



AUSTRALIAN  
NETWORK  
ON DISABILITY

# Annual Report 2023

# Who we are

Australian Network on Disability is a national member-based, for-purpose organisation. We empower our network of member organisations to be disability confident by providing expertise, tools, knowledge, and resources to welcome and include employees and customers with disability into their organisation.

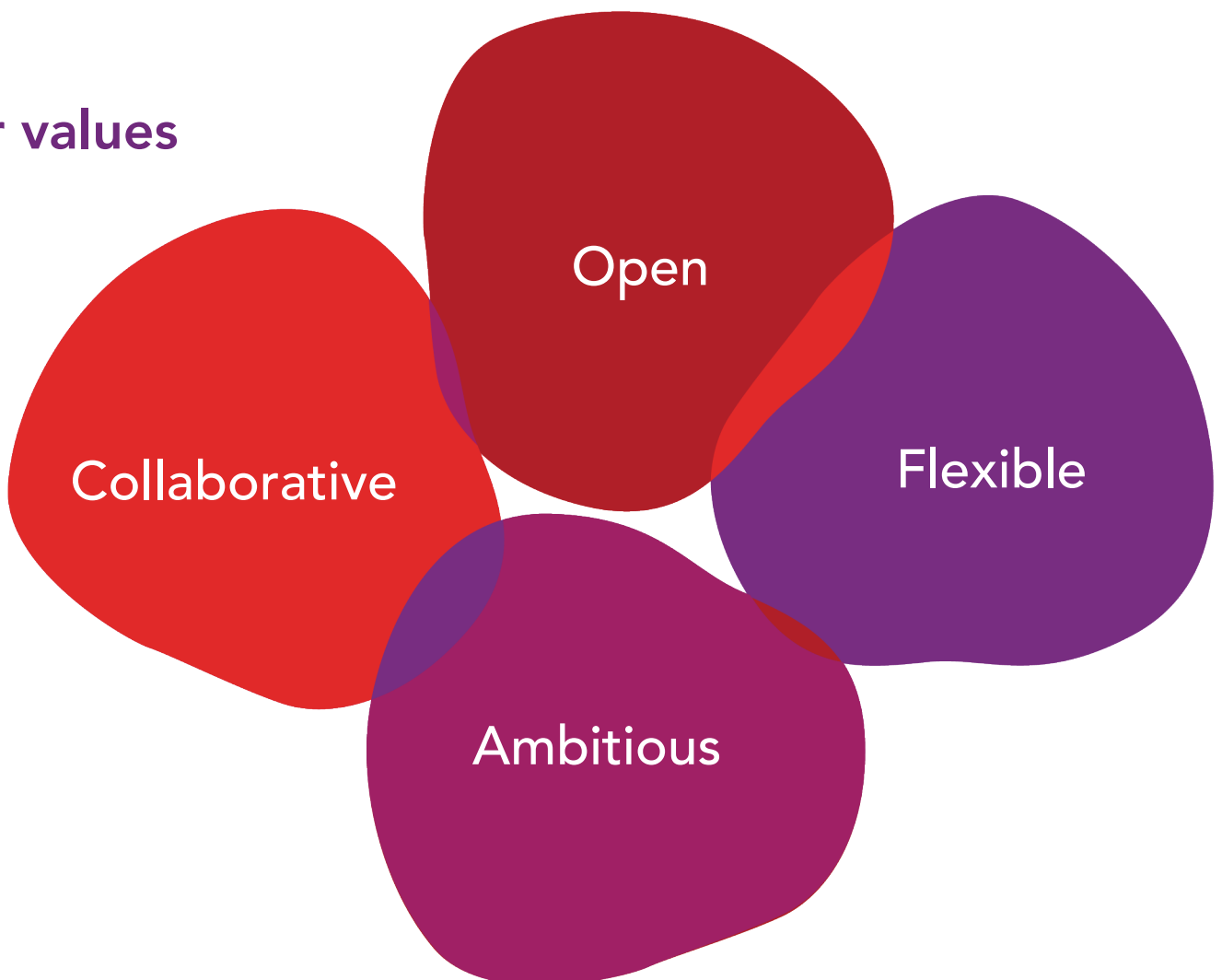
## Our purpose

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



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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](http://www.and.org.au). If you require an alternative format, please contact us at [info@and.org.au](mailto: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 delighted to present the 2022-2023 Annual Report. It has been an extraordinary year of growth and achievement for the Australian Network on Disability.

This year, we welcomed **92 new members**, taking us to a **record number of 440 organisations** who are committed to increasing the disability confidence of their workforce, and greater inclusion of people with disability within their workplaces. The growth we have seen in participation across all of our programs and services is clear indication that this commitment has not been taken lightly by our members.

Our Stepping Into Internship and PACE Mentoring programs continued to attract strong demand with 21% of our members hosting an intern, 313 internships completed and 361 PACE mentoring matches. We were thrilled that 100% of members reported that they felt confident in managing and supporting an employee with disability after taking part in our award-winning Stepping Into program.

As our network continues to grow, we have continued to encourage individual senior business leaders to advocate for inclusive employment practices. We are grateful to our 160 Disability Champions who are helping to lead the way across their organisations.

We were heartened to see a growing number of our members are measuring their progress towards disability inclusion by taking part in our Access and Inclusion Index.

We recorded a 51% increase in the number of organisations completing our

comprehensive self-assessment, a 25% jump in submissions for evaluation and benchmarking, and a 12% rise in our Quick 10 assessment.

In part, this has been made possible by our substantial investment in resources to enhance our influence, impact, and our specialised member services. This resulted in 12 newly created and specialised roles focused on delivering disability inclusion outcomes.

We also streamlined our IT systems to enable easier access to our E-learn modules, our Access and Inclusion Index, Disability Confident Recruiter training and the Quick 10 assessment.

In July 2022 we began work on our 2022-2025 Strategic Plan to create a disability confident Australia and we are delighted to report that progress against this Plan is 50% complete.

In November 2022 we conducted a series of surveys with our member organisations, to





Image of Chairman  
Peter Wilson and CEO  
Corene Strauss

capture much-needed data on the employment of people with disability in Australia. The surveys attracted more than 400 responses and we will continue to undertake vital research into workplace adjustments and employment attitudes and practices in the coming year.

A record 506 delegates attended our annual conference and more than 200 people attended our annual awards ceremony which recognised the achievements of individuals and organisations who are working towards greater disability inclusion. We were amazed by the determination and accomplishments of our incredible finalists and award winners.

We were extremely proud that the Australian Network on Disability's unique culture was recognised in the 2023 AFR BOSS Best Places to Work awards, when we came 2nd in the Government, Education and Not-for-Profit category. The award illustrates the passion and outstanding commitment of our talented team.

Following an extensive period of research with members and stakeholders, we are excited to announce we are changing our name to Australian Disability Network Limited. Our new name will come into effect after the 2023 Annual General Meeting.

In conclusion, we would like to thank our team, Board, and members for their commitment, innovation, and hard work. Creating systemic change takes time and we have no doubt that our efforts to remove employment barriers will lead to a disability confident Australia where people with disability can participate equitably as employees, customers, and stakeholders.

Peter Wilson AM  
Chairman

Corene Strauss  
CEO

# GROWING DISABILITY CONFIDENCE

During the 2022-23 financial year, Australian Network on Disability significantly increased the influence and confidence of our rapidly expanding network. We invested in resources and enhanced our specialised member services. We:

- Increased our staff numbers from 30 to 45
- Increased our membership by 16% to 440 organisations
- Created a new Consultancy division and Strategic Development team to give our flagship programs and services greater focus
- Completed 50% of our 2022-25 Strategic Plan by June 30, 2023
- Streamlined our IT systems to enable easier access to our E-learn modules, our Access and Inclusion Index, Disability Confident Recruiter training and the Quick 10 Assessment
- Conducted a series of surveys with our member organisations to capture much-needed data on the employment of people with disability in Australia

**440**

Workplaces are  
part of our  
growing network

**2.2M**

Approximate  
combined employees  
representing 18% of  
Australia's workforce

**92**

New members  
welcomed in 2022-23

## We connected our industry and provided opportunities to learn



**506**

Conference delegates in person and online

**661**

Roundtable attendees

**227**

Disability Confidence Training sessions delivered

**27%**

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

**44**

Dignified Access Reviews completed

**319**

Organisations checked their progress by using the Access and Inclusion Index Quick 10 Assessment

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## Our network grew its confidence through our programs



**361**

PACE mentoring

**21%**

Of our members hosted at least one intern

**313**

Stepping Into Internships completed



# GREAT FROM THE INSIDE OUT

Australian Network on Disability experienced unprecedented growth in the last financial year. We increased our staff numbers by 50%, creating specialised roles to better serve our members and the disability community, we expanded our membership and we completed 50% of our 2022-25 Strategic Plan.



Image: Australian Network on Disability team

## Growing stronger

The rapid growth of our network and the commitment to achieving our vision of a disability-confident Australia prompted a substantial investment in our team. We introduced:

**15** new team-mates

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**12** new roles

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**2** new divisions:  
Consultancy and  
Strategic Development

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**42%** of our employees live  
with a disability

## Our culture

Australian Network on Disability's leadership strongly believes the contribution, wellbeing and success of every employee is essential for the organisation to achieve its goals.

Every day Australian Network on Disability applies its COFA values – Collaborative, Open, Flexible, Ambitious – to every employee and every aspect of its workplace and culture.

Our relaunched and expanded Culture Club has five key pillars: Social Connection, Living our Values, Learning Opportunities, Pulse Surveys and Days of Significance.

We were proud to come second in the 2023 Australian Financial Review Best Places to Work Awards in the Government, Education, and Not-for-Profit category.



Image: Australian Network on Disability  
Board Members (Absent - Susan Davies and Kevin Figueiredo)



# BUILDING MEMBER CONFIDENCE AND CAPABILITY

Our consulting and learning programs are designed to achieve our vision of a disability confident Australia. We work with our members to develop tailored learning solutions and guidance suited to their individual needs.



## Consulting with our members

Working closely with our members to implement inclusive workplace initiatives is one of the most important parts of our work at Australian Network on Disability. It's through Workplace Adjustment Policies, Recruitment Reviews, and other programs that we are able to work with our members to build a disability confident Australia.

In October 2022, we created a new Consultancy Team to complement our Member Experience Team, and further extend our ability to deliver these programs. This has allowed us to deliver record numbers of Access and Inclusion Index participants, Disability Confident Recruiter awardees, Dignified Access Reviews and Training sessions.

**16** Member organisations developed Workplace Adjustment Policies

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**15** Organisations completed Recruitment Reviews

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**19** Organisations developed Accessibility Action Plans

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**13** Member organisations completed the Access and Inclusion Plan Masterclass

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**44** Dignified Access Reviews

Many of our member organisations fine-tuned their hybrid work models as employees increasingly returned to the office part time.

This saw the number of organisations undertaking Dignified Access Reviews to ensure their workspaces were accessible and inclusive jump by 214% from 14 last year to 44 including Australian Parliament House.

Our Access & Inclusion Plan MasterClass supported 13 member organisations to successfully scope, develop and launch an Access & Inclusion Plan. The MasterClass provides attendees with the opportunity to learn from other organisations through informative workshops, guest speakers, sharing experiences and best practice and collaborative learning sessions.

## Learning Solutions

**227** Disability Confidence training sessions delivered

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**20** organisations purchased our E-learn modules, giving approximately

**100,000**

employees the opportunity to access the training.

Our facilitated training provides the knowledge, skills, and tools for individuals and organisations to be able to confidently welcome employees, customers, and other stakeholders with disability. In fact, since April 2023, we have recorded a 41% increase in the disability confidence of participants after training.

This year tailored training continued to be highly sought after with 227 disability confidence training sessions delivered.

While our E-learn modules continue to facilitate greater awareness and understanding of disability inclusion and accessibility, and lead to cultural change in many organisations.

## Employee Resource Groups

Employee Resource Groups (ERGs), also known as Disability Employee Networks (DENs) can provide crucial and valuable support in building and maintaining accessible and inclusive workplace culture. 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.

ERGs often lead organisations' disability inclusion journeys.

We work with our members to establish or re-assess their ERGs. We engage ERG members, facilitate sessions on what an ERG is, establish action plans and help review the ERG's current or future activities.

**156** Members have an ERG

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**27%** Growth of ERGs since last year



## Learning opportunities

Our Head of Consultancy, Emma Henningsen won a scholarship through the Stanford Australia Foundation and attended an Executive Program for Non-Profit Leaders (EPNL) at Stanford Graduate School of Business in California.

Emma will use the knowledge she gained from the program to review Australian Network on Disability's current growth and expansion phase and to support our team to complete the Stanford Business Impact Model for each of our key business areas.

"There were numerous moments during the course – both in the theory and in the conversations with other leaders – where I could see that, as an organisation, Australian Network on Disability is headed in the right direction."  
– Emma Henningsen



Image:  
Australian Network on Disability team member Emma Henningsen with fellow participants of the Executive Program for Non-Profit Leaders 2023 and Study Tour.

# MAKING CONNECTIONS

We connect the leading Australian organisations in our growing network in many ways so they can learn from one another and share experiences. From our social community of 40,984 followers to our roundtables, our mentoring and award-winning internship and scholarship programs to our Awards Night, our Annual National Conference and our end-of-year cocktail party to celebrate International Day of People with Disability.







Image: Stepping Into participant Daljinder during his Physical Metrology internship with National Measurement Institute (hosted by the Department of Industry, Science and Resources)

## Stepping Into Internship Program

**21%** Members that hosted at least one intern

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**313** Internships completed across the summer and winter cohorts from 850 applications

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**38%** Interns that had their employment extended beyond the internship

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The award-winning Stepping Into Internship Program gives university students and recent graduates with disability the opportunity to undertake a paid internship with one of our member organisations. The program breaks down outdated stereotypes and misconceptions about the capabilities of people with disability.

The program continues to break records. The 2022-23 summer program was our largest cohort with 189 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

**92%** Said they would participate again

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**100%** Reported increased disability confidence and awareness

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**92%** Felt the information and support from Australian Network on Disability met or exceeded expectations

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**94%** Rated the intern's work to have met or exceeded their expectations

## Interns learnt valuable workforce skills

**93%** Reported feeling better prepared for the workforce

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**98%** Would recommend the program to other students

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**38%** Had their employment extended beyond the internship

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**91%** Felt the support Australian Network on Disability provided met or exceeded expectations

**The Alumni Connect network would not be possible without the support of our Founding Partners:**

- Acciona
- Commonwealth Bank of Australia
- Deloitte
- IAG
- Life Without Barriers
- QBE

## New Alumni Network

In May 2023 we launched Alumni Connect, Australia's first alumni network for talented university students with disability. The network connects over 2,200 alumni who have taken part in the Stepping Into Internship Program over the past 18 years, with employers who want to broaden their employment pool.

The Alumni Connect network provides graduates with further opportunities to fast-track their careers by building relationships with employers, attending development events, networking, and gaining confidence in the workplace. The network also presents an exciting opportunity for our members who are dealing with a tight labour market and are looking for highly skilled employees across a broad range of industries.



## PACE Mentoring Program

**361** Mentoring matches across the autumn and spring cohorts

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**65%** Mentor organisations with return participants

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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.

Mentors developed their leadership skills

**93%** Said they would participate in the program again

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**98%** Growth in the confidence of mentors to manage and support an employee with disability

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**29%** Felt they had learnt more about the potential barriers experienced by people with disability

"The two internships at Macquarie Bank and The Department of Treasury and Finance would not have been possible without the invaluable program that the Australian Network on Disability provides. It gives everyone a fair opportunity. I could not imagine being in the position I am in through the traditional methods of graduate employment." – **Santhush Gunawardene, Intern**

Image (left to right):  
Stepping Into Alumni Givens Boakye-Yiadom  
and Santhush Gunawardene

"I had an excellent experience with the PACE program and am grateful for the opportunity to participate. It has also led to conversations with work colleagues who also have ADHD and their experiences. I am very fortunate that I was matched with an enthusiastic and friendly mentee who made my first experience as a PACE mentor such a good one."

– **Whee-Jong Lim, Mentor**

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### Mentees also became more job ready

**42%**

Growth of confidence with job interviews for mentees

**31%**

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 came into the PACE mentoring program with an open mind and I am so glad I signed up. As a consequence of meeting [my mentor] through this program I am more confident in bringing my full self to work (and life), taking a strengths-based approach to disability, and striving to be a leader that makes the world more inclusive like [my mentor] does."

- **Maddison Nicholls, Mentee**

## Leaders with disability on Australian boards

Our Directing Change programs are designed to support leaders with disability to develop their board governance careers, and increase the representation of people with disability on boards.

The Directing Change Scholarship Program saw 15 leaders with disability undertake either the Foundations of Directorship program or the Company Directors Course at the Australian Institute of Company Directors (AICD).

An important aspect of this program is the opportunity to be mentored by an Australian Board Director.

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**144** Applications for scholarships

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**15** Leaders with disability selected

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**298** Director requests to mentor scholarship recipients



The Disability Leadership Program is a two-year partnership program with AICD and is funded by the Department of Social Services. In Year One, 100 scholarships were awarded to leaders with disability. Selected leaders also participated in Leader to Leader conversations that connected leaders with disability to board directors, through storytelling.

Australian Network on Disability has also supported AICD to build the disability confidence of their facilitation team, with learner adjustment implementation and dignified access premises reviews.

**"I was honoured to hear the stories and experiences of people impacted by disability and look forward to sharing my learnings and building more equitable, accessible, inclusive and diverse workplaces."**  
**– Leader to Leader Director, 2023**

We also piloted a new Directing Change Mentoring program with eight pairs of mentors and mentees to enable leaders with disability to better understand the world of governance and build their confidence, connections, and capabilities. Mentors developed disability confidence to make their boards more inclusive for people with disability.

## Member Roundtables

As Australia's peak body for the 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 lived experience of people with disability.

Thank you to the speakers of our Members Roundtables, and the insights, experiences and knowledge shared.

Our 2022-23 roundtables covered topics including invisible disabilities and neurodiversity in the workplace, inclusive procurement, increasing leadership opportunities for people with disability and more.

**661** Attendees  
over **4** Roundtables





## Awards Night

Once again, our annual awards night was a heartfelt celebration of the passion, determination and the achievements of individuals and organisations who have worked hard and instigated changes to improve accessibility and inclusion of people with disability.

Almost 100 organisations and individuals entered the awards, and more than 200 people attended the awards ceremony at The Fullerton Hotel in Sydney on June 5.

Our expanded awards acknowledged:

- Access and Inclusion Index Top Performers
- Disability Inclusion Changemaker of the Year
- Disability Confident Recruiters
- Inclusive Initiative of the Year
- Disability Employee Network of the Year
- Mentor of the Year
- Supervisor of the Year.

Image:  
Australia Post collecting their awards



# 2023 DISABILITY CONFIDENCE AWARDS

#DisabilityConfidenceAwar





## Annual National Conference

Our 2023 National Conference brought together a record 506 attendees to hear 24 local and international speakers. The hybrid event was held on June 6 at the Hilton Sydney. Topics included achieving disability employment equity, neurodiversity in the workplace, insights from disability-inclusive organisations, accessible products, services, and design and exploring the complexities of disability experience.

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

"Thank you for a wonderful conference. I laughed, I cried - but above all, I've never felt more seen. Today has given me homework. I have a list of people I need to talk to. I have pages of notes, but I also have a revitalised approach towards a more inclusive future."

**– Dani Maidens, Department of Infrastructure, Transport, Regional Development**





## Champions Network

Senior leadership is critical 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.

**160** Disability Champions from  
**137** of our member organisations

**36%** Of our network has one or more Disability Champions

The individual influence of champions is amplified when they come together for our Champions Network Meetings. The Champions met six times in 2022-23 in Melbourne, Sydney, and Canberra.

The virtual and hybrid meetings covered topics including disability employment targets, overcoming discrimination and harassment, and reasonable adjustments.



Image:  
Award night attendees with Australian  
Network on Disability CEO, Corene Strauss

# 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 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, spark conversations about disability inclusion across the entire business, benchmark their scores and identify areas for improvement.

The areas the Index measures include:

- Commitment
- Premises
- Workplace Adjustments
- Communication and Marketing
- Products and Services
- Information Communication Technology
- Recruitment and Selection
- Career Development
- Suppliers and Partners
- Innovation

**319** Organisations completed the Quick 10 assessment

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**62** Organisations completed the self-assessment

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Highest Performing Key Area:  
**Commitment**

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Lowest Performing Key Area:  
**Suppliers and Partners**

## Learnings for our evaluation and benchmarking data

Our 2022-23 Access and Inclusion Index participants helped provide key data on organisational maturity, progress and impact. One of our biggest learnings was that organisations previously participating in the Index saw stronger results in their next involvement.

**33** Organisations submitted for evaluation

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**80%** Of Top 10 Performers were repeat participants

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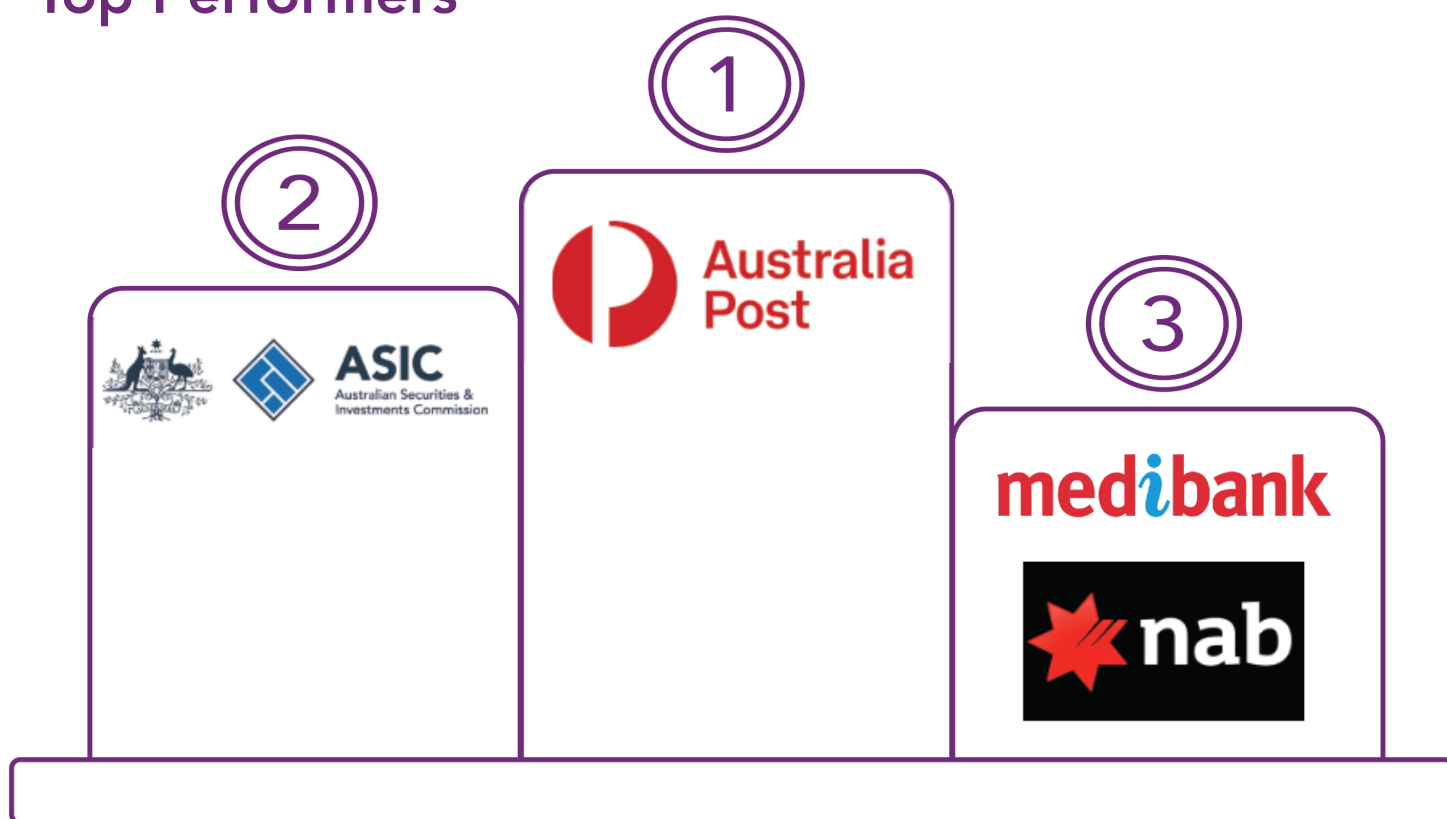
**18%** Is the average score of first time participants

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**48%** Is the average score of returning participants



## Congratulations to our 2022-23 Index Top Performers



4. Australian National University

5. Hanes Brands Australasia

6. 

- AGL (first time)
- Attorney-General's Department

7. 

- Australian Broadcasting Corporation (ABC)
- Civil Aviation Safety Authority
- Department of Industry, Science & Resources

8. Bendigo & Adelaide Bank

9. The University of Queensland (first time)

10. IAG

## 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. This financial year **11 organisations** renewed their DCR status and **9 organisations** completed the DCR program for the first time.

# STRATEGIC DEVELOPMENT, 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.



## Disability Observership Pilot

The Disability Observership Pilot provides training and practical experience in Not-for-Profit board leadership for passionate, emerging community leaders. This pilot initiative supports The Observership Program to access the entire talent pool and build a pipeline for leaders with disability into governance roles on Australian boards.

We have supported the Observership Program and the Not-for-Profit Boards involved in the program to build their disability confidence and ensure that the program is accessible and inclusive for all Observers.

The 2023 program has matched 13 Observers with disability with Not-for-Profit Boards, including Ronny Andrade Parra who is currently observing the Australian Network on Disability Board.



Image (left to right): Observer Ella Broadbent with Amy Griffiths, Australian Progress

## Employing 100

Employing 100 is a grant initiative funded by the Department of Social Services through their Building Employer Confidence grants program, with the aim to place 100 job seekers with disability into roles in the Health Care and Social Assistance, and Food and Accommodation industries.

As part of the grant delivery, we initiated a Community of Practice for grant recipient organisations to foster collaboration and knowledge sharing.

## Accessible Procurement Taskforce

Our Accessible Procurement Taskforce, under the leadership of Matt Hawkins (University of Melbourne), have been developing a suite of tools that will make it easy for organisations to select accessible technology. This will support the Accessible ICT Tender Tool available on our website.



## Operating model review

We have undergone a significant review of our organisational structure since the Strategic Plan launched in July 2022. This initiative has given us the opportunity to assess our team functions and introduce vital new teams and positions to ensure the successful delivery of our services, programs, and projects.

We have achieved:



**A functional analysis that identifies career progression and succession planning opportunities**

**A detailed review of all position descriptions**

**Successful creation and onboarding of 12 new positions**

**Greater role specialisation with subject matter experts**

## Influencing change

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

Our leadership team regularly speak to the media, at conferences, and member and industry events to raise awareness of disability inclusion.

This year our CEO Corene Strauss and our leadership team spoke at events including the Jobs Australia Summit, the Diversity and Inclusion Forum, the National Disability Summit, the Not-for-Profit People Summit, and the Disability Employment Australia Conference.

We also regularly submit papers to influence and shape government policy. This year, our submissions included:

- input into The Review of Public Sector Board Appointments Processes in June 2023
- a response to the Fair Work Act Consultation Paper in May 2023
- a response to the Employment White Paper in November 2022

## Member Charter

We launched a new Member Charter that outlines how we promise to work with our members and what they can expect from us. It has been designed to be short and sweet so it can be easily used. It is a simple guide for members and Australian Network on Disability staff to understand the commitment and realistic expectations within membership.

## Redesigned education model

To streamline our training processes, support resourcing, and bring Australian organisations together to learn from and with each other, we developed and rolled out our Multi-Organisation Training Calendar.

## Decision-making tools

To help us develop new products, programs, projects, or partnerships, that align to our strategy, vision, and purpose, we implemented a new strategic alignment framework. This will allow us to develop products and services that meet our members' needs. This method will also contribute to our sustainability by allowing us to analyse activities, resources, values, risks, and revenue streams involved in the development and maintenance of all new programs, services and projects.



# Research and data collection

## Australian Network on Disability Member Surveys

As the peak body for disability inclusion in the workplace Australian Network on Disability is committed to addressing the critical lack of research and data about people with disability in Australia.

We welcomed a Research Lead to our team, Dr Catherine Maitland, PHD.

We conducted a series of short surveys into our 400 member organisations, to help us capture much-needed data on the employment of people with disability in Australia.

## Business Council of Australia/Australian Network on Disability report

In late 2022, the Business Council of Australia (BCA) in partnership with Australian Network on Disability, released a scoping survey to its members to generate information on existing strategies and activities by members covering recruitment, retention, and advancement of people with disability.

The scoping survey provided valuable insight into:

- Foundational practices members are taking, including commitments and accountability
- Emerging trends, including practices to support workplace culture and inclusion
- Imperatives for success where the focus has shifted from attraction and recruitment to a focus on engagement and development.

This report presents the key findings across these domains and best practice case studies to assist members to drive further gains in employment outcomes.



# FINANCIAL PERFORMANCE

We are pleased to report a surplus of \$201,614 for the financial year. There has been a significant expansion in the activities and these are reflected by the increase in revenue to over \$6m, 31% higher than the previous year.

Employing the principles of sustainability and increasing the offerings and services to members has been the focus financially this year. Australian Network on Disability membership base increased by 92 which has allowed the expansion of activities to support the members. Our product offerings which include the programs and learning have been well received and supported by members.

We were awarded a number of grants and have been delivering these to their guidelines. Our expenses and salary costs, which enable the delivery of the services, has grown in line with the increased revenue.

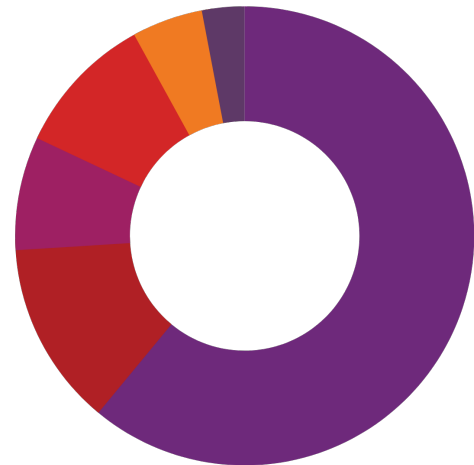
We continue to being committed to utilising fit for purpose digital systems that allow us to gain efficiencies and deliver our services to members in a contemporary manner. We have developed an inhouse product that allows us to capture submissions for the Access and Inclusion Index and Disability Confident Recruiter processes. We upgraded our security and will continue to review our system security to ensure they are secure. We remain in a strong financial position and will continue to focus on the delivery of products and services for the future.

Income  
**\$6,253,785**



Membership	38%
Programs	29%
Training and consultancy	17%
Service delivery	9%
Events	7%

Expenses  
**\$6,052,171**



Employee benefit costs	61%
Administrative costs	13%
Information technology	8%
Service delivery costs	10%
Depreciation	5%
Marketing	3%

# MANAGING RISK

Australian Network on Disability operates a Risk Management Framework which defines our structured approach to the management of risk and how this approach supports the achievement of our strategic aspirations, vision, purpose and values. It also safeguards our resources, people, finance, property, knowledge and reputation. It is everyone's responsibility within Australian Network on Disability to manage risk. The accountability for managing any specific risk sits with the person most appropriate to manage that risk. For the Framework to be effective, it has been integrated into our strategic and business planning cycles.

## 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**

FCPALife, FCPHRLife, FAICD,  
Chairman

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



**Belinda Curtis**

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



**David Davies**

Secretary

(Retired effective 30 November  
2022)



**Susan Davies**

GAICD

Nominations and Remuneration  
Committee



**Ainsley Barahona Santos**

GAICD



**Maryanne Diamond AO**

GAICD

(Retired effective 30 November  
2022)



**Kate Eastoe**  
GAICD

Finance, Audit and Risk  
Management Committee



**Rania Saab**

Nominations and  
Remuneration Committee



**Kevin Figueiredo**  
GAICD

Finance, Audit and Risk  
Management Committee



**Ainslee Scott**  
MAICD, FCPA

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



**Rosie McArdle**

Nominations and  
Remuneration Committee



**Alyson Tong**  
GAICD, FCPA

Finance, Audit and Risk  
Management Committee



**Donna Purcell**  
GAICD

Nominations and  
Remuneration Committee

Image: Attendees at our Annual  
Conference during question time



# AUSTRALIAN NETWORK ON DISABILITY MEMBERS

Membership and program participation as at 30 June 2023





**Australian National University**  
– Access and Inclusion Index Top Performer

**Compass Group**

**IBM** – PACE participant

**McDonald's**

**Sparke Helmore Lawyers** –  
PACE participant

**The Sydney Children's Hospitals Network** –  
Stepping Into participant

**Westpac** – Disability Confident Recruiter, Disability Inclusion Changemaker of the Year winner, Roundtable speaker



**Accenture** – PACE participant

**AGL** – Access and Inclusion Index Top Performer, PACE participant, Stepping Into participant

**Alstom** – Stepping Into participant

**ANZ** – Conference speaker, Disability Employee Network of the Year finalist, Disability Inclusion Changemaker of the Year finalist, PACE participant, Roundtable speaker

**APM**

**Arup** – PACE participant, Roundtable speaker, Stepping Into participant

**Attorney-General's Department, Commonwealth** –  
Access and Inclusion Index Top Performer, Conference Major Sponsor and speaker, Disability Champions Meeting host, Stepping Into participant, Supervisor of the Year winner

**Australia Post** – Access and Inclusion Index Top Performer, Disability Confident Recruiter, Disability Employee Network of the Year finalist, Inclusive Initiative of the Year finalist, Stepping Into participant

**Australian Health Practitioner Regulation Agency**

**Australian Institute of Company Directors**

**Australian Institute of Health and Welfare** – Stepping Into participant

**Australian Museum** –  
Conference speaker, Inclusive Initiative of the Year finalist, Stepping Into participant

**Australian Taxation Office**

**Australian Trade and Investment Commission** –  
Stepping Into participant



**Bendigo and Adelaide Bank** – Access and Inclusion Index Top Performer, PACE participant

**BHP** – Stepping Into participant

**BNP Paribas** – PACE participant

**Brotherhood of St Laurence**

**Bupa Australia** – Stepping Into participant

**Coles Group** – Conference Gold Sponsor, Disability Confident Recruiter, Disability Employee Network of the Year finalist, PACE participant, Stepping Into participant

**Commonwealth Bank of Australia** – Stepping Into participant

**Cummins South Pacific**

**Curtin University**

**Dabserv**

**Department of Agriculture, Fisheries and Forestry**

**Department of Climate Change, Energy, the Environment and Water**

**Department of Defence**

**Department of Education, Commonwealth** – Stepping Into participant

**Department of Employment and Workplace Relationships**

**Department of Health and Aged Care, Commonwealth**

**Department of Industry, Science and Resources** – Access and Inclusion Index Top Performer, Stepping Into participant

**Department of Infrastructure, Transport, Regional Development, Communications and the Arts** – PACE participant, Stepping Into participant

**Department of Justice Tasmania**

**Department of Parliamentary Services**

**Department of Social Services**

**Department of the Prime Minister and Cabinet**

**Edith Cowan University**

**George Weston Foods** – PACE participant, Stepping Into participant

**Griffith University**

**Hanes Australasia** – Access and Inclusion Index Top Performer, PACE participant, Roundtable speaker

**icare**

**Infosys** – Disability Confident Recruiter, PACE participant

**KPMG** – Disability Champions Meeting host, Disability Employee Network of the Year finalist, PACE participant

**Laing O’Rourke** – PACE participant

**Legal Aid Commission of NSW**

**Lendlease**

**Life Without Barriers –**

Conference speaker, Disability Champions Meeting speaker, Disability Confident Recruiter

**L’Oreal**

**Major Transport Infrastructure Authority** – Stepping Into participant

**Medibank** – Access and Inclusion Index Top Performer, Conference Silver Sponsor, PACE participant

**Metro Trains Melbourne**

**Microsoft**

**Millennium Services Group**

**MinterEllison**

**Monash University –** Conference speaker

**n i b**

**National Australia Bank –** Access and Inclusion Index Top Performer, Disability Champions Meeting host, PACE participant, Stepping Into participant

**National Disability Insurance Agency** – Stepping Into participant

**National Indigenous Australians Agency**

**NBN Co** – PACE participant

**Nestle** – Stepping Into participant

**North East Link South Alliance**

**North Sydney Council**

**Northern Territory Government**

**NSW Department of Communities and Justice –** Conference speaker, Disability Confident Recruiter, Stepping Into participant

**NSW Department of Planning and Environment**

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

**Pacific National**

**Parliament of Victoria –** PACE participant

**Qantas Airways**

**QLD Department of Communities, Housing and Digital Economy –** Stepping Into participant, Supervisor of the Year finalist

**QLD Department of Transport and Main Roads –** Disability Employee Network of the Year finalist, Inclusive Initiative of the Year finalist

**RACQ**

**Scentre Group**

**Scope (Australia)**

**Settlement Services International –** Stepping Into participant

**Sonder Care**

**St Vincent’s Hospital Melbourne**

**Suburban Rail Loop Authority**

**Suncorp Group**

**Tasmanian Government**

**Telstra** – Conference Silver Sponsor, Disability Confident Recruiter

**Toyota**

**Transport Accident Commission**

**Transport for NSW** – Conference speaker, Stepping Into participant

**Transurban**

**Treasury Wine Estates** – Disability Inclusion Changemaker of the Year finalist, PACE participant

**UnitingCare Queensland**

**University of Sydney** – PACE participant, Stepping Into participant

**VIC Department of Energy, Environment and Climate Action** – Stepping Into participant

**VIC Department of Transport** – Disability Inclusion Changemaker of the Year finalist

**Victoria University**

**Victorian Public Sector Commission** – Conference speaker, Disability Champions Meeting speaker

**Virgin Australia**

**Woodside Energy**

**Woolworths Group** – Stepping Into participant

**Worksafe Victoria**

**Zoos Victoria** – Disability Confident Recruiter, Stepping Into participant



**Ability Options**

**Access Care Network Australia**

**ACCIONA** – Stepping Into participant

**Achieve Australia**

**ACT Chief Minister, Treasury and Economic Development Directorate**

**ACT Justice and Community Safety Directorate**

**Alfred Health** – Inclusive Initiative of the Year finalist

**Allianz**

**Ambulance Victoria**

**American Express**

**Anglo American Steelmaking Coal**

**Arriba Group**

**Asahi Holdings**

**Ashurst**

**Aurecon** – Conference speaker

**Ausgrid**

**Australian Broadcasting Corporation** – Access and Inclusion Index Top Performer, Disability Employee Network of the Year winner, Inclusive Initiative of the Year winner, Stepping Into participant

**Australian Criminal Intelligence Commission**

**Australian Energy Market Operator**

**Australian Federal Police** – PACE participant

**Australian Financial Complaints Authority**

**Australian Prudential Regulation Authority** – Disability Champions Meeting host, Disability Employee Network of the Year finalist

**Australian Public Service Commission** – Disability Champions Meeting speaker, Mentor of the Year winner, PACE participant

**Australian Securities and Investments Commission** – Access and Inclusion Index Top Performer, Mentor of the Year finalist, PACE participant, Stepping Into participant

**Australian Security Intelligence Organisation**

**Avanade**

**Brisbane City Council**

**Bunnings Group**

**Bureau of Meteorology** – Stepping Into participant

**Byron Shire Council**

**CBRE**

**Cbus Super**

**Cenitex** – PACE participant

**Charles Darwin University**

**Cisco Systems Australia**

**City of Bayswater WA**

**City of Canada Bay Council**

**City of Greater Dandenong** – Stepping Into participant

**City of Greater Geelong** – Stepping Into participant

**City of Parramatta**

**City of Whittlesea**

**Civil Aviation Safety Authority** – Access and Inclusion Index Top Performer

**Clayton Utz** – Stepping Into participant

**Clean Energy Regulator**

**Comcare**

**Commonwealth Ombudsman**

**Country Fire Authority**

**Court Services Victoria**

**CSL Behring**

**Cumberland Council**

**Cushman & Wakefield** – PACE participant



**David Jones and Country Road Group**

**Defence Housing Australia**

**Deloitte Australia**

**Department of Finance, Commonwealth** – Stepping Into participant

**Department of Foreign Affairs and Trade**

**Department of Veterans' Affairs**

**Ernst & Young** – Stepping Into participant

**Essential Energy**

**Fire Rescue Victoria**

**Ford Motor Company**

**Frucor Suntory**

**Fujitsu**

**Geoscience** – Mentor of the Year finalist, PACE participant

**Gilbert + Tobin**

**GOTAFE**

**Government Employees Superannuation Board**

**GrainCorp**

**Grant Thornton Australia**

**Hall & Wilcox**

**HCF** – PACE participant

**HSBC Bank**

**Hunter Water Corporation** – Stepping Into participant

**IAG** – Access and Inclusion Index Top Performer, Disability Champions Meeting host, Stepping Into participant

**IKEA**

**Insignia Financial**

**IntoWork Australia**

**IP Australia** – PACE participant

**Jacobs Group** – PACE participant, Stepping Into participant

**Kmart**

**La Trobe University**

**Land Services WA Operating Trust** – Stepping Into participant

**Landcom** – PACE participant

**Latrobe City Council** – Roundtable speaker

**Leap in!**

**Legal Aid Commission of Western Australia**

**Macquarie Group** – Stepping Into participant

**Macquarie University**

**Manpower Group**

**Mars Incorporated ANZ** – PACE participant

**MAX Solutions**

**McMillan Shakespeare Group** – PACE participant

**Melbourne Water**

**National Archives of Australia**

**NDIS Quality and Safeguards Commission** – Stepping Into participant

**Nine Entertainment**

**Northcott**

**Norton Rose Fulbright Australia**

**NRMA**

**NSW Crown Solicitor's Office** – Stepping Into participant

**NSW Department of Education** – Stepping Into participant

**NSW Department of Enterprise, Investment and Trade**

**NSW Department of Premier and Cabinet** – Stepping Into participant

**NSW Department of Regional** – Stepping Into participant

**NSW Police Force**

**Optus** – PACE participant, Roundtable speaker

**Origin Energy**

**Publicis Communications**

**QAL Technologies**

**QBE Insurance Group** – PACE participant, Stepping Into participant

**QIC**

**QLD Department of Education**

**Queensland Health**

**Queensland Public Service Commission** – Stepping Into participant

**Queensland Treasury Corporation**

**Rabobank** – PACE participant

**Relationships Australia**

**Reserve Bank of Australia** – Stepping Into participant

**RMIT** – Disability Confident Recruiter, PACE participant, Roundtable speaker, Stepping Into participant

**Russell Kennedy Lawyers**

**Services Australia** – Disability champions Meeting host, Inclusive Initiative of the Year finalist, Roundtable speaker

**Special Broadcasting Service**

**Stantec Australia**

**State Trustees**

**Stockland Corporation** – Stepping Into participant

**Swinburne University of Technology**

**Tabcorp**

**TAL Life**

**Teachers Health Fund**

**Tetra Tech International Development**

**Thales**

**The Hollard Insurance Group** – Disability Confident Recruiter

**The Perth Mint**

**The Salvation Army**

**The Treasury, Commonwealth**

**The University of Queensland**  
– Access and Inclusion Index Top Performer, Disability Inclusion Changemaker of the Year finalist

**TPG Telecom**

**Trustee for Enel Green Power Australia Trust**

**University of Canberra**

**University of Melbourne**

**University of Melbourne Student Union**

**University of New South Wales**

**V/Line Corporation**

**VIC Department of Families, Fairness and Housing** – PACE participant, Stepping Into participant

**VIC Department of Jobs, Skills, Industry and Regions** – PACE participant, Roundtable speaker, Stepping Into participant

**VIC Department of Justice and Community Safety** – Stepping Into participant

**VIC Department of Treasury and Finance** – PACE participant, Stepping Into participant

**Victoria Legal Aid**

**Victoria Police** – Stepping Into participant

**Victorian Electoral Commission**

**Victorian Government Solicitor's Office**

**WA Department of Communities**

**Water NSW**

**Western Power**

**Western Sydney Local Health District**

**Yarra Trams**



**AECOM** – Stepping Into participant

**Ai-Media** – Conference Sponsor and speaker

**Allen & Overy Australia**

**Amex Global Business Travel**

**APSCo Australia**

**Asuria** – Awards Night Sponsor

**Audit Office of NSW**

**AUSTRAC** – Stepping Into participant

**Australian Competition and Consumer Commission**

**Australian Film, Television and Radio School**

**Australian Financial Security Authority** – PACE participant

**Australian Human Resources Institute**

<b>Australian Human Rights Commission</b>	<b>Colin Biggers &amp; Paisley</b>
<b>Australian Red Cross</b>	<b>Commonwealth Scientific Industrial Research Organisation</b>
<b>Australian Research Council</b>	<b>Convo Australia</b>
<b>Australian Retirement Trust</b>	<b>Corrs Chambers Westgarth – Stepping Into participant</b>
<b>Australian Securities Exchange</b>	<b>Deaf Connect – Conference Sponsor and speaker</b>
<b>Australian Super</b>	<b>Deakin University</b>
<b>Australian Strategic Property Advisers</b>	<b>Dentons Australia – PACE participant</b>
<b>Avant Insurance</b>	<b>Department of Home Affairs</b>
<b>Aware Super – PACE participant</b>	<b>Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships</b>
<b>Baker McKenzie – Stepping Into participant</b>	<b>Department of the House of Representatives</b>
<b>Bartier Perry Lawyers</b>	<b>Development Victoria</b>
<b>Beaumont People</b>	<b>DFP Recruitment – Disability Confident Recruiter</b>
<b>Berry Street Victoria</b>	<b>Digital Transformation Agency – Stepping Into participant</b>
<b>Bloomberg</b>	<b>Diversity Council Australia</b>
<b>Built</b>	<b>DLA Piper</b>
<b>Burnet Institute</b>	<b>DXC Technology</b>
<b>Capgemini</b>	<b>EACH</b>
<b>CBM Australia</b>	<b>Endeavour Foundation</b>
<b>Centre for Inclusive Design</b>	<b>eSafety Commissioner – Stepping Into participant</b>
<b>Charter Hall</b>	<b>Eurobodalla Shire Council</b>
<b>City of Newcastle</b>	
<b>City of Port Phillip</b>	
<b>City of Sydney Council – Disability Confident Recruiter</b>	
<b>CoAct</b>	



**Fair Work Ombudsman –**  
Stepping Into participant

**Food Standards Australia New  
Zealand**

**Future Super Services**

**Gateway Health**

**Goldman Sachs Australia  
Services**

**Good Sammy Enterprises**

**Guide Dogs NSW/ACT**

**Hawthorn Football Club**

**Hays**

**Health and Disability Services  
Complaints Office**

**HealthShare NSW**

**HireUp**

**HOBAN Recruitment**

**Horizon One**

**Hospitality Disability Network**

**Hudson Global Resources**

**Intopia**

**ISS Facility Services – Stepping  
Into participant**

**IVE Group**

**Jemena**

**JFA Purple Orange**

**John Holland**

**Ku-ring-gai Neighbourhood  
Centre**

**Kyndryl – PACE participant**

**Maddocks**

**Main Roads Western Australia**

**Marsh McLennan**

**Matchworks**

**Maxima Training Group**

**McCullough Robertson**

**MedHealth – Stepping Into  
participant, Supervisor of the  
Year finalist**

**MEGT – PACE participant**

**Melbourne Cricket Club**

**Menzies International**

**Mercy Health**

**Meritos Group**

**Michael Page**

**MidCoast Council**

**Ministry for Primary  
Industries NZ**

**Mission Australia – Disability  
Confident Recruiter**

**Monash Health**

**Moreton Bay Regional Council**

**MTAA Superannuation Fund  
(Spirit Super)**

**Murdoch Children's Research  
Institute**

**National Food Institute**

**National Health and Medical  
Research Council**

**National Library of Australia**

**National Museum of Australia**

**Neami National**

**NEC**

**New Plumbing Solutions**

**Northern Sydney Local Health District** – Stepping Into participant

**Nous Group**

**NSW Department of Customer Service** – Disability Confident Recruiter, Stepping Into participant

**NSW Health Pathology**

**NSW Ombudsman** – Stepping Into participant

**NSW Public Service Commission** – Disability Confident Recruiter

**NSW Reconstruction Authority** – Stepping Into participant

**NSW State Emergency Service**

**NSW Treasury** – Disability Confident Recruiter, Stepping Into participant, Supervisor of the Year finalist

**Office of National Intelligence**

**Office of Parliamentary Counsel**

**Office of the Children's Guardian**

**Officeworks**

**Parks Victoria**

**Paxus**

**Penrith City Council**

**People for Purpose**

**People with Disability Australia**

**PEXA**

**Pfizer Australia** – PACE participant, Stepping Into participant

**Preston Rowe Paterson Sydney**

**PricewaterhouseCoopers**

**Productivity Commission**

**QLD Department of Premier and Cabinet**

**QLD Department of Resources**

**Queensland Treasury** – Stepping Into participant

**Randstad**

**ReadyTech**

**Restless Dance Theatre**

**Roche Australia**

**Safe Work Australia**

**Sanofi-Aventis** – Stepping Into participant

**Shell Australia**

**Shellharbour City Council**

**Société Générale Australia**

<b>Sodexo Australia</b>	<b>Vicinity Centres</b>
<b>South East Water</b>	<b>Victorian Managed Insurance Authority</b>
<b>State Insurance Regulatory Authority</b>	<b>Vision Australia</b>
<b>State Library of NSW</b>	<b>WA Department of Finance</b>
<b>Super Retail Group</b>	<b>WA Department of Training and Workforce Development</b>
<b>Symal Infrastructure</b>	<b>Walter &amp; Eliza Hall Institute of Medical Research</b>
<b>Systra ANZ</b>	<b>Waverley Council</b>
<b>Telecommunications Industry Ombudsman</b>	<b>WDEA Works</b>
<b>The Adecco Group</b>	<b>Windermere</b>
<b>The Art Gallery of NSW</b>	<b>Women with Disabilities Victoria</b>
<b>The Boston Consulting Group</b>	<b>WPC Group</b>
<b>The Palladium Group</b>	<b>Xero</b>
<b>The Royal Women's Hospital</b>	<b>Yarra Valley Water</b>
<b>TheirCare</b>	<b>Yooralla</b>
<b>Thomson Geer</b> – Stepping Into participant	<b>Youth Affairs Council of Victoria</b>
<b>Transdev Australasia</b>	
<b>Unilever</b> – Conference speaker	
<b>Uniting</b>	
<b>University of Technology, Sydney</b>	
<b>University of Western Australia</b>	
<b>VIC Department of Education</b> – Stepping Into participant	
<b>VIC Department of Health</b>	



AUSTRALIAN  
NETWORK  
ON DISABILITY

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Twitter: [ANDisability](https://twitter.com/ANDisability)

LinkedIn: [www.linkedin.com/company/ANDisability](https://www.linkedin.com/company/ANDisability)

Instagram: [@andisability](https://www.instagram.com/andisability)

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ACN 605 683 369

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