment services work and collaborating and listening to the voices of people with disability.

0:39:51.210 --> 0:40:3.120
Amber O’Shea
And what it is that they would require in order to have successful employment placements, the next one was in relation to increasing public sector employment for people with disability.

0:40:3.380 --> 0:40:21.530
Amber O’Shea
So what we've called out is targets and public reporting, and if you have been following any of Australian network on disabilities and socials or newsletters and campaigns, you will also see that we are advocating for targets and we are going broader than the recommendation here.

0:40:21.540 --> 0:40:29.370
Amber O’Shea
Public sector do have quite a few and employment targets across various jurisdictions already in place.

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Amber O’Shea
So for example, the Australian Public Sector Commission has have a 7% target for people with disability.

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Amber O’Shea
In Victoria, there's a 12% target by 2025.

0:40:41.780 --> 0:40:46.30
Amber O’Shea
Queensland also have a 12% target WA.

0:40:46.40 --> 0:40:53.910
Amber O’Shea
We can see a 5% target and NSW is a 5.6% target and this is reflected community as well.

0:40:53.920 --> 0:41:0.790
Amber O’Shea
And so this is what they're aiming for in relation to the number or percentage of staff are they're organization that have disability.

0:41:2.280 --> 0:41:14.50
Amber O’Shea
We also saw promoting accessibility through procurement policies, so in sort of a social procurement mind frame, so all organizations should be adopting inclusive practices.

0:41:14.400 --> 0:41:50.230
Amber O’Shea
So the Australian Government and state and territory governments should adopt procurement policies that favour businesses and entities to be able to develop in accordance with, they're saying published criteria that they are providing employment opportunities for people with disability in open, inclusive and accessible settings, including people with intellectual disability also, but then as Part B, requiring all information and communication technology purchases also comply with the current Australian ICT accessibility standards.

0:41:51.980 --> 0:42:4.390
Amber O’Shea
We're moving to improving the regulatory environment, so amending the Display Discrimination Act and this is to consider the nature and extent of adjustments and consultation with any person with disability.

0:42:4.540 --> 0:42:11.510
Amber O’Shea
And we can see that focus then on workplace adjustments supporting transitions to inclusive employment.

0:42:11.520 --> 0:42:30.740
Amber O’Shea
So it open employment first approach and I'll go into that in the next slide, rising subminimum wages to make sure people with disability are saving wages on at that at least minimum wage and developing a road map for inclusive employment.

0:42:32.540 --> 0:42:38.630
Amber O’Shea
So talking to Australian disability enterprises, there was a a big line in the sand.

0:42:38.640 --> 0:42:45.70
Amber O’Shea
I suppose I would call it in that the report called to end segregated employment by 2034.

0:42:45.480 --> 0:42:56.950
Amber O’Shea
Now the community is divided on this and we have seen quite publicly Senator Jordan Steele John coming out and saying absolutely this needs to happen.

0:42:56.960 --> 0:43:1.660
Amber O’Shea
We need to end segregated employment, but in 10 years time is too long.

0:43:1.670 --> 0:43:2.630
Amber O’Shea
Things need to happen now.

0:43:3.660 --> 0:43:12.650
Amber O’Shea
There are obviously so many complexities with doing this and making sure the right infrastructure and supports and safeguards are in place in order to be able to do this.

0:43:12.730 --> 0:43:23.430
Amber O’Shea
So the government will have its work cut out for it to understand how they can do that in a way that could be safe and allowing people to participate into open employment.

0:43:24.550 --> 0:43:32.540
Amber O’Shea
I'm transforming ideas to social firms, is called out transitioning people with disability in Ade S to open employment settings.

0:43:32.550 --> 0:43:36.860
Amber O’Shea
Over time, that 10 years, according to their personal choice and preferences.

0:43:37.210 --> 0:43:41.340
Amber O’Shea
And then paying people with disability the full minimum wage in all employment settings.

0:43:43.460 --> 0:44:4.710
Amber O’Shea
So I'll move into the employment open employment, keep problems that were highlighted and I'll finish on these slides just so you can see the current barriers that employers are facing in Australia when trying to recruit, retain and progress people with disability in their organization, none of this is new to me.

0:44:4.720 --> 0:44:7.990
Amber O’Shea
None of this is new to Australian network on disability.

0:44:8.200 --> 0:44:16.380
Amber O’Shea
In fact, Suzanne Colbert, our founding CEO, presented a lot of these findings herself, adhering 9 at the Royal Commission.

0:44:16.690 --> 0:44:30.130
Amber O’Shea
But it is really good to be able to highlight the problems that we know exist and then how we can work together to ensure that we can remove those barriers, unintended barriers and ensure that people can be included.

0:44:31.50 --> 0:44:35.240
Amber O’Shea
So the core recruitment problems highlighted, we start with barriers to employment.

0:44:35.570 --> 0:44:39.760
Amber O’Shea
Number one biggest barrier always has been attitudinal.

0:44:39.850 --> 0:44:49.440
Amber O’Shea
The physical, environmental, organisational and structural systemic barriers that are preventing many people with disability from obtaining and retaining open employment.

0:44:50.610 --> 0:45:1.120
Amber O’Shea
We get to the job seeking phase, so the current approach being called out at employers take to describe the inherent requirements can act as a barrier to employment in numerous ways.

0:45:1.390 --> 0:45:5.840
Amber O’Shea
So I've just put an example there so you can see the type of barriers that they were calling out.

0:45:6.390 --> 0:45:20.720
Amber O’Shea
For example, when employers write position descriptions and they say you must have a valid Victorian drivers licence, for example, how in fact it may not be necessary if you work in an office and you are not in logistics or opposed to you.

0:45:23.0 --> 0:45:41.890
Amber O’Shea
Going into when you're in work, so the core employment problems that were highlighted we saw during employment and the experience of employees with disability being heavily dependent on the goodwill of their Direct Line manager and organizations needing an authorising environment for hiring people with disability.

0:45:42.950 --> 0:46:9.620
Amber O’Shea
Again, I'm Suzanne did call out and said that large organisations need that authorising environment for hiring people with disability and that clear message from the top and commitment from senior leadership to be an organization that is accessible and inclusive, workplace adjustments, the need to improve employer awareness of their legal obligations to make adjustments and to help them navigate their compliance.

0:46:9.880 --> 0:46:23.100
Amber O’Shea
And I did mention earlier talking about the onus often falling on the feet of persons with disability to share information about their disability, which then prompts the discussion with their employer about workplace adjustments.

0:46:23.110 --> 0:46:27.270
Amber O’Shea
And we really want it to be the other way that the employer is proactive in that.

0:46:28.910 --> 0:46:37.200
Amber O’Shea
Finally, I will talk to the core progression problem that was highlighted and this is career progression that I'm referring to.

0:46:37.210 --> 0:46:47.140
Amber O’Shea
So once employed, people with disability can continue to experience barriers to their success and wellbeing at work and their opportunities for promotion or progression.

0:46:47.370 --> 0:46:51.720
Amber O’Shea
So I think this is the area for a lot of and Members that needs work.

0:46:51.790 --> 0:47:12.780
Amber O’Shea
We're getting people in the door, however, we need to be working with people with disability to understand why is there an over representation of people with disability in entry level roles and how do we support middle managers, for example, this line managers to support their people with disability to have those opportunities for career development.

0:47:13.720 --> 0:47:30.460
Amber O’Shea
So employees, do you have that positive obligation to ensure people with disability are afforded the same rights and access as others so they are the key problems and recommendations that are highlighted in relation to employment that we wanted to call out today for the report.

0:47:30.770 --> 0:47:41.360
Amber O’Shea
And now in terms of a and's response, so the report I will introduce, Peta, Magic Project manager to talk about the business case for employment targets.

0:47:41.710 --> 0:47:42.550
Amber O’Shea
Over to you, Peta.

0:47:45.90 --> 0:47:46.100
Peta Magick
Peta speaking.

0:47:46.110 --> 0:47:49.240
Peta Magick
Thanks so much, Amber, and hello everybody.

0:47:49.490 --> 0:47:55.340
Peta Magick
Thank you very much for supporting AND and being here as part of our webinar today.

0:47:55.790 --> 0:48:2.800
Peta Magick
I'm going to be talking through the business case for employment targets, which is AND's response to the Disability Royal Commission.

0:48:3.270 --> 0:48:4.900
Peta Magick
But let me introduce myself.

0:48:4.950 --> 0:48:5.960
Peta Magick
I am Peta Magick.

0:48:5.970 --> 0:48:10.640
Peta Magick
I'm a project manager here at AND as a visual description.

0:48:10.690 --> 0:48:12.660
Peta Magick
I am a woman of a certain age.

0:48:12.670 --> 0:48:13.940
Peta Magick
I have olive skin.

0:48:13.990 --> 0:48:20.590
Peta Magick
I'm wearing a stripy top and I have hair of sort of a variety of different colours.

0:48:20.640 --> 0:48:23.230
Peta Magick
Spoiler Alert, the true colour is actually.

0:48:23.300 --> 0:48:28.180
Peta Magick
Well, that's not my real colour and I'm wearing some reading glasses as well.

0:48:29.840 --> 0:48:41.150
Peta Magick
The image that is on our slide here is the front cover of our hot off the press report AND's response to the Disability Royal Commission.

0:48:41.160 --> 0:49:3.10
Peta Magick
It's our business case for disability employment targets and I have a quote here from Graeme Innes AM former disability Discrimination Commissioner, and this is from day one transcript from the public hearing, 19 of the Disability Royal Commission and Graham said what you don't count doesn't count.

0:49:3.320 --> 0:49:11.950
Peta Magick
The only way to get people with disabilities into employment is to set targets and then develop strategies to achieve those targets.

0:49:12.700 --> 0:49:15.580
Peta Magick
So AND has released this report.

0:49:15.590 --> 0:49:23.60
Peta Magick
You can find it currently on our website with a strong case advocating for disability employment targets.

0:49:24.930 --> 0:49:25.560
Peta Magick
Thank you, amber.

0:49:25.570 --> 0:49:26.400
Peta Magick
I'll move to the next slide.

0:49:28.930 --> 0:49:34.180
Peta Magick
So we started off as Amber and Corene have both referred to already.

0:49:34.470 --> 0:50:10.830
Peta Magick
What the problem is and the problem is clear, there is a 30% employment gap between people with disability and those without disability, and we know as a country we can do better the image or the infographic that you can see there has the labor force participation rate comparison currently for people with disability aged 15 to 64, the rate is 53.4% for people without disability aged 16 to 15 to 64, the rate is 84.1%.

0:50:11.420 --> 0:50:29.250
Peta Magick
And sadly, despite the work that AND and our committed member organisations have been undertaking for the last 20 years, we've been supporting organisations to become disability confident and support their capacity to recruit and retain people with disability in the workforce.

0:50:29.640 --> 0:50:33.400
Peta Magick
But in the two decades and in fact, in three decades this.

0:50:34.470 --> 0:50:40.620
Peta Magick
Uh labour force participation rate has remained stagnant, so we really see it's time for real action.

0:50:41.660 --> 0:50:42.630
Peta Magick
What is our solution?

0:50:43.900 --> 0:50:54.850
Peta Magick
Disability employment targets AND recommends employment targets that are set by the organisation for the organization and we've arrived at this.

0:50:56.920 --> 0:51:8.450
Peta Magick
This solution really threw 20 years of expertise, but more recently deep consultation that we've undertaken with our member organisations.

0:51:8.780 --> 0:51:14.350
Peta Magick
So just as an example, we ran 4 surveys from October to December in 2022.

0:51:14.820 --> 0:51:24.870
Peta Magick
This year we've been undertaking significant number of stakeholder interviews and focus groups and we run our regular member roundtables to share knowledge.

0:51:24.940 --> 0:51:26.610
Peta Magick
Initiatives and best practice.

0:51:31.30 --> 0:51:31.520
Peta Magick
Thanks, amber.

0:51:34.140 --> 0:51:56.400
Peta Magick
Or just note before I talk through the rationale for setting targets for disability employment targets, we understand through this consultation that we've undertaken and the interviews with our stakeholders that disability employment targets can be a complex area and we understand the complexity of this area.

0:51:56.410 --> 0:52:23.600
Peta Magick
So despite many of our member organisations doing amazing work in this space, we know that there is a reluctance by many organisations to nominate employment targets for people with disability and, in fact in some cases, we learned that there was a rejection of the label target just because, despite the activity that was taking place to achieve an organisational goal or aspiration.

0:52:23.890 --> 0:52:34.500
Peta Magick
So and D really does recognize the complexity of target setting, and we believe that targets need to be set by an organisation for an organisation.

0:52:34.510 --> 0:52:37.760
Peta Magick
We understand that each organisation is you unique.

0:52:37.770 --> 0:52:55.580
Peta Magick
It has its own operational kind of infrastructure and processes its own culture, and This is why we're advocating for the establishment of appropriate and achievable targets that are set by the organization for the organization rather than mandated quotas.

0:52:57.620 --> 0:53:2.400
Peta Magick
So the rationale for targets, we know that what gets measured gets done.

0:53:3.380 --> 0:53:5.530
Peta Magick
Targets demonstrate commitment.

0:53:5.660 --> 0:53:15.480
Peta Magick
Setting targets can motivate and organisation to articulate and clarify what's important to that organisation and that disability employment is being taken seriously.

0:53:17.90 --> 0:53:24.830
Peta Magick
Targets can catalyse action and motivate an organisation to focus on an objective, be accountable and it can build momentum.

0:53:26.450 --> 0:53:34.300
Peta Magick
Targets demonstrate ambition can boost competitive advantage by setting targets and promoting these externally.

0:53:34.410 --> 0:53:41.300
Peta Magick
This can positively impact and organisations brand it's reputation and an organization's profile.

0:53:41.310 --> 0:53:55.970
Peta Magick
As an employer of choice in a competitive job market, targets indicate an organization wide approach, meaning that they're likely to be built into key performance indicators of managers across an organisation.

0:53:57.420 --> 0:54:15.130
Peta Magick
Targets enable organisations to identify and unlock a broader talent pool, and we know, as corene already mentioned, there are many benefits to employment of people with disability, including enhanced productivity improvements to workplace culture and employee retention.

0:54:16.120 --> 0:54:26.120
Peta Magick
But most importantly, targets increase and elevate the conversation about disability employment, both within with internal and external stakeholders.

0:54:26.750 --> 0:54:35.570
Peta Magick
An increasing these conversations about disability and the visibility of disability in the workplace helps support a more diverse and inclusive workplace.

0:54:41.300 --> 0:54:41.860
Peta Magick
Thanks, amber.

0:54:43.520 --> 0:54:47.230
Peta Magick
What targets really mean now?

0:54:47.240 --> 0:54:53.520
Peta Magick
It's clear that targets are about numbers, but targets are so much more than numbers.

0:54:53.570 --> 0:55:2.200
Peta Magick
Targets are really about people and we know that people with disability have been excluded from employment opportunities for decades.

0:55:2.210 --> 0:55:9.10
Peta Magick
We've seen that in those statistics with the employment gap and targets equate to positive social impact.

0:55:9.480 --> 0:55:19.850
Peta Magick
Having access to meaningful employment means being able to build financial independence, security, social networks and can result in a greatly improved quality of life.

0:55:23.170 --> 0:55:30.520
Peta Magick
We know that one of the biggest barriers of employment of people with disability is fear, and that's often the fear of getting it wrong.

0:55:30.530 --> 0:55:35.210
Peta Magick
Amber spoke earlier about one of the biggest barriers is that attitudinal barrier.

0:55:36.340 --> 0:55:42.960
Peta Magick
Now organisations that openly promote and implement realistic targets do not see targets.

0:55:43.690 --> 0:55:44.350
Peta Magick
My apologies.

0:55:44.780 --> 0:56:1.720
Peta Magick
These see targets as an opportunity to send a really strong signal to employees, to customers and to the Community that they're committed to increasing the representation of employees with disability in their workforce and that they're taking this challenge really seriously.

0:56:8.500 --> 0:56:13.930
Peta Magick
That we've developed a business case and as I said, you can find that report on our website.

0:56:14.20 --> 0:56:21.990
Peta Magick
It's the business case for disability employment targets, guidelines for setting and achieving targets to increase the employment of people with disability.

0:56:22.620 --> 0:56:39.450
Peta Magick
The report provides guidance on target setting and it looks at what the enablers and barriers are and we also provide 5 clear steps to get started on target setting as well as a checklist to look at before you start what's next.

0:56:39.520 --> 0:56:49.50
Peta Magick
We are currently finalising 4 how to guides, so we know that it's not just a case of setting disability employment targets.

0:56:49.420 --> 0:57:2.110
Peta Magick
Organisations have to do the grunt work and make sure that they've got the appropriate processes, infrastructure and systems in place so that the targets will be achieved and can be successful.

0:57:2.540 --> 0:57:17.760
Peta Magick
So these how to guides which will be releasing in November 2023 which is just around the corner alarmingly, we'll support our member organisations and networks to be able to establish and achieve those targets.

0:57:18.110 --> 0:57:31.900
Peta Magick
Those guys are about capturing disability employment data offering and implementing workplace adjustments, inclusive recruitment practices and how to build a disability confident culture.

0:57:38.480 --> 0:57:49.10
Peta Magick
And we are going to now hear from some organisations that do doing a great job in all of those things and boosting disability employment.

0:57:49.100 --> 0:57:55.210
Peta Magick
So it's my great pleasure now to be joined by Sarah Kerr from Medibank.

0:57:55.600 --> 0:57:58.930
Peta Magick
Sarah is the diversity and inclusion manager.

0:57:58.940 --> 0:58:2.690
Peta Magick
At Medivac, she actually has a much longer job title than that.

0:58:2.700 --> 0:58:5.690
Peta Magick
I'll allow you to work through that, Sarah, with the group.

0:58:5.800 --> 0:58:9.550
Peta Magick
And we've also loved to welcome Hillary thought.

0:58:10.10 --> 0:58:17.840
Peta Magick
Hilary Thorpe joins us from AGL, Hillary's the chair of AGL ability, which is their employee resource group, and AGL's head of legal corporate.

0:58:17.850 --> 0:58:22.920
Peta Magick
Legal corporate thank you both so much Sarah and Hilary for joining us.

0:58:23.330 --> 0:58:25.260
Peta Magick
I'll ask you to give us a wave.

0:58:27.210 --> 0:58:35.960
Peta Magick
And if you'd like to take yourselves off mute as well, I know that everybody is very keen to learn what businesses are actually doing.

0:58:36.50 --> 0:58:44.400
Peta Magick
Those organisations that are really showing leadership in this space and again recognizing we don't have a lot of time for this discussion today.

0:58:44.410 --> 0:58:53.800
Peta Magick
Unfortunately, this is really more of a teaser than anything else, but we will have opportunities in the future to share more learnings from our member organisations.

0:58:54.930 --> 0:59:3.490
Peta Magick
What I would ask our audience to do is if you do have any burning questions, if you could please pop that in the Q&A.

0:59:3.560 --> 0:59:18.100
Peta Magick
And if we don't get to those questions or don't get to all of those questions, we can work through those later and send out, potentially send out some responses, but welcome again, Hillary and Sarah, thank you for joining us.

0:59:18.330 --> 0:59:20.60
Peta Magick
I'm going to start with you, Sarah.

0:59:20.450 --> 0:59:28.940
Peta Magick
Now, could you talk through what was Medibank’s motivation for setting disability employment targets?

0:59:29.330 --> 0:59:32.180
Peta Magick
And how did Medibank determine that target?

0:59:33.500 --> 0:59:34.30
Sarah Kerr
Sure.

0:59:34.80 --> 0:59:35.10
Sarah Kerr
Uh, Sarah speaking.

0:59:35.20 --> 0:59:36.670
Sarah Kerr
Yeah, ice pronounced.

0:59:36.680 --> 0:59:37.390
Sarah Kerr
She her.

0:59:37.400 --> 0:59:47.370
Sarah Kerr
I'm joining from Bunurong country down here in South East Melbourne and by way of audio description I'm A Caucasian female in my mid 30s.

0:59:47.440 --> 0:59:49.810
Sarah Kerr
I have my hair in a ponytail.

0:59:50.60 --> 0:59:53.690
Sarah Kerr
I'm wearing a black and white jacket today and I'm also wearing glasses.

0:59:54.480 --> 0:59:55.50
Sarah Kerr
Thank you.

0:59:55.60 --> 0:59:59.530
Sarah Kerr
First of all, Peta and Amber and Corene for the opportunity to speak today.

0:59:59.540 --> 1:0:9.920
Sarah Kerr
This is something that personally I'm incredibly passionate about and it's something that we're on quite a journey with at Medibank in terms of why we set targets in this space.

1:0:9.930 --> 1:0:16.180
Sarah Kerr
So accessibility and disability inclusion is a key pillar of our diversity inclusion strategy here at Medibank.

1:0:16.340 --> 1:0:34.950
Sarah Kerr
It's part of our broader strategy around building a workforce that is representative of our broader population and the population which we serve as a large healthcare provider here in Australia and for us, our target journey has been.

1:0:36.450 --> 1:1:3.550
Sarah Kerr
Long we have ohh have had targets in place for quite a while now around gender, particularly looking at gender and leadership and the split across the organization and more recently we've had targets in place for our Aboriginal and Torres Strait Islander employees and I think for our setting targets in and around people with disability it was the next iteration of that achievement of that representative workforce.

1:1:4.210 --> 1:1:11.900
Sarah Kerr
And so for us, the key goal was really in alignment with the launch of our accessibility and inclusion plan.

1:1:11.910 --> 1:1:20.600
Sarah Kerr
Our first plan was launched in 2018 and so at that time we set targets in and around employment percentage.

1:1:20.610 --> 1:1:36.290
Sarah Kerr
So, umm, you know, representative of our population, but also of the engagement of that particular cohort within our organization and at the time those particular targets were just about increasing the representation and increasing the engagement of people without disability.

1:1:36.300 --> 1:1:49.110
Sarah Kerr
And our organization and to be honest, it wasn't until we were called to participate in the Royal Commission in 2021 where we put more robust targets in place and actually put numbers to those percentages.

1:1:49.840 --> 1:1:52.510
Sarah Kerr
Umm, you know, as opposed to just an increase.

1:1:52.520 --> 1:2:6.390
Sarah Kerr
And so in FY22, FY23 was the first year that we put a target in place and numerical target in place, which in FY22 was 6.5% which we achieved.

1:2:6.740 --> 1:2:14.350
Sarah Kerr
Sorry, FY23 was 6.5%, which we achieved and in FY24 we've increased that to 7%.

1:2:14.940 --> 1:2:21.920
Sarah Kerr
I will note at this point that as an organization we collect that data through our annual engagement survey data.

1:2:22.90 --> 1:2:31.350
Sarah Kerr
That's not collected through our human resource management system, and it's all about self identification and representation.

1:2:31.360 --> 1:2:44.430
Sarah Kerr
Through that target, the other thing I'll note is that we split out neurodiversity separately to people with disability, and we offer people to to identify themselves in either of those categories.

1:2:44.440 --> 1:2:52.300
Sarah Kerr
But when we set a specific target for people with disability that talks about the disability target only, not the neurodiversity or neurodivergent cohort.

1:2:53.120 --> 1:3:4.430
Sarah Kerr
And in terms of setting that target and how we reach that particular number, part of it is obviously around where we start as an organization currently and setting an incremental target.

1:3:4.440 --> 1:3:6.620
Sarah Kerr
We didn't wanna set something that we didn't feel.

1:3:7.850 --> 1:3:14.720
Sarah Kerr
You know, it was incrementally achievable so that we didn't kind of lose the buy in of the organization and of our leadership group.

1:3:14.790 --> 1:3:36.660
Sarah Kerr
But for us, the long term strategy, as I said, is representative of the broader population, which when we look at those workforce numbers which you shared earlier Peta around workforce participation, when you apply that to the broader Australian landscape that sits at about 9.5% of the broader Australian population of people with the disability.

1:3:37.220 --> 1:3:48.320
Sarah Kerr
And so for us to our aim is to hit that 9.5% to be representative of the population, but we will note that as a society, we're obviously aiming to improve that percentage.

1:3:48.330 --> 1:3:53.230
Sarah Kerr
And for us, once we hit that 9.5%, it doesn't mean we take the accelerator off.

1:3:53.240 --> 1:3:55.70
Sarah Kerr
At stop there and say our work is done.

1:3:55.80 --> 1:4:5.830
Sarah Kerr
So the view will be always that you know it's around, increasing the representation and the organization and improving the experience of those people, not just bringing them in.

1:4:5.840 --> 1:4:10.530
Sarah Kerr
And then, umm, you know, not caring about the experience that they have with us.

1:4:14.40 --> 1:4:14.950
Peta Magick
Kate is speaking.

1:4:15.680 --> 1:4:16.940
Peta Magick
Thanks so much, Sarah.

1:4:18.380 --> 1:4:23.50
Peta Magick
Incredible insights within a short time frame that you've delivered there.

1:4:23.60 --> 1:4:28.720
Peta Magick
And I'm sure it's raised many questions for many of our audience that want to learn more.

1:4:30.140 --> 1:4:37.570
Peta Magick
I will ask some questions myself of, you know, just reflecting on what you've said, but I'd love to 1st go to Hillary.

1:4:37.580 --> 1:4:38.710
Peta Magick
Welcome, Hillary.

1:4:38.790 --> 1:4:41.390
Peta Magick
It's great to have you online joining us today.

1:4:42.260 --> 1:4:45.690
Peta Magick
I know that AGL's experience has been very different.

1:4:45.700 --> 1:4:52.310
Peta Magick
I really liked Sarah mentioned the targets journey or the disability employment targets journey that Medibank's been on.

1:4:52.320 --> 1:5:6.910
Peta Magick
On I'm aware that for AGL you don't explicitly set targets, but your organization itself has been on an incredible journey in terms of boosting disability representation and employment with some amazing results.

1:5:7.210 --> 1:5:9.0
Peta Magick
Could you talk to us about that?

1:5:9.10 --> 1:5:11.900
Peta Magick
Just give a snapshot for our audience of what that looks like.

1:5:13.30 --> 1:5:14.80
Hilary Thorpe
Hillary speaking.

1:5:14.90 --> 1:5:14.780
Hilary Thorpe
Good morning.

1:5:14.790 --> 1:5:15.390
Hilary Thorpe
Hi everyone.

1:5:15.400 --> 1:5:18.60
Hilary Thorpe
Thanks so much for inviting me to be on the panel today.

1:5:18.70 --> 1:5:25.60
Hilary Thorpe
I'm joining from the lands of the Gadigal people of the Eora nation and just a video description.

1:5:25.70 --> 1:5:26.650
Hilary Thorpe
So I'm A Caucasian female.

1:5:26.660 --> 1:5:28.400
Hilary Thorpe
I have brown hair down to my shoulders.

1:5:29.210 --> 1:5:40.160
Hilary Thorpe
Umm, I'm in my early 40s and I'm wearing a black jacket with a black top with white dots on it and thank you very much again for inviting me to be on your panel.

1:5:40.170 --> 1:5:47.980
Hilary Thorpe
So unlike Medibank, AGL does not have specific disability employment targets in terms of percentages or numbers.

1:5:48.220 --> 1:6:21.250
Hilary Thorpe
However, we do have an our disability action plan and overarching commitment to employing and supporting people with disability within our workforce and we aim to increase our representation of people with disability at the end of FY24, which are our current disability action plan is in FY23 FY24 plan and one of the action items specific action items in our in our disability action plan is to increase representation of employees that identify with disability from the current 9% in 2022.

1:6:21.540 --> 1:6:37.800
Hilary Thorpe
So 9% is is quite a significant of number of employees within our organization identifying with a disability and we did a we looked back at 2020 and at that time we had 1.9% of our our workforce identifying with disability.

1:6:37.810 --> 1:6:39.830
Hilary Thorpe
So there's a significant jump in two years.

1:6:40.400 --> 1:6:40.760
Hilary Thorpe
Umm.

1:6:41.160 --> 1:6:51.940
Hilary Thorpe
Part of that is because of we sit up AGL ability UMM which is our employee network who has done incredible things about improving access and inclusion.

1:6:51.950 --> 1:7:2.930
Hilary Thorpe
Looking at AGL's access and inclusion maturity, looking where the gaps are looking, how we can plug those gaps and really do meaningful things to increase our maturity in this area.

1:7:4.390 --> 1:7:21.900
Hilary Thorpe
And as a result, we, we believe that we have created the type of culture or working environment where people who do have a disability, who may not in the past, have openly said they had a disability, now felt feel safe and secure to be able to identify with having it and having a disability.

1:7:22.170 --> 1:7:36.680
Hilary Thorpe
So not just existing employees, but we've also put in, we've also done incredible things in recruitment space as well to you know, increase the number of people, the new people with an out organisation who had the disability as well.

1:7:39.710 --> 1:7:40.400
Peta Magick
Peta speaking.

1:7:42.890 --> 1:7:44.100
Peta Magick
Thanks so much, Hillary.

1:7:44.150 --> 1:7:45.800
Peta Magick
Really fantastic.

1:7:45.810 --> 1:7:58.30
Peta Magick
And I I know, you know, having had conversations with your team, the effort that has gone into making sure that the voices of people with disability were central to the initiatives that were undertaken.

1:7:58.40 --> 1:8:5.410
Peta Magick
And I think that, you know, I'm employee network, that group was fundamental to that building that psychologically safe culture.

1:8:6.20 --> 1:8:10.90
Peta Magick
I want to ask you both a question now, because your journeys have been quite different.

1:8:10.100 --> 1:8:24.590
Peta Magick
And Sarah, you spoke to this incremental journey and I think when we first spoke, you mentioned having a long term goal, but then also having some short term goals that could be consistently reviewed and that is something that we've built into the reports.

1:8:24.880 --> 1:8:27.210
Peta Magick
Can I ask you, can you identify?

1:8:27.220 --> 1:8:36.830
Peta Magick
Because we do know this is complex and it's not something that can happen overnight, we do want organizations to put the work in to make sure those targets are realistic and achievable.

1:8:37.320 --> 1:8:43.110
Peta Magick
What have been some of the barriers or challenges in establishing and achieving targets?

1:8:43.120 --> 1:8:44.160
Peta Magick
I'll go to you first, Sarah.

1:8:45.210 --> 1:8:46.500
Sarah Kerr
Sure, Sarah speaking.

1:8:46.790 --> 1:8:55.640
Sarah Kerr
And look, I think you know with setting any targets, regardless of what you're hoping to achieve, there's always gonna be barriers and tricky.

1:8:58.190 --> 1:9:0.20
Sarah Kerr
You know, a tricky journey to get there.

1:9:0.30 --> 1:9:10.490
Sarah Kerr
I think I think first of all, the biggest part for us and this was really with the initiation of our first accessibility inclusion plan in 2018 was getting the foundations right.

1:9:10.500 --> 1:9:19.320
Sarah Kerr
As an organization, you can do all of this work to recruit and to advertise, and to bring people into the organization with disability.

1:9:19.330 --> 1:9:30.760
Sarah Kerr
But if they then arrive at your organization and have a really poor experience overall, that's where you're going to see a real retention risk and you know subsequent to that, you know, as Hillary called out as well.

1:9:31.150 --> 1:9:43.160
Sarah Kerr
Umm, you know, if people don't feel psychologically safe to be able to identify as a disability as having a disability, then you're going to see yourselves not achieving those targets as well.

1:9:43.170 --> 1:9:51.630
Sarah Kerr
So I think for us setting up the organization right, there's a big piece of work and there probably are only halfway there.

1:9:51.640 --> 1:10:6.310
Sarah Kerr
To be honest, in and around workplace adjustments and when we talk about workplace adjustments in our organization, we're seeing the evolution of us looking at, you know, making sure that somebody's got an appropriate chair or a mass or a keyboard or a monitor that suits them.

1:10:6.760 --> 1:10:25.240
Sarah Kerr
Just now starting to move towards how do we, you know, adjust a role type or how do we adjust a position description or how do we adjust you know KPIs to better support your people with disability and looking at some of those less tangible and less tangible kind of adjustments that somebody might put in place.

1:10:26.390 --> 1:10:33.710
Sarah Kerr
Secondary to that, I think is leadership capability and the capability of not only our people leaders but our senior leadership group.

1:10:34.730 --> 1:10:49.780
Sarah Kerr
Sorry, I just was pausing for the interpreters to catch up and, you know, looking at our hiring managers as well to ensure that their capable and have a certain level of disability confidence to be able to support people coming into the organization.

1:10:50.430 --> 1:10:55.60
Sarah Kerr
So those setting up our organization has probably been a critical challenge.

1:10:55.800 --> 1:11:50.970
Sarah Kerr
And as I mentioned before, the psychological safety of our employees and making sure that we're building a culture that people feel safe to disclose and to share about their disability has been probably another critical challenge for us and a lot of that comes from leadership, role modelling, and from sharing stories within our organization, noting days of significance, but also for us, it's around ensuring that in the build and the code design of policies practice, you know premises, whatever we're doing that we're consulting with people with disability and ensuring that we're considering universal design in that process I think has really enabled us to, you know build a more inclusive workplace and you know that continues to be a barrier and a challenge when you've got competing priorities and budgets and you know not everybody being aware.

1:11:51.330 --> 1:11:57.330
Sarah Kerr
And then the last one, I would call out because we could sit here all day probably and talk about the challenges that we have.

1:11:57.340 --> 1:12:0.270
Sarah Kerr
But for us, it's around spreading out the accountability.

1:12:0.740 --> 1:12:12.170
Sarah Kerr
I think previously where we've had challenges around achieving targets, it's been because the responsibility of the targets of either with our HR team or you know more specifically with our diversity and inclusion team.

1:12:13.20 --> 1:12:31.170
Sarah Kerr
And I think for us a big learning curve has been around how do we spread out the accountability across the whole business and making sure that everybody's aware of the accountabilities that they have and that our leadership group have individual targets which we might talk more about when we talk about enablers.

1:12:31.180 --> 1:12:46.190
Sarah Kerr
But I think for us it's about how do we make sure that people start to understand that it's not a HR initiative or it's not a diversity inclusion initiative, but it's a whole of business initiative and that I think has been it's a learning journey that we're still on.

1:12:48.210 --> 1:12:49.480
Peta Magick
Pay to speaking.

1:12:49.710 --> 1:12:52.480
Peta Magick
Thanks so much, Sarah, so much, rich.

1:12:53.530 --> 1:12:55.60
Peta Magick
So many rich insights there.

1:12:55.70 --> 1:12:59.420
Peta Magick
I do just want to, I've noted in the chat, ambers flag, we're going to be running 5 minutes late.

1:12:59.430 --> 1:13:1.200
Peta Magick
That's my error actually.

1:13:1.210 --> 1:13:4.430
Peta Magick
I've for some reason thought we were going to 12 and of course we're not.

1:13:4.440 --> 1:13:6.580
Peta Magick
We're going to 11:45, Hillary.

1:13:6.590 --> 1:13:9.240
Peta Magick
I'll ask you just to give us an apologies.

1:13:9.250 --> 1:13:10.400
Peta Magick
It's really short and sweet.

1:13:10.410 --> 1:13:15.690
Peta Magick
If there's any challenge in particular that you can name and then I'm going to hand back to Amber in a moment as well.

1:13:17.130 --> 1:13:17.960
Hilary Thorpe
Hillary speaking.

1:13:17.970 --> 1:13:23.790
Hilary Thorpe
Hi I suppose the two key challenges for us have been we you know we're on the journey as well.

1:13:23.800 --> 1:13:25.250
Hilary Thorpe
We're quite new to this journey.

1:13:25.260 --> 1:13:29.130
Hilary Thorpe
You know, we only established our first disability action plan in 2020.

1:13:29.290 --> 1:13:34.530
Hilary Thorpe
We have a very active group of AGL Ability Committee members, but we're all volunteers.

1:13:34.540 --> 1:13:46.460
Hilary Thorpe
We all have our own day jobs to do and you know, trying to plug the gaps and and really and do meaningful things to increase access and inclusion within AGL takes takes time, takes a lot of time.

1:13:46.470 --> 1:13:51.710
Hilary Thorpe
We've set up multiple I'm working groups, IT working groups, customer accessibility, working groups.

1:13:52.680 --> 1:14:6.310
Hilary Thorpe
You know, with a refreshed our reasonable adjustment guidelines, we've done all sorts of things in this in this space, but we're all volunteers and you know we don't, we don't have the time to do everything that we want to do.

1:14:6.720 --> 1:14:9.250
Hilary Thorpe
So that's one of our challenges.

1:14:9.260 --> 1:14:14.650
Hilary Thorpe
The other one is around kind of the physical, our physical sites where are an energy company.

1:14:14.660 --> 1:14:23.40
Hilary Thorpe
We've got a lot of operational sites, power stations built in the 1960s, nineteen 70s, which just aren't really up to modern day accessibility standards.

1:14:23.350 --> 1:14:33.100
Hilary Thorpe
So we're doing access reviews of those facilities and T came out to our AGL Macquarie Power Station and the Hunter Valley did a dignified access review.

1:14:33.110 --> 1:14:37.420
Hilary Thorpe
There was 100 recommendations that came out of that review, which were implementing across our site.

1:14:37.430 --> 1:14:42.420
Hilary Thorpe
So you know the physical nature of some of our sites is also a barrier for us.

1:14:42.930 --> 1:14:54.540
Hilary Thorpe
So that probably the two main challenges that we've had so far, but you know, as as Sarah has said, we're all on, we're all on a journey and it's a it's it's not a Sprint, it's really a marathon.

1:14:56.530 --> 1:14:57.580
Peta Magick
Peta speaking.

1:14:57.590 --> 1:15:0.950
Peta Magick
Thank you so much, Hillary, and sadly I won't be able to.

1:15:0.960 --> 1:15:3.90
Peta Magick
We haven't got time to go into the enablers.

1:15:3.100 --> 1:15:9.360
Peta Magick
You'll have to read our report and our guides because it's all there and speaks to what Sarah and Hilary have shared.

1:15:9.490 --> 1:15:22.60
Peta Magick
I just would like everybody to join me in some virtual applause for our wonderful champions and leaders who are really driving this change within their organisations and supporting others as well.

1:15:22.150 --> 1:15:23.120
Peta Magick
Back to you, Amber.

1:15:23.130 --> 1:15:23.580
Peta Magick
Thank you.

1:15:25.400 --> 1:15:26.100
Amber O’Shea
And be here.

1:15:26.110 --> 1:15:26.740
Amber O’Shea
Thanks, Peta.

1:15:26.750 --> 1:15:31.930
Amber O’Shea
And a big thank you to our panelists, Hillary and Sarah, and now to close.

1:15:32.300 --> 1:15:32.810
Amber O’Shea
OK.

1:15:32.820 --> 1:15:33.240
Amber O’Shea
Are you ready?

1:15:33.250 --> 1:15:34.530
Amber O’Shea
Because I'm about to get real.

1:15:34.540 --> 1:15:40.710
Amber O’Shea
So in 1993, maybe employers didn't know how to include people with disability.

1:15:40.900 --> 1:15:44.270
Amber O’Shea
But in 2023, there aren't any excuses left.

1:15:44.720 --> 1:15:48.450
Amber O’Shea
So in 2023, there are no reasons you can't know these things.

1:15:48.560 --> 1:15:55.310
Amber O’Shea
We all need to learn our history of the unchanged unemployment gap for 30 years to our homework.

1:15:55.400 --> 1:15:59.50
Amber O’Shea
Read And's resources on how to create inclusive workplaces.

1:15:59.510 --> 1:16:5.0
Amber O’Shea
Tap into AND and the team and make better questioning part of our leadership practice.

1:16:6.30 --> 1:16:9.960
Amber O’Shea
Let's start with latest committing to reflecting the community at that they are serving.

1:16:10.880 --> 1:16:14.800
Amber O’Shea
Let's start with sitting at Target for the employment and retention of people with disability.

1:16:15.800 --> 1:16:16.980
Amber O’Shea
Let's start today.

1:16:17.420 --> 1:16:18.190
Amber O’Shea
Be brave.

1:16:18.630 --> 1:16:19.370
Amber O’Shea
Be bold.

1:16:19.900 --> 1:16:20.750
Amber O’Shea
Be a leader.

1:16:21.200 --> 1:16:23.730
Amber O’Shea
We're all deserving of the same rights and respects.

1:16:23.820 --> 1:16:26.490
Amber O’Shea
So now we're gonna ask you, what's your target?

1:16:28.80 --> 1:16:28.460
Amber O’Shea
Thank you.