

How we can help you to:  
Choose Inclusion this  
**International Day of People with  
Disability**  
Support Kit



AUSTRALIAN  
DISABILITY  
NETWORK



International Day of  
People with Disability

# How we can support you to recognise IDPwD

Our team can support you to Choose Inclusion in the following ways:

- We can host or speak at your event.
- We can provide Disability Confidence training in person or online. See Lunch & Learn session times in the following schedule.
- We can facilitate bespoke sessions such as Listen to Lead where we facilitate a safe environment for your employees with disability to share their lived experience with senior leaders.
- We can provide expert resources to support you to implement best practice, and challenge attitudes and assumptions.
- You can use the media pack provided to promote your events or activations and share your messages of support for IDPwD #RemoveBarriers

**More information:** A pricing schedule for some of these options is included on the next page.

Members: contact your Relationship Manager or Member Liaison

Non-members: email [info@AusDN.org.au](mailto:info@AusDN.org.au) ph 1300 363 645 or 02 8270 9200

Additional Training: visit our website [Our learning solutions - Australian Disability Network](#)

# Australian Disability Network IDPWD Services and Schedule



Activity	Cost – based on Membership Level	Or Cost in Member Hours
Panellist	Gold \$885 Silver \$975 Bronze \$1,050 Non- member \$1,185	3 hours
Presentation – 5 -15 minutes	Gold \$885 Silver \$975 Bronze \$1,050 Non- member \$1,185	3 hours
Presentation – 15 - 30 minutes	Gold \$1,180 Silver \$1,300 Bronze \$1,400 Non- member \$1,580	4 hours
Webinar	Gold \$2,950 Silver \$3,250 Bronze \$3,500 Non- member \$3,950	10 member hours
Special IDPwD Lunch & Learn training	Members: \$135 per person Non-Member \$165 pp (special price and book via <a href="#">website</a> )	N/A

**Please note: The cost includes the preparation time required to support the bespoke requests of each organisation.**

# Making every event accessible



Whether it's an in-person or virtual event, a social post or the launch of a policy, don't forget to make it accessible. Here are some quick tips to consider.

## **In-person events**

- In the invitation, ask your guests for their accessibility and dietary requirements.
- Ensure all guests will be comfortable; consider seating, staging and sound.
- Is the venue (and bathrooms) accessible for wheelchair users or people with mobility needs?
- Will there be AUSLAN interpreters, closed captions and /or hearing loops?
- Consider wayfinding; including braille and Tactile Ground Surface Indicators (TGSIs). Are lift floors announced?
- Provide breaks and a quiet room.

## **Virtual - events**

- In the invitation, ask your guests for their accessibility and dietary requirements.
- Are the platform and the applications you might use accessible?
- Will there be AUSLAN interpreters and / or closed captions?
- Provide breaks, preferable after every hour online.

## **Communications**

- Use an easy-to-read font (San Serif).
- Alt text all images or mark as decorative.
- Check colour contrast.
- Utilise the accessibility checkers built into Microsoft programs.
- Provide information in different formats

# More ways to acknowledge IDPwD this year

## **Hold an organisation-wide event**

Such as a morning tea, webinar, round table or lunch and learn session.

- Put up posters and share information on your intranet to promote the day and your event.
- Include Senior Leaders and Disability Champions.
- Invite a person with disability, disability advocate, local member or an Australian Disability Network expert to speak.
- Consider making your event hybrid so all employees can attend accessibly.

## **Collaborate with your Employee Resource Group and/or employees with disability.**

- Having the direct input of employees with disability is vital in any organisation that wishes to truly practice disability inclusion.
- Invite your Employee Resource Group (ERG) or Disability Employee Network (DEN) to plan or advise on the celebrations.
- If you do not have an ERG, IDPwD is the perfect day to launch one. Reach out to Australian Disability Network for support.

# More ways to acknowledge IDPwD this year.

## **Demonstrate your organisation's commitment to disability inclusion.**

Are you:

- Working on a Disability Action Inclusion Plan?
- Developing a Workplace Adjustments Policy?
- Participating in PACE or SIP Programs?

No matter what it is, IDPwD is a great opportunity to launch an organisation-wide policy, plan or initiative that firmly places disability inclusion on the agenda.

Share your plans, programs or initiatives on your social media platforms so everyone can see how you Choose Inclusion and are committed to #RemoveBarriers

## **Have senior leadership champion disability inclusion.**

- Senior leadership, executives and Disability Champions are perfectly placed to share their advocacy through a Q&A or a panel to reinforce that disability inclusion is on the business agenda.
- Alternatively, you can flip the conversation and host a powerful Listen to Lead session facilitated by Australian Disability Network.
- Our Listen to Lead Conversations elevate the voices and lived experiences of employees with disability and assist senior leaders to understand their role in creating an enabling and inclusive environment within their organisation.

# More ways to acknowledge IDPwD this year.



## **Support staff to learn about disability and inclusion**

- We know that education and conversation can be the biggest lever to removing unintentional barriers.
- IDPwD is a great opportunity to organise training so employees can learn about disability, and the benefits of disability inclusion in the workplace.
- This IDPwD we are excited to offer five Disability Confidence Lunch and Learns from Monday 2 December to Friday 6 December.
- Each day, between 12 and 1pm we will present a session that will equip participants with an understanding of accessibility and inclusion in the workplace.

## **Storytelling is a powerful tool that connects us all**

- If comfortable, employees with disability may share their story, as no two experiences of disability are the same.
- Organisations can share stories across the intranet, at an event or even at a lunch and learn.
- Note: It is important to prioritise psychological safety and don't assume that a team member will be comfortable sharing with everyone.

# Need more info



- Check out our website  
[www.AustralianDisabilityNetwork.org.au](http://www.AustralianDisabilityNetwork.org.au)
- Chat to your relationship manager (if you are a member).
- Email [info@AusDN.org.au](mailto:info@AusDN.org.au) if you are not a member and want to learn more.
- About International Day of People with Disability  
([idpwd.com.au](http://idpwd.com.au))

Follow us on socials and share resources and information for this campaign over 5 weeks.

 [@AusDisabilityNetwork](https://www.linkedin.com/company/AusDisabilityNetwork)

 [@AusDisabilityNetwork](https://www.facebook.com/AusDisabilityNetwork)

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

 [AustralianDisabilityNetwork.org.au](http://AustralianDisabilityNetwork.org.au)