



10TIPS

for Inclusive Allyship and Advocacy



Being an effective ally and advocate for disability inclusion means actively supporting and amplifying disabled voices while using your influence to create positive change. It's about consistent actions, not just intentions.

These tips will help you develop meaningful allyship skills and advocate for genuine inclusion in your workplace.

1. Listen and Learn

Start with understanding:

- Actively listen to colleagues with disability when they share their experiences.
- Learn about invisible disability and accessibility needs.
- Stay informed about disability rights and current issues.

2. Check Your Assumptions

Examine and challenge your own biases:

- Recognise and address your unconscious biases about disability.
- Avoid making assumptions and judgements about people's abilities or needs.
- Don't compare all people with disability - everyone is unique.

3. Join the Disability Employee Network (DEN) as an ally

DENs are for allies too!

- Being a DEN member will increase your knowledge and diversify your experiences at work.
- If your organisation doesn't have one, suggest starting one to your Diversity and Inclusion team.

4. Amplify, Don't Override

Support without taking over:

- Share platforms and opportunities.
- Credit and cite voices of lived experience and expertise.
- Step back when issues directly affect colleagues with disability and listen first.

5. Make Inclusion Routine

Build inclusion into everyday actions:

- Always consider accessibility (online, in documentation, in person, work environments).
- Provide information in different formats.
- Ask your DEN for tips on how to be more inclusive.

6. Be an Active Ally

Lead by example:

- Always offer workplace adjustments for meetings you hold.
- Demonstrate inclusive behaviour and communication.
- Show your colleagues how to check accessibility in documents, meetings and environments.

7. Share the Work

Make inclusion everyone's responsibility:

- Distribute the labour of accessibility planning.
- Encourage other allies to take action.
- Spread awareness of disability inclusion.

8. Focus on Systems

Address structural barriers:

- Advocate for policy changes that promote inclusion.
- Question processes that create unnecessary barriers.
- Support initiatives that embed accessibility into systems.

9. Stay Accountable

Keep learning and improving:

- Accept feedback gracefully and act on it.
- Acknowledge mistakes and learn from them.
- Regularly review and update your allyship practices.

10. Create Lasting Change

Think long-term and sustainable:

- Support disability inclusion in succession planning.
- Mentor emerging allies and advocates.
- Document successful inclusion practices for others to follow.

Effective allyship and advocacy are ongoing journeys that require consistent action and commitment. Get in touch with Australian Disability Network to learn more about how you can become a more effective ally and advocate for disability inclusion in your workplace.



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For more information please visit:
www.australiandisabilitynetwork.org.au
www.jobaccess.gov.au

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