



AUSTRALIAN
DISABILITY
NETWORK

ANNUAL REPORT

— 2024 —



Who We Are

Australian Disability Network 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.

Our purpose

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

Our vision

A disability confident Australia

Our values

Collaborative. Open. Flexible. Ambitious.

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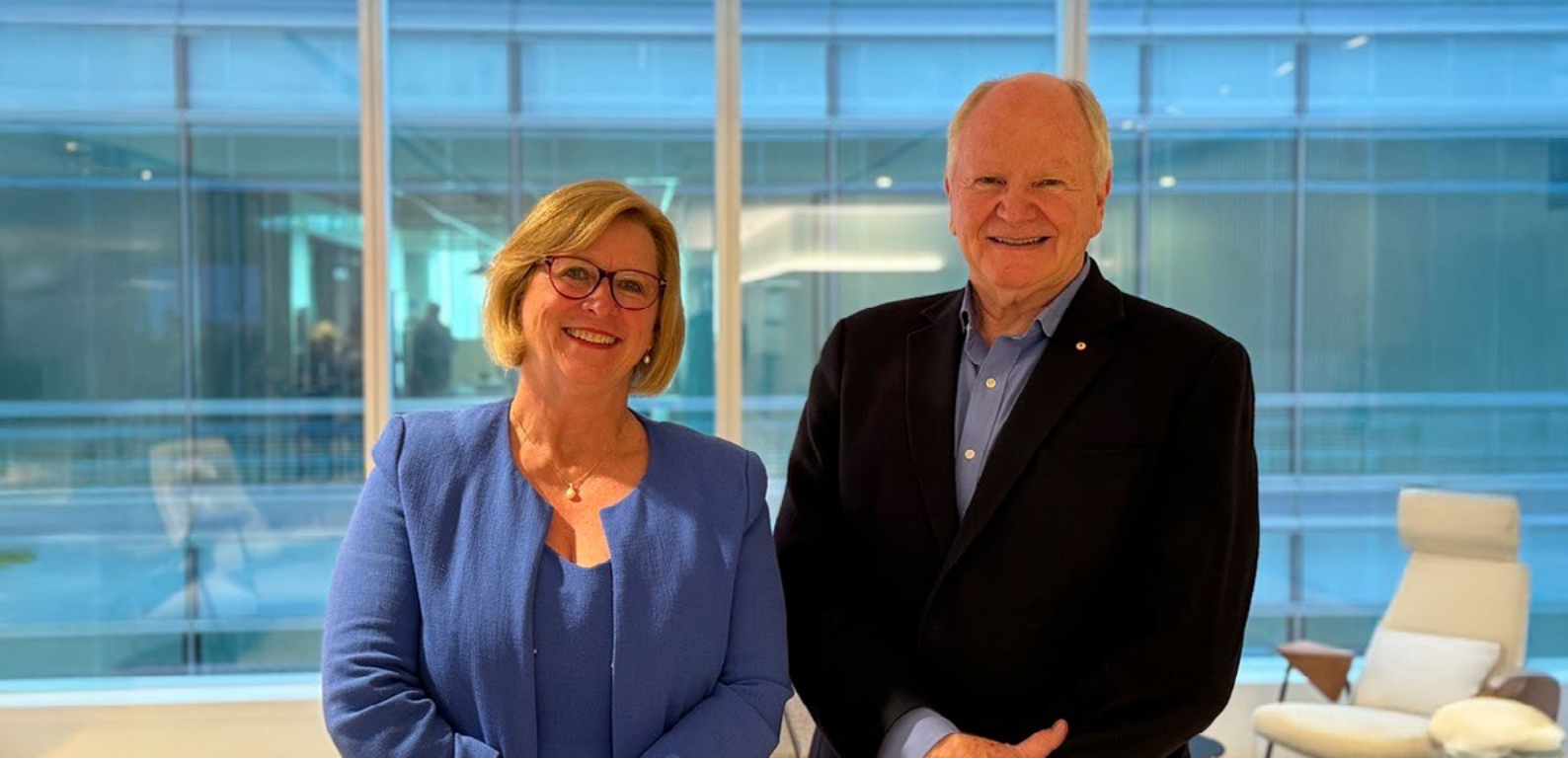


Accessibility

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

Acknowledgement of Country

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



Message From Our Chairman and CEO

We are pleased to present the 2023–24 Annual Report. It has been another exceptional year which saw Australian Disability Network launch new projects, strengthen partnerships, undertake groundbreaking research and work with our 453 members to create an inclusive and disability confident Australia.

It has also been a year of change.

After 24 years as Australian Network on Disability, we changed our name to Australian Disability Network which is a bit simpler, and easier to use.

Our flagship Stepping Into internship program (SIP) and Positive Action towards Career Engagement (PACE) mentoring program continued to break down employment barriers for students, graduates and jobseekers with disability. In the past 12 months we completed 234 SIP internships and 262 PACE mentoring matches.

We were delighted that 95% of members who participated in SIP and 94% of members who took part in PACE said they would do the programs again.

We were encouraged that 40 organisations measured their progress towards disability inclusion by taking part in our national benchmarking tool the Access and Inclusion Index, up from 33 in the previous year, and 176 organisations completed a Quick 10 Assessment.

We are also thrilled to report that we completed 77% of our 2022-25 Strategic Plan which focuses on four areas – our members, team capability, products and services, and reputation.

Our IMPACT 2024: Connect, Share, Act. conference at the Melbourne Convention and Exhibition Centre attracted a record attendance of more than 600 virtual and in-person delegates. The conference featured an extraordinary lineup of international and local speakers and, in an Australian-first, we brought together five CEOs of major national organisations,

which are well known throughout our community, to discuss what their companies are doing to increase the employment of people with disability.

More than 300 people attended our Disability Confidence Awards which recognised and celebrated the efforts and accomplishments of individuals and organisations who are working towards greater disability inclusion. We received more than 100 outstanding nominations, and we'd like to congratulate all our finalists and winners, in particular our Disability Changemaker of the Year Briar Harte and our Access and Inclusion Index Top Performer Coles Group.

We launched several pioneering projects in collaboration with our members, including the Career Pathways Pilot (CPP) and Employing 100.

CPP addresses the over-representation of people with disability in entry-level roles by developing career advancement opportunities for people with disability into new career pathways and leadership roles.

The pilot is funded by the Australian Government Department of Social Services and run by Australian Disability Network in partnership with Business Council of Australia members Coles Group, Compass Group Australia, Kmart & Target Australia, and Woolworths Group.

In partnership with CSL Limited, Marriott International, McDonald's Australia, and The Salvation Army, we continued Employing 100, a program to find meaningful employment for people with disability within high growth industries.

Employing 100 aims to boost employers' disability confidence and capability and successfully place 100 talented and skilled jobseekers with disability into roles with the four major employers.

Both programs will provide invaluable learnings for our members upon their conclusion.

This year we also undertook significant research projects to better support and equip employers with practical tools, and case studies they can use to develop more inclusive workplaces.

We conducted extensive research to better understand how people with disability and organisations experience workplace adjustments. We launched a Workplace Adjustments report

based on 600 survey responses from people with disability and employers, and interviews with individuals and organisations. The report breaks down the findings into three overarching themes – process, proactivity, and attitudes, and outlines seven critical factors for success.

After considerable consultation with employers, we also developed a Business Case for Disability Employment Targets and a series of How-to-Guides to help employers introduce employment targets.

In the coming year, disability inclusion advocates and leaders will need our support as organisations may de-prioritise workplace inclusion in the face of increasing financial pressures and an uncertain economic outlook.

There is so much more that we can achieve if we continue to support and learn from one another.

The commitment, passion and achievements of our talented staff are evident every day through the programs, services, training, advocacy and support we provide to our wonderful member organisations and people with disability throughout Australia.

We'd like to express our heartfelt gratitude to our dedicated team, our Board and our members for helping to create systemic change that will remove employment barriers for people with disability.

Finally, as Chairman, and on behalf of the Board and all our staff and stakeholders, I would like to pay tribute and express our sincere gratitude to CEO Corene Strauss who is retiring from this role with us at the end of December. In her three and a half years as CEO, Corene has brought the organisation forward in leaps and bounds, and well exceeded our expectations from the time of her appointment. We wish Corene and her husband Peter all the very best in their forthcoming retirement from executive life. We also know Corene will remain a close friend of all those at Australian Disability Network and have no doubt she will continue to contribute to major social inclusion causes within our nation in the future.










Peter Wilson AM
Chairman



Corene Strauss
CEO


A Catalyst for Change

During the 2023-24 financial year, Australian Disability Network significantly increased the influence and confidence of our network by:

-  Increasing our membership from 440 to 453 organisations
-  Winning a Zero Project Award at the United Nations in Vienna in recognition of our Directing Change Programs which increased the representation of people with disability on boards
-  Completing 77% of our 2022-25 Strategic Plan by June 30, 2024
-  Surveying people with disability and organisations to create the “Getting Workplace Adjustments out of the too hard basket” report based on interviews and 600 survey responses
-  Developing a Business Case for Disability Employment Targets and a Disability Employment Essentials Pack comprising four How-to-Guides
-  Hosting our first CEO Insights panel at our annual conference, showcasing how executive commitment can drive meaningful change throughout an organisation
-  We submitted 4 papers to influence and shape government policy and to represent the views of employers.

Our submissions included:

- A response to the Establishment of a Disability Centre of Excellence options paper
- Feedback into the NSW Government’s Response to the Disability Royal Commission
- A submission to the paper outlining “A stronger, more diverse, and independent community sector”
- Input to the Digital Inclusion Strategy for NSW

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

This year our CEO Corene Strauss, our Head of Strategy Amber O’Shea and other members of our leadership team spoke at numerous local and international events including the National Disability Summit, the Diversity Council of Australia’s Increasing Pathways and Opportunities for People with Disability in the Workforce Conference, the Disability Employment Australia Conference, the Uni-ted Ability Symposium, the Future Skills Organisation panel, the International Labour Organisation in Geneva and the Zero Project in Vienna.

Partnerships

We know it is important to continually learn and share best practice locally and globally, which is why we have membership and strong partnerships with the Australian Institute of Company Directors, Business Council of Australia, the International Labour Organisation, Global Business and Disability Network, PurpleSpace, The Valuable 500, and The Zero Project.

We thank our partners for being so open to collaboration along with the early morning and late meetings required when we are connecting over so many different time zones.



We connected our industry and provided opportunities to learn

600

Conference delegates in person and online

365

Roundtable attendees

305

Disability Confidence Training sessions delivered

827

Attendees at our two Director Briefings for Directing Change

3100

Learners trained

176

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

24%

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

48

Dignified access site reviews completed – including Australian Parliament House

Our Team

As the peak body for disability employment in Australia, our team of 51 dedicated professionals embodies the essence of inclusive employment. With 50% of our employees living with disability, we bring authentic perspectives and firsthand insights to our work, creating practical solutions that address real-world challenges.

Our Culture and Values

We are proud of our culture that celebrates diversity, inclusion, and excellence.

Our COFA values – Collaborative, Open, Flexible and Ambitious – drive everything we do. This commitment to fostering an inclusive workplace has earned us recognition, including the Zero Project Award for our programs increasing the representation of people with disability in the workforce.

Our Disability Employee Network (DEN) plays a crucial role in guiding and supporting our inclusive, accessible culture. We prioritise team development, holding regular events that allow our employees to bond, learn from one another, and engage with external industry experts.



1. The Australian Disability Network team



2. Rosie Lane and Tia Kwan



3. Corene Strauss and Nerida Sleaman

What Sets Us Apart



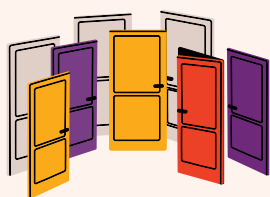
Lived Experience

Our team's diverse composition enables us to create effective solutions based on real-world understanding. With half of our employees living with disability, we bring authentic perspectives to every aspect of our work, from policy development to workplace training.



Strong Partnerships

Our collaborations with leading organisations, such as the Valuable 500, PurpleSpace, ILO and others, expand our reach and impact. These partnerships allow us to implement groundbreaking programs and share best practices across industries.



Multidisciplinary Expertise

We bring together professionals from various fields, including human resources, policy development, research, user experience and workplace training. This diverse skill set allows us to approach disability employment holistically, addressing challenges from multiple angles.



Research-Driven Approach

Through extensive consultations and surveys with both organisations and people with disability, we ensure our recommendations and tools are based on current, relevant data. This commitment to research underpins all our initiatives, guaranteeing that our work remains at the cutting edge of disability employment practices.



Innovative Thinking

We consistently develop new ways to assist our members and drive disability inclusion in all workplaces. Our team thrives on creative problem-solving, constantly seeking fresh approaches to long-standing issues in the disability employment landscape.

Our Strategic Pillars



Team

Our passionate team demonstrates Australian Disability Network's commitment to excellence. Our service model is built on expertise and a caring and accountable culture. All our staff are given opportunities, guidance, and skills to affect systemic change that supports people with disability to participate equitably as employees, customers, and stakeholders.



Products

We develop and maintain a portfolio of quality virtual and in-person training, programs, and consulting services to meet the needs of our members and the disability community. We welcome feedback and consistently review our services and programs with our members to ensure they provide the most effective outcomes.



Members

We increased our member engagement to maximise our impact and build disability confidence among employers. We provide expertise to help employers remove barriers that prevent employment and career progression for people with disability. We provide learning and networking opportunities and support employers every step of the way on their journey towards greater inclusion.



Reputation

We are the peak body for disability inclusion in the workforce and we are the most trusted adviser and service provider for employers. We conduct research, advocate for equality in the workplace and we work with governments to develop targeted initiatives to increase the employment and advancement of people with disability.

Building Our Members' Disability Confidence and Capability

Our consulting and learning programs and services are designed to achieve our vision of a disability confident Australia by developing the confidence and capability of Australian employers.

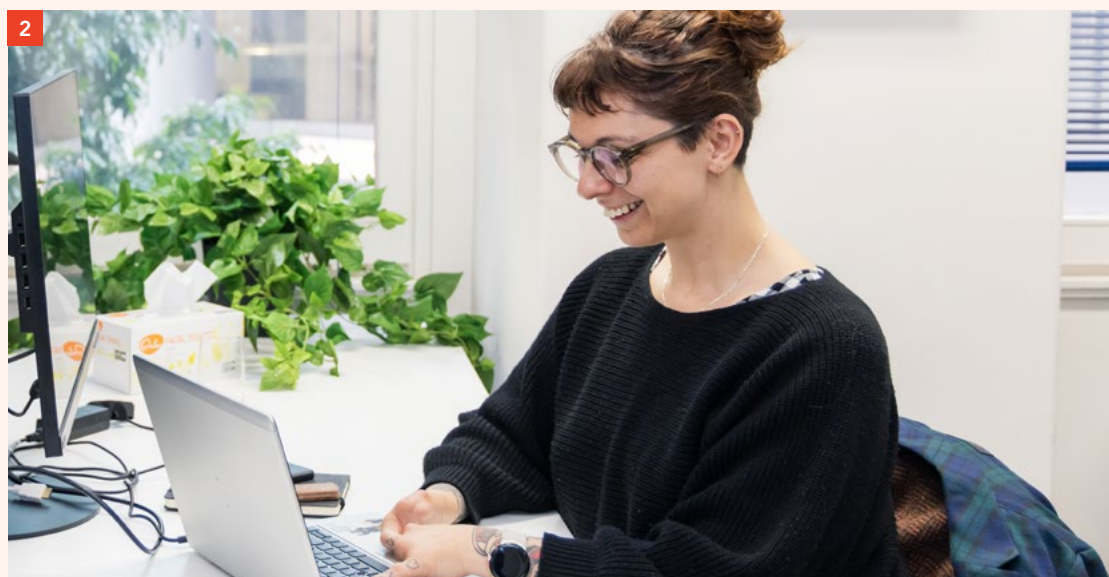
Consulting with our members

We provide individualised support, training, and programs to assist each of our member organisations to remove barriers that prevent the employment of people with disability.

Our Member Services team guides and assists our members to implement Workplace Adjustment Policies, Recruitment Reviews, and Access and Inclusion Plans. Our Consultancy team supports organisations to take part in the Disability Confident Recruiter program, Dignified Access and User Experience reviews.

1. McDonald's Dignified Access Review: Paul Shapter, Tom Bevan (AusDN), Yvonne Argent and Aidan Robertson

2. Emma Henningsen (AusDN)



25

Member organisations developed or reviewed their Workplace Adjustment Policies

20

Organisations completed Recruitment Reviews

24

Organisations developed or reviewed their Access and Inclusion Plan

10

Member organisations completed the Access and Inclusion Plan Masterclass

The development of our 'Commitment to Action: Burnet Disability Plan' has been made possible through our partnership with the Australian Disability Network. As the first medical research institute in Australia to implement such a plan, we deeply value the exceptional support and service provided by ADN. Their comprehensive analysis, which integrates both quantitative and qualitative insights, along with their holistic approach involving carefully selected internal stakeholders, has been incredibly beneficial."

**Australian Disability Network
member Burnet Institute**

Dignified access and user experience

Our Dignified Access Reviews enable organisations to ensure their workplaces are accessible and inclusive.

48

Dignified Access site reviews completed – including Australian Parliament House

148

Floors reviewed

50

Car parks reviewed

Australian Disability Network also underwent a Dignified Access Review of our premises.

Our team worked hard to ensure that our annual conference in the Melbourne Convention and Exhibition Centre was accessible for all our exhibitors, speakers, and delegates.



Disability Confident Recruiter

Our Disability Confident Recruiter program helps organisations remove unintended barriers from their recruitment process to make it more accessible and inclusive for candidates with disability. The program builds organisations' confidence and capability to attract candidates with disability and provide a fair and equitable recruitment experience.

The benefits of a diverse and inclusive workforce are countless.

Research undertaken by global professional services firm Accenture revealed organisations that embrace the employment of people with disability have 28 per cent higher revenue, twice the net income, and 30 per cent higher profit margins than organisations that are not disability inclusive.

As a result of achieving Disability Confident Recruiter status, organisations are more successful in attracting skilled candidates with disability.

30

Organisations renewed their Disability Confident Recruiter status, up from 11 in the previous year

15

Organisations completed the Disability Confident Recruiter program for the first time, compared with 9 in the previous 12 months

Case study RMIT

RMIT was the first Australian university to achieve Disability Confident Recruiter. The program encouraged the Talent Acquisition Team to redesign their end-to-end recruitment process to remove technological, cultural, and physical barriers. The team also created a recruitment guide.

Some examples of changes in RMIT's recruitment included:

- Changes to the language used in job advertisements to be more welcoming of people with disability.
- At every touch point, candidates will be asked if they require any adjustments such as interview location, time and room that suits their needs.
- Candidates will be provided with relevant information upfront to ensure they can prepare and plan their journey accordingly.
- Speaking to RMIT staff, many commented that the Disability Confident Recruiter program was an eye-opener to unconscious bias and central to shaping a more inclusive and diverse university.

//

I was delighted that RMIT has been awarded Disability Confident Recruiter accreditation from the Australian Disability Network. This is an important step in our commitment to creating a diverse and inclusive workplace for all staff and students."

Dionne Higgins,
Chief Operating Officer

Learning solutions

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

This year tailored training continued to be highly sought-after with 305 disability confidence training sessions delivered, and 3,100 learners supported to build their disability confidence.

305

Disability Confidence training sessions delivered

35%

Increase in learner disability confidence pre- to post-training workshop

Employee Resource Groups

We work with our members to establish or reinvigorate their Employee Resource Groups (ERGs), also known as Disability Employee Networks (DENs), to provide crucial and valuable support in building and maintaining accessible and inclusive workplace culture. We engage ERG members, facilitate sessions on what an ERG is, establish action plans and help review the ERG's current or future activities. Australian Disability Network has a well-established and active DEN.

195

Members have an ERG

24%

Growth of ERGs since last year

Access and Inclusion Plans

To succeed, all meaningful change requires a plan and having an Access and Inclusion Plan to make your workplace accessible and inclusive for people with disability is no exception. Australian Disability Network provides best practice and expertise in assisting with the development and launch of Access and Inclusion Plans.

The Masterclass provides attendees with the opportunity to learn from other organisations through informative workshops, guest speakers, sharing experiences, and best practice.

102

Member organisations have an Access and Inclusion or Disability Action Plan

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. We bring together the industry through our social community of 46,000 followers, our roundtables, our mentoring and award-winning internship and scholarship programs, our Disability Confidence Awards Night, and our Annual National Conference.

Stepping Into internship program

Our award-winning Stepping Into internship program (SIP) gives university students and recent graduates with disability the opportunity to undertake a paid internship with one of our member organisations.

86

Members hosted at least one intern

234

Internships completed across the summer and winter cohorts from 800 applications

The program breaks down outdated stereotypes and misconceptions about the capabilities of people with disability.

Members built disability confidence

95%

Said they would participate again

100%

Reported increased disability confidence and awareness

80%

Felt the information and support from Australian Disability Network met or exceeded expectations

100%

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

Interns learnt valuable workforce skills

100%

Reported feeling better prepared for the workforce

100%

Would recommend the program to other students

100%

Felt the support Australian Disability Network provided met or exceeded expectations

"I can't stress how much this opportunity to someone like me is quite literally life changing."

Bonnie Raymond, NSW Department of Communities and Justice, Winter 2023 intern

"I learnt more than I could ever have expected through this program."

Fiona Liddell, Workplace, Diversity & Inclusion Manager, Stockland, Supervisor for the Winter 2023 SIP cohort

Alumni Connect

In 2023 we launched the SIP Alumni Connect network with the support of the Acciona, Commonwealth Bank of Australia, Deloitte, IAG, Life Without Barriers, and QBE.

The network connects employers to an active talent pool of skilled graduates with disability.

For alumni, the network is a place to access job opportunities and professional development while connecting and sharing experiences with peers and employers.

We hosted regular coffee catch-ups with our Alumni in Sydney, Brisbane and Melbourne. In July, we partnered with QBE to host a Recruitment Tips & Tricks Webinar, offering practical insights for navigating the recruitment process.

In September, alongside Commonwealth Bank of Australia, we held a virtual session on LinkedIn. Alumni heard from CommBank's Employer Brand Team and Chief Mental Health Officer, Laura Kirby, about her career journey.

530

Alumni joined the Alumni Connect LinkedIn Group

Some of our AusDn team at a coffee catch-up with members of Alumni Connect



PACE mentoring program

262

Mentoring matches across the autumn and spring cohorts

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

Our PACE mentors developed their leadership skills

94%

Stated they would participate in the program again

91%

Stated they are likely to advocate for the benefits of employing people with disability within their organisation or community

31%

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

23%

Growth in understanding the potential barriers experienced by people with disability

23%

Growth in confidence of using appropriate language and terminology

“The PACE program gave me direct insight into the challenges people with a disability have in navigating employment processes and performing traditional roles. As an employer, it helped me realise how we need to change our approach to recruitment and job design to allow the strengths of an individual to shine through.”

Christie Stonham, Australian Federal Police, PACE Mentor

“The benefits of the PACE Program are not limited to strengthening awareness on how to be more inclusive and aware of the talent that people with a disability have. My Mentee demonstrated unparalleled resilience, courage, and work ethic. The Mentor / Mentee relationship is reciprocal in every way.”

Shaun Thorneycroft, Optus, PACE Mentor

The PACE program is an opportunity to connect people with various challenges to achieve the common goal of inclusivity in any workplace despite their adjustment requirements to bring their best self to work on a daily basis."

**Nermaine Pruscino, Westpac Banking Corporation,
PACE Mentor**

PACE mentees also became more job ready

50%

Growth of confidence with job interviews for mentees

53%

Growth in the awareness of different employment pathways available

49%

Growth of confidence in sharing disability-related information with potential employer

47%

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

100%

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

PACE Mentoring afforded me the opportunity to reflect on what has been an incredible journey! My mentor's experience, counsel, and direction have been integral and invaluable in helping me transition my career to project, program and change management abroad. The experience has been extremely insightful, rewarding, and frankly life-changing."

**Esther Pritchard, PACE Mentee,
Spring 2023, Mentee of the Year**

Esther Pritchard (Mentee of the year), Shaun Thorneycroft (Optus) and Ryllonna Luedey (AusDN)



I have had a very positive and engaging experience with my mentor through PACE, with his background being not only relevant to my own field of interest but also powerful for developing employability skills, due to his experience with coaching. The PACE program offers a great deal of independence, freedom and flexibility of connectivity to both mentors and mentees, especially when we decide to continue our activities/contact outside the scope/length of the program."

Garry Wu, PACE Mentee, Spring 2023

Leaders with disability on Australian boards

Our Directing Change programs supported leaders with disability in career development and board governance. The programs were designed to increase the representation of people with disability on boards. The Directing Change Scholarship Program saw leaders with disability undertake either the Foundations of Directorship program or the Company Directors Course at the Australian Institute of Company Directors (AICD).

The program included the opportunity to be mentored by an Australian Board Director. Directors undertook disability confidence training and were supported by the Australian Disability Network, as they learned about removing employment barriers and becoming accessible to people with disability.

104

Applications for
scholarships

17

Leaders with disability
selected

50

Director requests to
mentor scholarship
recipients

A survey of year 1 and year 2 alumni revealed 13 scholarship recipients acquired a board role, three of these being paid board roles.

Participating in the Directing Change Scholarships program has been, and will be, transformative for my career. Completing the highly regarded GAICD company director's course with the support of the Australian Disability Network and the Australian Institute of Company Directors has deepened my understanding of governance and board responsibilities. My mentor and ADN's Leadership Workshops challenged my thinking, helping me to better present myself to the market and expand my vision of what is possible. The program and course have been pivotal in my recent appointment to a new board role in the health sector."

**Jason Elderhurst, Directing
Change scholarship recipient**

Directors' Toolkit and Podcast

Australian Disability Network has developed a Director's Guide to support boards to become more accessible and inclusive. This guide is one of the initiatives under the Directing Change Program.

Directors recognise the importance of diversity and inclusion, yet people with disability remain significantly underrepresented on most boards.

The guide offers actionable steps to change that by focusing on disability inclusion. Implementing robust processes will help the board create an environment that welcomes directors with disability and champion inclusivity across the organisation. The Toolkit is also available as a five-part podcast.

Disability Leadership Program

Our two-year partnership with the Australian Institute of Company Directors (AICD) to build representation of people with disability on Australian Boards through the Disability Leadership Program concluded. The program, made possible through a grant by the Department of Social Services, awarded 100 scholarships in 2022 and 108 scholarships in 2023, 8 more than originally planned. Scholars undertook either the Company Directors Course, Foundations of Directorship or Governance Foundations for Not-for-Profit Directors course.

Australian Disability Network collaborated with AICD to build the disability confidence of their facilitation team, and support through learner adjustment implementation and dignified access premises reviews.

As part of this program, we delivered five Leader to Leader conversation sessions, connecting leaders with disability and board directors. We will deliver additional Leader to Leader sessions in the coming year.

Member roundtables

Our nationwide roundtables provide members with invaluable opportunities to share best practices, discuss insights and learnings, and offer peer support. By fostering this collaborative environment, our roundtables strengthen members' collective commitment to creating more inclusive workplaces for people with disability.

365

Attendees over
2 roundtables

September 2023 – Disability Employee Networks roundtable – 208 attendees

December 2023 – International Day of People with Disability roundtable – 157 attendees

We also ran additional in-person and virtual events on a variety of subjects throughout the year, covering important topics such as our research into workplace adjustments and the findings of the Disability Royal Commission. We complemented these with special sessions featuring several of the international speakers who appeared at our annual conference, providing our members with diverse perspectives and expertise on critical issues such as understanding disability discrimination and the rights of people with disability.

Thank you to the hosts and speakers of our member roundtables who shared their insights, experiences, and knowledge.

Champions network

Disability Champions are senior leaders who promote and support inclusive practices in their workplaces. Our network of Disability Champions plays a critical role in driving systemic change and creating workplaces which welcome employees and customers with disability.

155

Disability Champions
from 135 of our
member organisations

30%

of our network has
one or more Disability
Champions

Australian Disability Network regularly brings our champions together to learn from one another, and to discuss a broad range of employment topics.

The Champions met three times in 2023-24.

July 2023 (virtual): Engaging leadership models to enhance employment for people with disabilities.

October 2023 (Sydney, Melbourne, Canberra): Disability Royal Commission's findings and recommendations and setting disability employment targets.

May 2024 (Melbourne): The UN Convention on the Rights of Persons with Disabilities, Disability Royal Commission recommendations, and workplace rights for people with disability.



Over the past three years, I have been inspired and mentored by the Disability Champions Network, that is run by the Australian Disability Network. Having the opportunity to share stories, hear lived experiences, and discuss successes and failures has been a game changer for me in supporting our people with disability in IP Australia. I also highly recommend the Australian Disability Network's masterclass as you are getting started on your Access/Inclusion Plans – it really helped us in framing why/how/what we needed to do while closely listening to our people."

Kelly Sims, Disability Champion and General Manager, IP Australia

Our Disability Confidence Awards night

Our annual Disability Confidence Awards once again showed us how we can all play a role in changing attitudes and systems to increase inclusion in the workplace by following the lead of our amazing award winners and nominees.

Every one of our nominees, finalists and winners has made a real difference in the lives of people with disability and it was such a joy to see the enthusiasm, commitment and passion that was evident in all our nominations.

More than 100 organisations and individuals entered the awards, and more than 300 people attended the awards ceremony at the Melbourne Convention and Exhibition Centre on May 8, emceed by former Disability Discrimination Commissioner Alastair McEwin.



1. Alastair McEwin



2. Briar Harte and Corene Strauss

Everyone in this room, please don't stop what you are doing. We are at a pivotal moment in disability rights in Australia. We are stronger in numbers. When we collectively push against ableist systems to include us, we can see that change."

Briar Harte, Disability Inclusion Changemaker of the Year

Briar Harte, NBN Co, won Disability Inclusion Changemaker of the Year

Coles Group was the Top Performer in the Access and Inclusion Index, followed by Westpac and NBN Co. The Access and Inclusion Index benchmarks organisations on their long-term commitment to understand and implement practices to meet the needs of customers and employees with disability.

The Commonwealth Bank won the Inclusive Initiative of the Year and the Disability Employee Network of the Year was won by Jacobs Group (Australia).

Ruth Bonser from Westpac won the Mentor of the Year Award and Esther Pritchard from Optus won Mentee of the Year.

Joanne Rae from the Victoria Department of Education won the Supervisor of the Year Award and Claire Smith from the National Disability Insurance Agency won Intern of the Year Award.



1. Josie Fakira accepting the Top Performer award for Coles Group



2. Attendees at our national conference

Annual National Conference

Our IMPACT 2024: Connect, Share, Act. conference at the Melbourne Convention and Exhibition Centre attracted a record attendance of more than 600 virtual and in-person delegates. The conference featured an extraordinary lineup of international and local speakers, and in an Australian-first, we brought together five CEOs of leading organisations to discuss what their companies are doing to increase the employment of people with disability.

Our international speakers included:

- Former UN Secretary General's Special Envoy on Disability and Accessibility, Professor Maria Soledad Cisternas Reyes, who also co-authored the Convention on the Rights of Persons with Disabilities and served as chairperson on the Committee on the Rights of Persons with Disabilities.
- Randy Lewis, former Senior Vice President of Supply Chain & Logistics, Walgreens, has received recognition worldwide for transforming one of America's largest corporations into a workplace where people with disability could not only succeed but thrive.
- Caroline Casey, Global Founder of Valuable 500, the world's largest CEO collective dedicated to creating disability inclusion.
- Global Jenny Lay-Flurrie, Global Chief Accessibility Officer at Microsoft.



1. Professor Maria Soledad Cisternas Reyes



2. Caroline Casey and Jenny Lay-Flurrie

3. Randy Lewis



Our CEO Insights Panel featured Australia Post CEO Paul Graham, Qantas CEO Vanessa Hudson, Medibank CEO David Koczkar, Pacific National CEO Paul Scurrah and Coles CEO Leah Weckert.

The panel illustrated that there is no one-size-fits-all approach to improving workplace diversity and inclusion. However, the one common ingredient within these five organisations is the commitment of their CEO. The panel provided valuable insights into the different processes and programs their companies have implemented and their short-and long-term strategic plans to provide employment and career opportunities to people with disability.

“We set up our first access and inclusion plan 6 or 7 years ago, because if you don’t measure things, they don’t change. We publicly share our targets for recruitment and retention. We are also focusing on career advancement opportunities for people with lived experience of disability.”

David Koczkar, CEO, Medibank

“What amazed us (about employing people with disability) was the impact on culture and the impact on all the people without disabilities. It is the best thing Walgreens has ever done. We helped some people, but they saved us.”

Randy Lewis, former Senior VP, Walgreens

“Compliance should never be the goal. The most important part of building an accessibility strategy is people. We have a responsibility to not just create for our own employees, but to create and have an impact on the world.”

Jenny Lay-Flurrie, Global Chief Accessibility Officer, Microsoft

Left to Right: Australia Post CEO Paul Graham, Coles CEO Leah Weckert, Pacific National CEO Paul Scurrah, The Valuable 500 founder Caroline Casey, Qantas CEO Vanessa Hudson, and Medibank CEO David Koczkar, speaking at the CEO Insights panel



Measuring Progress

It is our experience that what gets measured gets done. Organisations that regularly measure and report on their progress in accessibility and inclusion are better equipped to improve their results. Our Access and Inclusion Index is designed to support organisations to identify opportunities to improve and to achieve their goals.

Access and Inclusion Index

We were excited to launch our new online portal, refreshed report options, and updated benchmark in 2023, and are proud to see a record number of participants for the second year in a row. 2023 also marked the first year that the Access and Inclusion Index was made available to non-members.

176 Organisations completed the Quick 10 assessment

Highest Performing Key Area: Workplace Adjustments (for the first time!)

Lowest Performing Key Area: Procurement (for the eighth time)

”

We have been hard at work at making changes in our organisation and for people with disability over the past six years. We started ranked 10th six years ago and have progressed to this point which we're really proud of. Australian Disability Network has been a true partner over the six years.”

**Josie Fakira, General Manager Organisational Effectiveness,
Coles Group, accepting the Access and Inclusion Index Top Performer**

Top Performers:

1. Coles Group (Best in Class: Procurement, Candidate Experience)
2. Westpac Banking Corporation
3. NBN Co Limited (Best in Class: Commitment, Communications and Marketing, Digital Accessibility, Most Improved)
4. Australian Taxation Office
5. Medibank Private Limited (Best in Class: Employee Experience)
6. Australian Broadcasting Corporation
7. AGL Energy (Best in Class: Premises)
8. Department of Agriculture, Fisheries and Forestry (Best in Class: Workplace Adjustments)
9. Edith Cowan University (Best in Class: Customer Experience)
10. Qantas Airways Limited

Learnings from our Access and Inclusion Index evaluation and benchmarking data

- We are seeing the impact of our members’ hard work in the Workplace Adjustments space, which is great news as it is a foundational piece to support accessible and inclusive workplaces.
- The importance of senior leadership and formalised procedures to support embedded and sustainable change.
- Reinforcing the importance of participating regularly, and that most organisations start from a low base.

90%

of Top 10 Performers were repeat participants

37%

Is the average score of returning participants

Highest scoring industry (average): Retail Trade

Number of industries participating: 17

Strategic Development and Projects

Australian Disability Network's Strategic Plan 2022-25 is now 77% complete. Every member of our team contributes to the development and implementation of the plan. The plan focuses on 4 key areas: our members, team capability, products and services, and reputation. In the first two years the strategy focused on growth, and we will now focus on strengthening and consolidating all aspects of our business and services.

Career Pathways Pilot

The Career Pathways Pilot aims to support employers to build their capacity to develop career pathways and leadership potential of employees with disability. The pilot is funded by the Australian Government Department of Social Services. Australian Disability Network, in partnership with the Business Council of Australia, is supporting the participating organisations Coles Group, Compass Group Australia, Kmart & Target Australia and Woolworths Group throughout the pilot.

The first phase of the pilot consisted of a Needs Analysis to understand the experiences of people with disability and barriers experienced with career development led by Australian Disability Network's Research Lead Dr Catherine Maitland. This phase is now complete, and we have moved into the co-design and activity phase. Activities at each organisation are co-designed with each employer and their employees with disability with a focus on aligning initiatives with existing leadership, talent and succession pathways. The goal is to break down barriers and embed a disability inclusion lens into regular business leadership practices.

The pilot is due for completion in the first half of 2025, and aims to share learnings, resources and case studies with the broader Australian business community, fostering increased disability inclusion. While it's still early days, one employer has already seen four employees with disability in the program promoted to more senior roles and responsibilities.



The Business Council and its members are committed to helping ensure all Australians reach their full potential and share in the opportunities and prosperity of our nation.

This initiative will lead to increased, sustainable, and measurable improvements in employment and career advancement outcomes for people with disability."

**Bran Black, Chief Executive,
Business Council of Australia**



It's our responsibility to ensure leaders have the right insights and tools at their disposal to identify these opportunities to foster and promote talent. By creating pathways for career progression for people with disabilities, our business can not only benefit from their professional strengths, but also from their insights into how we can create better experiences for our team and customers."

**Geoff Trappett OAM, Disability Inclusion Lead,
Woolworths Group**



1. Left to right: Catherine Hunter (Woolworths Group), Tristram Gray (Kmart and Target Australia), Amber O'Shea (AusDN), Minister Amanda Rishworth, Katie Wyatt (Coles Group), Suzy Hudson Tasker (Compass Group Australia), and Bran Black (Business Council of Australia) at the CPP launch.



2. Left to right: Jazmyn Brennan (AusDN), Annie Schmidt (Compass Group Australia) and Rachel Matheson (AusDN)

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 jobseekers with disability into roles in the Health Care and Social Assistance, and Food and Accommodation industries.

The participating organisations, CSL Limited, Marriott International, McDonald's Australia, and The Salvation Army, have been undertaking Australian Disability Network's Employer Demand Led Enablement Framework to increase their disability confidence and capability and welcome jobseekers with disability into their organisations. The Framework covers various employment issues including building disability confidence through benchmarking, workplace adjustment policies, recruitment process reviews, and staff training.

Recruitment for all organisations is underway and the organisations have begun welcoming new employees with disability into their organisations.

As part of the Framework, Australian Disability Network is working alongside employment service providers to help build their relationship with the participating organisations. One recruitment provider shared their observation of a newly hired employees with disability.



She walked in the door after her first week, I barely recognised her! Here was this confident young woman marching in, smiles across her face. Nothing was getting in her way!"

Mary Masina, MatchWorks

The project is due to finish on 28 February 2025, however with the Employer Demand Led Enablement Framework now embedded within each organisation, we have no doubt the employers will continue to reap the rewards of being a disability confident organisation.

Participating in the Employing 100 Program is an important opportunity to elevate our long-standing commitment to accessibility and inclusion, ensuring that we have the right frameworks, processes and procedures in place to continue to support and deliver meaningful and rewarding careers for people with a disability at McDonald's. We are grateful to the Australian Disability Network for their partnership and support in this journey."

Emma Napoli-Hala, Chief People Officer, McDonald's Australia

The Accessible Procurement Taskforce

Some of Australia's largest employers signed a charter this year committing to make their technology accessible to all their customers and employees.

Representatives from ANZ, Australia Post, Ernst & Young, Microsoft, NBN Co, and Telstra signed Australian Disability Network's Accessibility Technology Charter at a launch event hosted by Ernst & Young in Melbourne.

The Charter sets out 10 commitments to good practice on Information and Communication Technology (ICT) accessibility and is supported with tools and resources that will make it easier for organisations to procure accessible technology.

By signing the Charter, organisations agree to implement 10 commitments as part of their technology strategy, including developing and buying accessible systems.

Left to right: Amber O'Shea, with Procurement Charter signers, Michelle Hyams, Louise MacDonald, Nicola Commins, Mathew Nelson who are all from E&Y.



Workplace Adjustments Research

Supporting members to develop a workplace adjustments policy is a foundational part of Australian Disability Network's vision of growing organisations' disability confidence and identifying and removing barriers to employment of people with disability, including in recruitment and selection processes.

In 2023 we released a 46-page research report, entitled 'Getting Workplace Adjustments out of the "too hard basket"', based on quantitative and qualitative data collected through surveys and interviews. In response to our surveys, we received:

388

responses from people with disability, long-term health condition or mental health condition

180

responses from a range of organisations, mainly Australian Disability Network members

Our research enabled deeper understanding about the experiences of people with disability and organisations through thematic analysis which resulted in three overarching themes: Process, Proactivity and Attitudes. These themes supported the development of Seven Critical Factors for success of workplace adjustments. The critical factors provide guidance on how employers can address the issues that prevent jobseekers and employees from participating equitably in the workplace.

In the two months following the launch of the report in mid-May, the report was downloaded 700 times, while 255 people attended our workplace adjustments webinar.

Business Case for Disability Employment Targets and How to Targets Essentials Pack

The Disability Royal Commission recommended the introduction of employment targets for people with disability within the public sector. After consultation with employers, we developed a Business Case for Disability Employment Targets and a series of How-to-Guides to help employers introduce employment targets.

The Disability Employment Essentials Pack equips employers with practical tools to foster a more inclusive workplace. Developed in response to the findings of the Disability Royal Commission, this comprehensive resource helps bridge the disability employment gap.

The pack includes guidance on:

- Capturing Disability Employment Data.
- Offering and Implementing Workplace Adjustments.
- Inclusive Recruitment Practices.
- Building a Disability Confident Culture.

Case study Medibank

Medibank sets publicly declared targets for the employment of people with disability with the goal of increasing the target year-on-year. They exceeded their FY2023 target of 6.5 per cent and are aiming to exceed their current level of 6.7 per cent to reach 7 per cent by FY2024. Medibank tracks its progress through an anonymous engagement survey which allows employees to identify as having disability and the results are published in its Annual Report, in its Sustainability Report and its Access and Inclusion Plan. The organisation has found that setting targets provides a tangible objective for their accessibility and inclusion work and is critical to ensuring disability employment is front of mind, particularly among its leadership team.

Disability Observership Pilot

In 2023, we first collaborated with the Observership Program to develop the Disability Observership Pilot, to build a pipeline for young leaders with disability into governance roles on Australian boards by providing training and practical experience in Not-for-Profit boards.

The 2024 program matched 41 Observers with disability with Not-for-Profit Boards, an increase of over 215% from 13 Observers in the pilot year (2023).

Australian Disability Network looks forward to continuing our strategic partnership with The Observership Program in years to come.

Feedback from some of our Observers;

"Having access to all these incredible people and being able to tap into the wealth of knowledge, it has made me more interested in Board roles."

"It was invaluable and the skills I learned I could put into practice straight away as an observer."

"I've joined two advisory committees on the back of my observership...I'm ready to apply risk analysis with confidence for projects at my work."

Communication Access and Inclusion Program

The Communication Access and Inclusion Program (CAIP) commenced in July 2023, with the generous support of Bowness Family Foundation. The purpose of the CAIP was to:

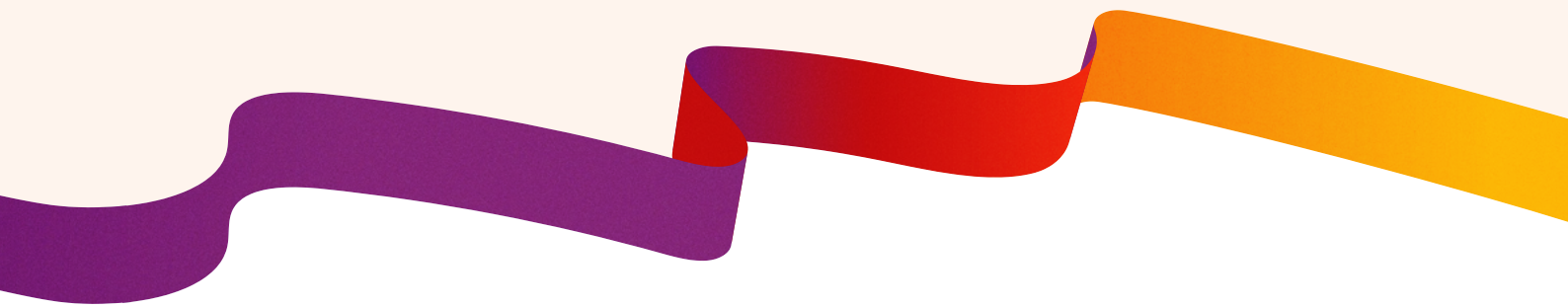
- Build the disability confidence of employers to welcome, recruit and retain employees with communication access needs.
- Build the disability confidence of customer-facing businesses to provide products and services to people with communication access needs.
- Build the awareness, understanding, recognition and acceptance of people with communication access needs in Australia.

This project saw us undertake an extensive review of five of our key products to identify opportunities to embed communication access knowledge, where possible, into the following Australian Disability Network consultancy products:

- Access and Inclusion Index
- Recruitment Reviews
- Disability Confident Recruiter Program
- Access and Inclusion Plans
- Disability Confidence Training Suite

For each product, a gap analysis was undertaken to assess the current state and understand where communication access currently features within the nominated products and services. Following this analysis, opportunities to embed greater communication access knowledge in the products and services were mapped and incorporated.

All reviews and product updates have now been completed and will continue to be rolled out as we engage with members to deliver our products and services to build a disability confident Australia.



ESG

Australian Disability Network is developing a roadmap to identify and achieve our goals to address environmental and social issues, and corporate governance.

Our leadership team strongly believes the contribution, health, and success of every employee is essential and we have well-established systems and processes to support the well-being and career advancement of all our staff.

Our ESG roadmap will focus on two pillars – People and Planet.

Australian Disability Network's Board is currently considering measures and targets regarding the investment in our team's health and wellbeing, the creation of an inclusive and diverse team, training and career development opportunities, reducing waste and developing a plan to reduce our carbon emissions.

Financial Performance

We have recorded a surplus of \$38,003 for the financial year. Our revenue increased by 33% to over \$8m.

The Australian Disability Network empowers and connects employers to be actively inclusive of customers and employees with disability. We bring employers together to shape an Australia where people with disability are valued and organisations benefit from diverse workforces and customers.

We support our members to build disability confidence and capability, connect with others and check their progress on access and inclusion as well as recruitment practices.

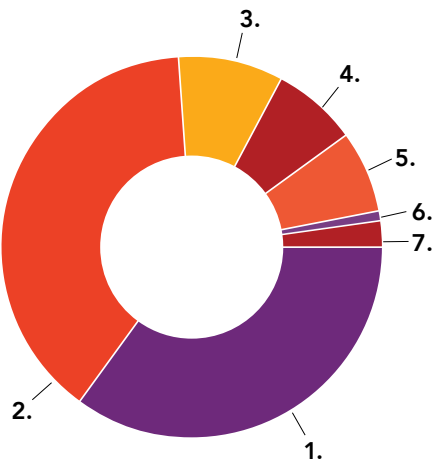
We provide professional services, practical publications, learning solutions, and programs to support organisations to get it right for people with disability.

Consultancy services include the development of inclusive policies and procedures and Disability Inclusion Action Plans which set out an organisation’s plan to eliminate discrimination and exclusion of people with disability as well as providing dignified premises user experience reviews. Our programs facilitate internships and mentoring programs to connect students with disability to employers and assist in their career journey and employment outcomes.

Our members have a combined workforce of more than 2.2 million Australians working together on being inclusive across all aspects of business.

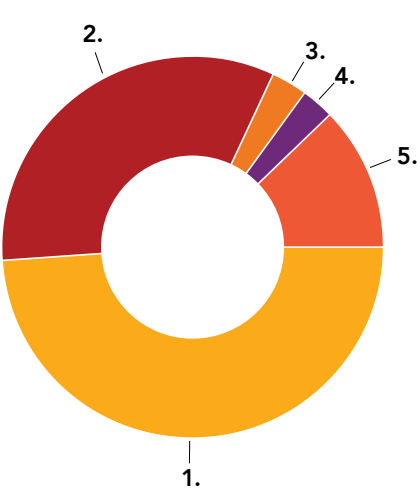
There was no significant change in the nature of these activities during the year.

Income \$8,311,184



- 1. Membership **35%**
- 2. Programs **39%**
- 3. Training and Consulting **9%**
- 4. Learning licences **7%**
- 5. Events **7%**
- 6. Other revenue **1%**
- 7. Interest **2%**

Expenses \$8,273,181



- 1. Employee benefit costs **49%**
- 2. Service delivery costs **33%**
- 3. Depreciation **3%**
- 4. Marketing **3%**
- 5. Administrative costs **12%**

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



Ainsley Barahona Santos
GAICD



Belinda Curtis
Nominations and
Remuneration Committee



Susan Davies
GAICD

Nominations and
Remuneration Committee



Kate Eastoe
GAICD

Finance, Audit and Risk
Management Committee



Kevin Figueiredo
GAICD

Finance, Audit and Risk
Management Committee



Kate Hann

Chair, Nominations and Remuneration Committee



Rosie McArdle

Nominations and
Remuneration Committee



Donna Purcell

GAICD

Nominations and
Remuneration Committee



Rania Saab

Nominations and
Remuneration Committee



Ainslee Scott

MAICD, FCPA

Finance, Audit and Risk
Management Committee



Alyson Tong

GAICD, FCPA

Finance, Audit and Risk
Management Committee

Australian Disability Network members

Platinum

Australian National University
Compass Group
IBM
McDonald's
Sparke Helmore Lawyers
The Sydney Children's Hospitals Network
Westpac

BHP
BNP Paribas
Brotherhood of St Laurence
Bupa Australia
Coles Group
Commonwealth Bank of Australia
Corrs Chambers Westgarth
Curtin University
Dabserv
Department of Climate Change, Energy, the Environment and Water

Infosys
KPMG
L'Oreal
Laing O'Rourke
Legal Aid Commission of NSW
Lendlease
Life Without Barriers
Major Transport Infrastructure Authority
Medibank
Metro Trains Melbourne
Microsoft

Gold

Accenture
AGL
Aldi Stores
Alstom
ANZ
APM
Arup
Attorney-General's Department, Commonwealth
Australia Post
Australian Health Practitioner Regulation Agency
Australian Institute of Company Directors
Australian Institute of Health and Welfare
Australian Museum
Australian Trade and Investment Commission
Bendigo and Adelaide Bank

Department of Defence
Department of Education, Commonwealth
Department of Employment and Workplace Relationships
Department of Health and Aged Care, Commonwealth
Department of Home Affairs
Department of Industry, Science and Resources
Department of Infrastructure, Transport, Regional Development, Communications and the Arts
Department of Parliamentary Services
Department of Social Services
Eastern Freeway - BTA
Edith Cowan University
George Weston Foods
Greater Western Water
Griffith University
Hanes Australasia
icare

Millennium Services Group
National Australia Bank
National Disability Insurance Agency
National Indigenous Australians Agency
NBN Co
Nestle
nib
North Sydney Council
Northern Territory Government
NSW Department of Communities and Justice
NSW Department of Planning, Housing and Infrastructure
NSW Office of the Director of Public Prosecutions
Pacific National
Parliament of Victoria
Premier's Department
Qantas Airways

QLD Department of Housing, Local Government, Planning and Public Works	and Economic Development Directorate	CBRE
QLD Department of Transport and Main Roads	ACT Community Services Directorate	Cbus Super
Scentre Group	ACT Justice and Community Safety Directorate	Cement Australia
Scope (Australia)	ActweAGL	Charles Darwin University
Settlement Services International	AFAC	Cisco Systems Australia
Silverchain	Alfred Health	City of Bayswater WA
St Vincent's Hospital Melbourne	Allens Operations	City of Greater Dandenong
Suburban Rail Loop Authority	Allianz	City of Greater Geelong
Suncorp Group	Ambulance Victoria	City of Newcastle
Tasmanian Government	American Express	City of Parramatta
Telstra	Anglo American Steelmaking Coal	Civil Aviation Safety Authority
The Department of The Prime Minister and Cabinet	Asahi Holdings	Clayton Utz
Transport Accident Commission	Ashurst	Clean Energy Regulator
University of Sydney	Aurecon Australasia	Comcare
VIC Department of Energy, Environment and Climate Action	Ausgrid	Commonwealth Director of Public Prosecution
VIC Department of Transport	Australian Broadcasting Corporation	Commonwealth Ombudsman
Victoria University	Australian Electoral Commission	Coöperatieve Rabobank U.A.
Victorian Public Sector Commission	Australian Energy Market Operator	Country Fire Authority
Virgin Australia	Australian Federal Police	CSL Behring
WA Department of Local Government, Sport and Cultural Industries	Australian Financial Complaints Authority	Culture Amp
Woolworths Group	Australian Prudential Regulation Authority	Cumberland Council
Worksafe Victoria	Australian Public Service Commission	Cummins South Pacific
Zoos Victoria	Australian Securities and Investments Commission	Cushman & Wakefield
	Australian Security Intelligence Organisation	David Jones
	Australian Taxation Office	Defence Housing Australia
	Avant Insurance	Deloitte
	Brisbane City Council	Department of Agriculture, Fisheries and Forestry
	Bunnings	Department of Finance, Commonwealth
	Bureau of Meteorology	Department of Foreign Affairs and Trade
	Byron Shire Council	Department of Justice Tasmania
		Department of Veterans' Affairs
		EPA Victoria
		Ernst & Young
		Essential Energy
		Fire Rescue Victoria

Silver

Ability Options
Access Care Network Australia
ACCIONA
Achieve Australia
ACON Health
ACT Chief Minister, Treasury

Fujitsu	NSW Crown Solicitor's Office	Teachers Health Fund
Geoscience	NSW Department of Creative Industries, Tourism, Hospitality and Sport	Thales
Gilbert + Tobin	NSW Department of Primary Industries and Regional Development	The Benevolent Society
GrainCorp	NSW Police Force	The Perth Mint
Hall & Wilcox	Optus	The Treasury, Commonwealth
HCF	Origin Energy	The University of Queensland
HSBC Bank	Powerlink Queensland	Toyota Motor
Hydro Tasmania	PricewaterhouseCoopers	TPG Telecom
IAG	Publicis Communications	Transurban
IFM Investors	QBE Insurance	Tweed Shire Council
IKEA	QIC	Unitywater
Inner West Council	Qld Department of Families, Seniors, Disability Services and Child Safety	University of Adelaide
Insignia Financial	QLD Department of Education	University of Canberra
IP Australia	QLD Department of Environment and Science	University of Melbourne
Jacobs Group	Queensland Health	University of Melbourne Student Union
Kmart	Queensland Public Service Commission	University of New South Wales
La Trobe University	RACQ	University of Tasmania
Land Services WA Operating Trust	Relationships Australia	V/Line Corporation
Landcom	Reserve Bank of Australia	VIC Department of Families, Fairness and Housing
Lander & Rogers	RMIT	VIC Department of Government Services
Latrobe City Council	Russell Kennedy Lawyers	VIC Department of Jobs, Skills, Industry and Regions
Legal Aid Commission of Western Australia	Services Australia	Victoria Legal Aid
Macquarie Group	Smartgroup Corporation	Victoria Police
Macquarie University	Special Broadcasting Service	Victorian Electoral Commission
Manpower Group	Sportsbet	Water NSW
Mars Incorporated ANZ	Stantec Australia	Western Power
MAX Solutions	State Library Victoria	Woodside Energy
McMillan Shakespeare Group	State Trustees	WSA Co Ltd
MEGT (Australia)	Stockland Corporation	Yarra Trams
Melbourne Water	Swinburne University of Technology	
MinterEllison	Sydney Water	Bronze
MTC Australia	TAL Life	Ability WA
NDIS Quality and Safeguards Commission		AECOM
Nine Entertainment		Ai-Media
Northcott		
Norton Rose Fulbright Australia		
NRMA		

Allen & Overy Shearman	CoAct	Intopia
Amazon Commercial Services	Colin Biggers & Paisley	ISS Facility Services
APSCo Australia	Commonwealth Scientific	IVE Group
Are-Able	Industrial Research Organisation	Jemena
ART Group Services	Convo Australia	JFA Purple Orange
Asuria	Deaf Connect	John Holland
Audit Office of NSW	Deakin University	Johnson Winter Slattery
AUSTRAC	Dentons Australia	Ku-ring-gai Neighbourhood Centre
Australian Catholic University	Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	Kyndryl
Australian Competition and Consumer Commission	Department of the House of Representatives	Maddocks
Australian Film, Television and Radio School	Destination NSW	Main Roads Western Australia
Australian Financial Security Authority	Development Victoria	Marsh McLennan
Australian Human Resources Institute	DFP Recruitment	Matchworks
Australian Human Rights Commission	Digital Transformation Agency	Maxima Training Group
Australian Red Cross	Diversity Council Australia	McCullough Robertson
Australian Research Council	DLA Piper	McInnes Wilson Lawyers
Australian Securities Exchange	DXC Technology	MedHealth
Australian Strategic Property Advisers	EACH	Melbourne Cricket Club
AustralianSuper	Endeavour Foundation	Menzies International
Avanade Australia	Eurobodalla Shire Council	Mercy Health
Aware Super	Fair Work Ombudsman	Michael Page
Baker McKenzie	Food Standards Australia New Zealand	MidCoast Council
Bartier Perry Lawyers	Forsight	Mission Australia
Berry Street Victoria	Future Super Services	Monash Health
Built	Goldman Sachs Australia Services	Monash University
Burnet Institute	Good Sammy Enterprises	Moreton Bay Regional Council
CBM Australia	Government Employees Superannuation Board	MTAA Superannuation Fund (Spirit Super)
Cenitex	Grant Thornton	Murdoch Children's Research Institute
Centre for Inclusive Design	Guide Dogs NSW/ACT	National Archives of Australia
Charter Hall	Hawthorn Football Club	National Food Institute
CheckUP	Hays	National Health and Medical Research Council
City of Port Phillip	HealthShare NSW	National Library of Australia
City of Sydney Council	HOBAN Recruitment	National Museum of Australia
Clemenger Group	Horizon One	Neami National
	Hospitality Disability Network	NEC

New Plumbing Solutions	Authority	WA Department of Training and Workforce Development
Northern Sydney Local Health District	State Library of NSW	Walter & Eliza Hall Institute of Medical Research
Nous Group	Super Retail Group	Waverley Council
NSW Department of Customer Service	Symal Infrastructure	Westgate Community Initiatives Group
NSW Health Pathology	Systra ANZ	Windermere
NSW Ombudsman	Telecommunications Industry Ombudsman	Women with Disabilities Victoria
NSW Public Service Commission	The Adecco Group	Wotton and Kearney
NSW Reconstruction Authority	The Art Gallery of NSW	WPC Group
NSW State Emergency Service	The Boston Consulting Group	Xero
NSW Treasury	The Hollard Insurance	Yarra Valley Water
Office of National Intelligence	The Palladium Group	Yooralla
Office of Parliamentary Counsel	The Royal Women's Hospital	Youth Affairs Council of Victoria
Office of the Children's Guardian	The Salvation Army	
Officeworks	TheirCare	
Parks Victoria	Thomson Geer	
Paxus	Transdev Australasia	
Penrith City Council	Transgrid	
People for Purpose	Transport for NSW	
People with Disability Australia	Treasury Wine Estates	
PEXA	Trustee for Enel Green Power Australia Trust	
Pfizer Australia	uLaunch	
Preston Rowe Paterson Sydney	Unilever	
Productivity Commission	Uniting	
PVH	Uniting Vic Tas	
QLD Department of Premier and Cabinet	University of Wollongong	
Queensland Treasury	VIC Department of Education	
Relationships Australia WA	VIC Department of Health	
Roche Australia	Vicinity Centres	
Safe Work Australia	Victorian Government Solicitor's Office	
Sanofi-Aventis	Victorian Managed Insurance Authority	
Shell Australia	Vision Australia	
Societe Generale Australia	WA Department of Education	
Sodexo Australia	WA Department of Energy, Mines, Industry Regulation and Safety	
Sonder Care	WA Department of Finance	
South East Water		
State Insurance Regulatory		

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AUSTRALIAN DISABILITY
NETWORK