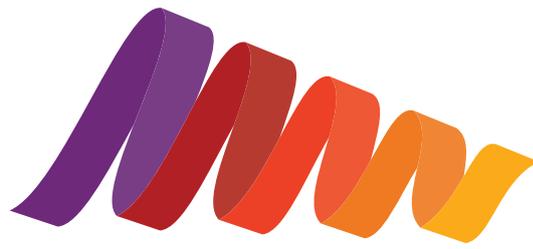


25
2000-2025



AUSTRALIAN
DISABILITY
NETWORK

ANNUAL REPORT 2025

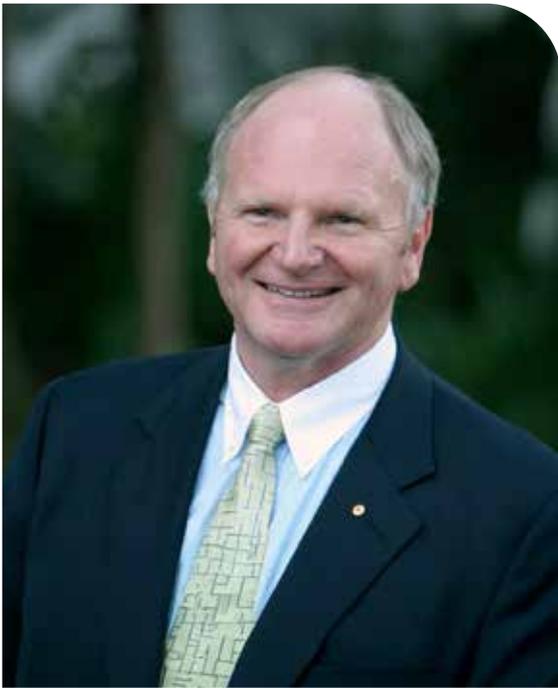


Contents

- Welcome from the Chairman _____ **5**
- Welcome from the CEO _____ **7**
- 2. A year of impact and connection _____ 8**
- 3. Partnering for progress: Creating impact through collaboration _____ 14**
 - Employing 100 _____ **15**
 - Career Pathways Pilot _____ **17**
 - Directing Change Scholarship _____ **19**
- 4. Our growing community of Change-Makers _____ 20**
- 5. Enabling inclusion through action _____ 22**
 - Career Mentoring _____ **23**
 - Internship Program _____ **26**
 - Access and Inclusion Index _____ **28**
 - Disability Confident Recruiter® (DCR) _____ **31**
 - Training _____ **32**
- 6. Engaging Hearts and Minds _____ 33**
 - Celebrating 25 Years of Impact _____ **34**
 - Championing Inclusive Leadership _____ **36**

7. Shaping change through advocacy and connection	37
Member Roundtables	38
External Engagement and Thought Leadership	40
Global Connections and Influence	40
8. Governance for a strong future	41
Our Board of Directors	42
Strategic Oversight	43
Board Committees	43
Risk Management	43
9. Financial Performance	44
Australian Disability Network Members	46
Connect with us	51

Welcome from the Chairman and CEO



Welcome from the Chairman

It is my pleasure to present the Australian Disability Network's Annual Report for the financial year 1 July 2024 to 30 June 2025, a year that marked our 25th anniversary and a period of reflection, transition, and renewed focus.

From our beginnings in 2000, when five visionary leaders came together to champion workplace inclusion, to now being Australia's peak body for disability inclusion in business, our journey has been one of growth, impact, and deep commitment. Today, our network comprises 449 member organisations representing more than 3 million employees, all working towards a disability confident Australia.

This year, we focused on consolidating our programs and services, ensuring the delivery of high-quality outcomes for our members and the broader disability community. We strengthened our operational foundations, delivered on our grant commitments, and continued to support our members with practical tools and expert guidance.

We also experienced significant leadership transitions. In December 2024, we farewelled Corene Strauss, who led the organisation for 3.5 years. Corene's tenure was marked by strategic growth and an expanded national presence. Her leadership helped elevate Australian Disability Network's influence, brand, and impact across the business landscape.

In January 2025, Deborah Homewood joined as CEO, bringing deep executive experience and a sharp operational lens. Deb's leadership from January through to August has been transformative, enhancing our internal capabilities and preparing the organisation for its next chapter.

As we celebrate 25 years of progress, we remain steadfast in our vision of a disability confident Australia, where people with disability are valued, and organisations thrive through inclusive practices.

Both Corene and Deb made invaluable contributions to advancing accessibility and inclusion across Australia. Their vision and dedication have left a lasting legacy, and we are deeply grateful for their powerful contributions.

In September 2025, we welcomed Amy Whalley as our new Chief Executive Officer. Amy returns to Australian Disability Network with fresh perspectives gained from her time working in disability inclusion in the United Kingdom. Her deep understanding of our mission and values, coupled with her strategic insight, positions us strongly for the future. The Board is confident that under Amy's leadership, we will continue to drive meaningful change in workplace inclusion.

This year also marked the successful completion of three major initiatives: the Career Pathways Pilot, Employing 100, and the Directing Change Scholarship. These programs were designed to increase participation of people with disability across all levels of employment, from entry-level roles to management, and ultimately, the boardroom. Together, they demonstrated the power of targeted, co-designed approaches to drive systemic change. We saw 240 jobseekers placed into meaningful roles through Employing 100, 22 employees achieve career progression at Kmart & Target alone through the Career Pathways Pilot, and 17 scholars secure board roles through Directing Change. These outcomes reflect our commitment to building inclusive pathways that support people with disability to thrive.

We also listened closely to our members. The Voice of Member survey received responses from 147 organisations, with a Net Promoter Score rising from 4.4 to 7.8. Members shared their desire for stronger partnerships, more networking opportunities, and tailored services. This feedback has shaped our evolving membership model and engagement strategy, ensuring our services remain responsive and impactful.

Our 25th anniversary was celebrated through two landmark events, the IMPACT 2025 Conference and the Disability Confidence Awards Gala Dinner. The conference brought together over 500 delegates from 250 organisations, showcasing insights, innovations, and lived experience. The gala dinner was a powerful evening of recognition, honouring changemakers and celebrating our collective progress. These events reminded us of the strength of our community and the importance of shared purpose.

As we celebrate 25 years of progress, we remain steadfast in our vision of a disability confident Australia, where people with disability are valued, and organisations thrive through inclusive practices.

I extend my sincere thanks to my fellow Board members for their strategic guidance, to our dedicated staff for their professionalism and passion, and to our members for their ongoing partnership.

Together, we honour the legacy of our founders and look ahead to a future of greater impact and inclusion.



Peter Wilson AM
Chairman



Welcome from the CEO

It's a privilege to be writing to you as the new Chief Executive Officer of Australian Disability Network.

I'm delighted to be back with this incredible organisation and community – one that continues to inspire me with its commitment to inclusion, collaboration, and impact.

I'm also honoured to carry forward the legacy of three exceptional leaders – Suzanne Colbert AM, Corene Strauss, and Deborah Homewood – each of whom has shaped Australian Disability Network into the trusted and influential organisation it is today. Their leadership has laid strong foundations, and I'm committed to building on their achievements.

Returning to Australia after time in the United Kingdom, I have fresh perspectives on how our work here contributes to global progress in disability inclusion. Australia's innovative approaches are often referenced internationally, and it's the work of our members that positions us on the world stage.

As I step into this role, my focus is on listening, connecting, and ensuring we continue to deliver high-quality, practical support that drives meaningful outcomes. I look forward to working alongside our members, partners, and champions to strengthen our collective impact.

Thank you for your continued support and commitment.

A handwritten signature in black ink, appearing to read 'Amy Whalley'.

Amy Whalley
Chief Executive Officer

As I step into this role, my focus is on listening, connecting, and ensuring we continue to deliver high-quality, practical support that drives meaningful outcomes.



A year of impact and connection

In 2024–2025, Australian Disability Network (AusDN) focused on delivering high-quality, sustainable outcomes by consolidating our efforts and deepening our relationships.

After years of growth, we took a deliberate step to strengthen the programs you rely on, honour our major grant commitments, and listen more closely to what matters most to our members.

Together, we've driven meaningful change, supporting inclusive employment, inclusive business practices, and inclusive community engagement. Whether through Employing 100, the Career Pathways Pilot, or the Directing Change Scholarship, your involvement helped shift mindsets and open doors

in recruitment, career development, and governance. Our Internship and Career Mentoring programs continued to build disability confidence and capability across hundreds of workplaces, thanks to your commitment and leadership.

This snapshot is a reflection of what we've achieved together. It shows the scale of our collective impact and the depth of our shared purpose.

Government-Funded Programs

Employing 100

4

major employers:
CSL Limited, Marriott
International,
McDonald's Australia,
The Salvation Army

240

jobseekers with
disability placed into
meaningful roles -
140% over target

83%

retention rate

**Systemic change
created**

in recruitment,
onboarding,
and workplace
adjustments

Career Pathways Pilot

4

major employers:
Coles, Compass
Group, Kmart &
Target, Woolworths

80+

employees
with disability
engaged across all
organisations

60+

managers and
mentors trained in
inclusive leadership

22

employees achieved
career progression
at Kmart & Target
alone

**Inclusive
systems**

and processes
improved across all
employers

200,000+

social media
impressions from
"It's Not Hard to be
Inclusive" campaign

**Comprehensive
resource**

suite developed for
national use

Directing Change Scholarship

17

scholars secured
board roles

29%

appointed to
multiple boards

**Mentoring and
governance**

training identified as
key success factors

**Directors Guide
and podcast**

developed to support
inclusive governance

Core Programs

Career Mentoring

269

mentoring
matches

32

participating
member
organisations

87%

of mentors would
participate again

Mentors reported

30%

increase in
confidence
supporting
employees with
disability

25%

increase in
confidence using
inclusive language

Mentees reported

58%

increase in
awareness of
employment
pathways

44%

increase in job
interview
confidence

26%

job application
success rate

570+

mentoring
meetings

4.9/5

average post-
meeting satisfaction
score

Internship Program

170

internships
completed

32

participating
member
organisations

20

years of
supporting people
with disability to
get internships

2400

participants since
2005

Inclusive Organisations

449

members

44

Access & Inclusion
Index participants

14

new Disability
Confident
Recruiter®
accreditations

36

premises reviewed
for dignified access

221

training sessions
delivered

100

Inner confidence
workshops

Events and Engagement

IMPACT 2025 Annual Conference and Disability Confidence Awards

610

IMPACT
Conference
attendees

30

Speakers

22

Exhibitors

354

Award Night
attendees

142

Nominations

Disability Champions Network

4

events held online
and in Canberra,
Melbourne and
Sydney

139

Champions from
120 member
organisations

Key topics

Inclusive leadership,
Royal Commission
recommendations, workplace
rights, neuroinclusion

“

This was the best conference I have attended. The 'collective effervescence' was definitely felt in the room, and personally, as a representative from my organisation and identifying as neurodiverse, this conference made me feel seen and heard. So great to be surrounded by like-minded people all driving for meaningful change."

**IMPACT 2025 Annual Conference
attendee**



Nas Campanella (ABC), Tanya Deans (President, Hanes Australasia), Michael Schneider (CEO, Bunnings), Scott Wharton (CEO, Smartgroup)



Alex Jones (Sydney Opera House)

**Partnering for
progress: Creating
impact through
collaboration**

At AusDN, we know that real progress comes from bold ideas, trusted partnerships, and a willingness to test, learn, and adapt.

In 2024–2025, we delivered three major externally supported initiatives, Employing 100, the Career Pathways Pilot, and the Directing Change Scholarship, that not only challenged the status quo but also demonstrated what’s possible when organisations invest in inclusion with purpose and courage.

These pilots were designed to address systemic barriers and build capability across employment, career development, and governance. Their success reflects the power of co-design, the value of lived experience, and the strength of the partners who helped bring them to life. Together, we created scalable models that are already shaping inclusive practices across Australian workplaces and boardrooms.

Employing 100

Employing 100 was a two-year pilot funded by the Department of Social Services through the ILC program. It aimed to place 100 jobseekers with disability into meaningful roles in high-growth industries. By the end of the project, 240 people had secured employment across four major employers – CSL Limited, Marriott International, McDonald’s Australia, and The Salvation Army – with an impressive 83 percent retention rate. These outcomes were achieved through AusDN’s Employer Enablement Framework, which focused on building employer capability in addition to jobseeker readiness.

Employers reported significant improvements in disability confidence, recruitment practices, and workplace culture. Accessible recruitment processes, workplace adjustment policies, and disability confidence training were embedded

across all participating organisations. The project also strengthened relationships between employers and recruitment providers, improving candidate matching and retention. Jobseekers with disability reported life-changing outcomes, with many securing their first job after years of unemployment.

The success of Employing 100 highlights the value of demand-led approaches and the importance of investing in employer capability to achieve sustainable employment outcomes. Lessons learned include the need for executive sponsorship, operational support, and readiness across all levels of an organisation. The project showed that systemic change is possible when employers are equipped with the right tools, training, and support.



Greg Makutu (Salvation Army)

From Nervousness to Confidence

A hiring manager participating in the Employing 100 project shared their transformation after completing Disability Confidence training and employing a person with disability:

This story highlights the power of targeted training and support in shifting attitudes, building confidence, and enabling inclusive employment practices that benefit both employers and employees.

“ I undertook the Disability Confidence training. In the session we learnt how broad disability is and how many Australians live with disability. It was an interactive and informative session. Before training I was nervous, what if I said the wrong thing? But the training was terrific. I now know 1 in 5 Aussies live with disability and it is so much broader than I knew, most people will end up experiencing disability during their life! I have had my employee with disability working with me for a while now. I feel confident to offer adjustments and help implement them, and together we are smashing goals!”

Hiring Manager, Employing 100 participant

Fiona Pereira (Marriot), Sophie Saba (CSL Limited), Amanda Belz (McDonald’s), Ellie Knight (The Salvation Army), Nerida Sleaman (AusDN)



**EMPLOYING
100**

Funded by the Australian Government, Department of Social Services





Maree and Kayci (Kmart)

Career Pathways Pilot

The Career Pathways Pilot was an 18-month initiative delivered in partnership with the Business Council of Australia and funded by the Department of Social Services. It supported four major employers – Coles, Compass Group, Kmart & Target, and Woolworths Group – to improve career advancement opportunities for employees with disability.

The Pilot was co-designed with people with disability and embedded inclusive practices across recruitment, development, and leadership pathways. Activities included Personal Development Plans, mentoring programs, disability confidence training, and the establishment of Disability Employee Networks. At Kmart & Target, 22 of 34 participants achieved career growth, including promotions, permanent roles, and leadership training. Coles and Woolworths were recognised in the Access and Inclusion Index for their progress.

Managers reported increased confidence and capability to support employees with disability, and organisations strengthened their systems and processes to enable career progression. The Pilot also produced a comprehensive suite of resources including training modules, mentoring frameworks, and inclusive leadership tools, that are now available for broader use across the Australian business community.

Key lessons included the importance of executive sponsorship, tailored implementation, and embedding inclusion into business-as-usual practices. The Pilot demonstrated that when organisations invest in capability and culture, career progression for people with disability becomes not only possible, but expected.



Ross Chaplin and David Attenborough

Directing Change Scholarship

Funded through an anonymous philanthropic trust, the Directing Change Scholarship was a three-year pilot designed to increase the representation of leaders with disability on Australian boards. Delivered in partnership with the Australian Institute of Company Directors (AICD), the program provided governance education and eight months of structured mentoring at no cost to participants.

Fifty-four scholars participated, with 96 percent attending their AICD course and 74 percent passing assessments. Seventeen scholars secured board roles, and five were appointed to multiple boards. The mentoring component was identified as a critical success factor, providing scholars with practical guidance, networking opportunities, and insights into board culture. Mentors also gained disability confidence and brought inclusive practices back to their own boards.

The program offered two educational pathways, Foundations of Directorship and the Company Directors Course, both of which led to successful board placements.

Lessons from the pilot include the need for targeted participant selection, structured accountability, and improved accessibility in governance education. The program also highlighted the importance of embedding disability inclusion into mainstream board development pathways.

Directing Change has established a replicable model for increasing boardroom diversity and demonstrated that with the right support, leaders with disability can successfully navigate governance pathways and contribute meaningfully to organisational leadership.

//

It was really a collaborative two-way learning experience. I was really fortunate to probably get more out of the program than I think maybe you did. When I think about the value that I got from being able to be with you through your journey - really learning about the difference between visible and invisible disabilities and actually how much harder in many ways it is - you spelled that out for me so well. And to be able to listen to the adjustments that you were needing and how I can apply that in a boardroom."

David, Directing Change Mentor

//

Only a few weeks ago I was approached to be nominated as a vice president for a professional association. Initially I said no, and I went back the following day and said I've changed my mind I will do that. So now I'm the VP. And I know that I changed my mind partly because of our conversations. I didn't really want to say to you that I refused the opportunity."

Ross, Mentee

Together, Employing 100, the Career Pathways Pilot, and the Directing Change Scholarship have demonstrated the power of targeted, co-designed programs to drive meaningful change. These initiatives have supported people with disability into employment, career progression, and leadership roles, while equipping organisations with the tools, confidence, and systems needed to embed inclusion. The outcomes achieved reflect AusDN's commitment to practical, scalable solutions that benefit individuals, workplaces, and communities.

**Our growing
community
of Change-Makers**

As at 30 June 2025, AusDN had 449 member organisations, reflecting a stable and engaged network committed to advancing disability inclusion.

Membership is distributed across four tiers: 7 Platinum, 107 Gold, 142 Silver, and 193 Bronze. This represents a net change of five members from the previous year, with notable movement between tiers as organisations deepened their engagement.

To better understand member needs and sector-wide challenges, we conducted a comprehensive Voice of Member survey in August 2024. The survey received responses from 147 organisations, representing 32 percent of the membership. The final Net Promoter Score was 7.8, which, while indicating a reasonable level of satisfaction, also highlighted clear opportunities for improvement in how we support and engage our members.

Members shared that their commitment to diversity and inclusion remains strong, with 88 percent indicating their investment would

remain steady or increase in the coming year. However, they also described the pressures of managing expanding equity initiatives across multiple groups, often with limited resources and support. Many reported working outside their defined roles to advance inclusion, and recognised that achieving disability inclusion requires sustained cultural change alongside strong business cases.

Feedback also highlighted the importance of access to expertise, benchmarking, and facilitated connections. Members value AusDN's leadership in the sector and see us as a trusted partner in their inclusion journey. These insights continue to shape our evolving membership model and engagement strategy, ensuring our services remain responsive, inclusive, and impactful.



AusDN's Mackenzie Small with our members

Enabling inclusion through action

At AusDN, our programs are catalysts for real, lasting change. In 2024–2025, we focused on creating tangible impacts for people with disability across employment, career development, and leadership.

Thanks to your support, our core programs continued to build disability confidence and capability in hundreds of workplaces, while our targeted initiatives drove systemic change in recruitment, career progression, and governance.

This year, we took a significant step to make our programs more accessible and intuitive for future participants. We renamed two of our most beloved programs: the Career Mentoring Program, formerly known as PACE (Positive Action towards Career Engagement), and the Internship Program, previously Stepping Into Internships (SIP). While these original names held a special place in our hearts, we wanted to ensure that new participants, mentors, and employers could easily understand the purpose of each program. The new names reflect our commitment to clarity and accessibility, making it easier for everyone to engage and benefit from these opportunities.

Career Mentoring

Our Career Mentoring Program connects people with disability to experienced professionals who provide career guidance, encouragement, and practical support. In 2024–2025, the program facilitated 269 mentoring matches across 32 member organisations, helping participants build confidence, gain career guidance, expand networks, and explore career pathways.

This year marked a significant milestone with the transition to the Mentorloop platform in the Autumn 2025 cohort. The platform enabled streamlined communication, meeting tracking, and feedback collection, enhancing the mentoring experience for both mentors and mentees.



Esther Pritchard, Mentee of the Year 2024

Program Impact

Mentors reported:

87% would participate again

82% plan to stay in touch with their mentee

30% increase in confidence supporting employees with disability

28% increase in awareness of disability prevalence in Australia

25% increase in confidence using inclusive language

Mentees reported:

94% plan to stay in touch with their mentor

26% job application success rate

58% increase in awareness of employment pathways

45% increase in job interview confidence

44% increase in networking confidence

44% increase in confidence applying for jobs

41% increase in confidence sharing disability-related information with employers

Participant engagement:

- **570+** meetings logged
- **388** post-meeting surveys completed
- **4.9/5** average satisfaction score
- **3808** interactions and **2962** messages exchanged

Participant Reflections



The Career Mentoring program reflects the best of what happens when inclusive leadership means community partnership. It reminds us that there is incredible talent in our communities and with the right support, encouragement and opportunities, people can thrive.”

Tracey Frey, Mentor, Manager Future Workforce, Australian Federal Police, Autumn 2025



Thanks to the reinforcement from a professional about the correct way to proceed my confidence has increased. I feel a renewed sense of motivation to work towards my goals, knowing I am going along the path to arrive there.”

Matthew Lee, Mentee, Autumn 2025



I was thinking I would go in mostly offering advice and guidance but I found myself learning quite a lot from my mentee... Mentoring is not just about teaching, it's also about growing together.”

Sally Deans, Mentor, Legal Aid Commission NSW, Autumn 2025

These stories reflect the depth and mutual benefit of the mentoring experience. The Career Mentoring Program continues to be a cornerstone of AusDN's work, enabling inclusive leadership and empowering people with disability to pursue meaningful careers.



Christopher Rodrigo, Internship participant



INTERNSHIP PROGRAM

This year marks 20 years of our Internship Program, a milestone that reflects two decades of opening doors, building confidence, and shaping careers for students with disability.

What began in 2005 as Stepping Into Law has grown into a nationally recognised program that connects talented students with inclusive employers across Australia. Over the years, thousands of interns have gained meaningful work experience, and many have gone on to become leaders and advocates for inclusion in their own right.

The impact of these internships is best told through the voices of those who have lived the experience. Debbie Heron, one of our earliest interns, shares how the program changed her life:

“

For me, it all started with a handshake. I have a stroke on my right side, and every time I applied for legal internships during uni, interviews felt awkward. I'd go to shake hands, and because mine looked different, it often dampened the experience. Sometimes, I was even patted instead.

In 2006, I joined the program - then called Stepping Into Law - and everything changed. I still remember walking into my interview and being greeted with a handshake and eye contact. No awkwardness. No need to explain my disability. It was life-changing.

That internship took me into a courtroom for the first time and gave me the confidence to present a matter to a magistrate. I received workplace adjustments I didn't even know existed, and I still use versions of that equipment today. I loved the experience so much that I did another internship in my final year. Later, I hosted my own intern - a full-circle moment.

Today, I hold a statutory position appointed by the Governor-General. I'm beyond grateful for the opportunity that helped me see myself differently and for the confidence this program gave me and so many others. Congratulations and here's to another 20 years.”



Debbie Heron (NDIS)

The Internship Program connects university students and recent graduates with disability to paid work placements in inclusive organisations.

These internships provide participants with valuable workplace experience and help employers build disability confidence and diversify their talent pipelines.

- 170 internships completed across 32 member organisations
- Employers reported increased disability confidence and stronger recruitment outcomes
- Interns reported increased confidence in the workplace and gained experience toward their career goals

“The program gave me the opportunity to prove myself in a professional setting. It was a turning point in my career.”

Internship participant

“The Internship Program has not only transformed career pathways for students with disability, but also strengthened Australian Disability Network. Alumni have contributed in roles across the organisation, from team members to Board Directors. I’d like to make a special mention of Rania Saab, one of the first interns who went on to serve on our Board for 13 years. Her commitment and legacy reflects the lasting impact of this program.”

Amy Whalley, CEO Australian Disability Network

“It’s incredible to see how far the program has come and the difference it has made for so many students with disability. Taking part in that first internship shaped my career and inspired me to give back through 13 years on the AusDN Board - something I’m deeply proud of.”

Rania Saab, Former Intern and AusDN Board Member



Rania Saab (Former Intern and AusDN Board Member) and Todd Wright (CEO, Convo Communications Australia)

Access and Inclusion Index

The Access and Inclusion Index is AusDN's flagship tool for enabling organisations to assess their maturity in disability access and inclusion across nine key areas.

It provides a structured framework across nine key areas: commitment, premises, procurement, workplace adjustments, candidate experience, employee experience, customer experience, communications and marketing, and digital accessibility.

In 2024, 44 organisations participated in the Index, assessed across four elements within each area:

- Framework: Commitments, structures, policies.
- Implementation: Delivery of inclusive practices.
- Continuous Improvement: Use of data and feedback to evolve.
- Innovation: Initiatives that enhance accessibility for people with disability.

Benchmark data revealed strengths in commitment, workplace adjustments, and employee experience, and opportunities for growth in procurement, premises, and digital accessibility.



Michael Osman and Natalie Rolfe (Australia Post)

Why the Index matters

The Index is more than a benchmarking tool, it's a catalyst for change. It helps organisations:

- Measure progress by identifying strengths and areas for improvement, helping organisations understand where they are on their inclusion journey and where they can grow.
- Enable delivery by supporting the creation of evidence-based plans that focus resources where they will have the greatest impact.
- Drive engagement by sparking cross-organisational conversations and strengthening the business case for investment in disability inclusion.

Benchmark Insights (2024–2025)

- Top performing areas: Commitment, workplace adjustments, employee experience.
- Challenging areas: Procurement, premises, digital accessibility.
- Common traits among **top performers**:
 - **95%** were repeat participants
 - **95%** had an executive disability champion
 - **80%** had a Disability Employee Network
 - **75%** had an access and inclusion plan
 - **70%** had a workplace adjustment policy

2025 Top Performers

- Australia Post
- NSW Department of Communities and Justice
- University of Sydney
- University of New South Wales
- National Australia Bank
- Bendigo and Adelaide Bank
- QLD Department of Transport and Main Roads
- Hanes Australasia
- Commonwealth Bank of Australia

Best in Class Winners

- Commitment: Australia Post
- Premises: Bendigo and Adelaide Bank
- Procurement: Australian Broadcasting Corporation
- Workplace Adjustments: NSW DCJ
- Candidate Experience: NSW DCJ
- Employee Experience: National Australia Bank
- Customer Experience: University of Sydney
- Communications and Marketing: QLD Department of Transport and Main Roads
- Digital Accessibility: University of Queensland
- Most Improved: Woolworths

“It is really the foundation. For us it is the blueprint of our inclusion plan... what gets measured gets done.”
Julie Duncan, Australia Post

“It allows you to look in the rear view mirror... and provides you with a roadmap forward. Inclusion benefits everyone.”
Caroline Ghatt, CBA

“It helped us understand that there’s so much good work happening that we’re not across and can’t demonstrate yet... start early, put in the work.”
Elyssa Herd, NSW Premier’s Department

“The index is a fabulous tool to have those conversations across the organisation... and strengthen that business case for investment.”
Rosie Lane, AusDN



Rosie Lane (AusDN), Caroline Ghatt, (CBA), Elyssa Herd (NSW Premier’s Department), Julie Duncan (Australia Post)

Disability Confident Recruiter® (DCR)

The Disability Confident Recruiter® program supports organisations to embed inclusive recruitment practices that remove barriers for candidates with disability. DCR Accreditation signals a commitment to fair, accessible, and inclusive hiring processes, and provides a practical framework for continuous improvement.

In 2024–2025, **14 organisations** achieved DCR accreditation, joining a growing cohort of employers committed to inclusive recruitment. As at 30 June 2025, **76 organisations** were actively engaged in the program, up from 58 in February 2024.

Accredited organisations benefit from tailored guidance, expert review, and access to tools that help them confidently support candidates with disability throughout the recruitment journey. The program builds recruiter confidence, strengthens organisational capability, and ensures inclusive practices are embedded, not just adopted.



Recruitment Team (SSI)

Leading change in Public Sector accessibility

The Australian Taxation Office (ATO) became the third federal government agency to achieve DCR accreditation, marking a significant milestone in its commitment to inclusive recruitment.

“I was delighted that the ATO has been awarded Disability Confident Recruiter® accreditation from the AusDN. This is an important step in our commitment to creating a diverse and inclusive workplace for all employees.”

Susan Moriarty, SES, ATO

Over a two-year period, the ATO collaborated with internal teams, including Human Resources, Digital Experience, IT, and Property, to review and enhance recruitment policies, processes, and practices. The result was a more inclusive experience for candidates with disability, including:

- Refreshed job applications and candidate information kits
- Streamlined onboarding and adjustment request procedures
- Recruitment materials available in alternate formats
- Direct points of contact for each advertised role

“This accomplishment represents a significant milestone for the ATO, involving transformative enhancements to our systems and procedures. As a result, we now offer a more inclusive recruitment experience for candidates with disability.”

ATO Recruitment Manager

Celebrating a decade of inclusive recruitment

In September 2025, one of our long-term members DFP Recruitment celebrated a major milestone, reaching **10 years of DCR status**. This achievement reflects a decade of sustained commitment to improving disability inclusion in recruitment and employment.

DFP's long-term engagement with the program demonstrates how DCR accreditation can evolve with organisational needs.

Program Enhancements

This year, we introduced a series of improvements to our online platform for DCR, creating efficiencies and an optimised user experience. These enhancements support better data capture, improved evidence tracking, streamlined reporting, and more accessible engagement for participating organisations.

“The online platform was very user friendly and a huge upgrade from the word document used in previous years.”

Participating member



Training

AusDN's training programs are designed to build disability confidence and capability across all levels of an organisation. In 2024–2025, we delivered 248 training sessions, including face-to-face workshops, virtual sessions, and webinars. These sessions supported members to embed inclusive practices across recruitment, workplace adjustments, customer service, and leadership.

Training was delivered to a wide range of audiences, from frontline staff to senior executives, and consistently received strong feedback for its relevance, clarity, and impact. Participants reported increased confidence in supporting colleagues with disability, using inclusive language, and applying practical strategies in their day-to-day work.

“The training helped me realise how small changes in language and behaviour can make a big difference. I feel more confident supporting my team and advocating for inclusion.”

Training participant

“I appreciated the practical and tangible solutions which I can implement in my day-to-day management behaviours. I also appreciated that the Training provided with information and framework that could be applied in novel situations.”

**Anonymous training participant,
Attorney-General's Department**

Engaging Hearts and Minds

In 2024–2025, we brought people together to learn, collaborate, and celebrate progress, creating spaces where every voice matters and every conversation drives change.

Celebrating 25 Years of Impact

Disability Confidence Awards Gala Dinner

The 2025 Disability Confidence Awards Gala Dinner was a night of celebration, reflection and collective pride. Held at the Sydney International Convention Centre, the event marked the first-ever sit-down, cabaret-style dinner in the Awards' history, elevating the prestige of the evening and creating space for deeper connection and recognition.

Hosted once again by Alastair McEwin, the evening honoured the achievements of individuals and organisations driving disability inclusion across Australia. The presence of founding members Suzanne Colbert AM, John Bennett OAM and Steven Bennett OAM was a poignant reminder of the vision that began 25 years ago and the legacy that continues today.



Suzanne Colbert, Erin's Family, Deborah Homewood

A highlight of the evening was the performance by former Voice finalist Tim McCallum, who stunned the audience with a powerful rendition of *Nessun Dorma*, signing and singing in a moment that embodied the spirit of inclusion and excellence.

The most moving moment of the night came with the presentation of the Disability Inclusion Changemaker of the Year award to Erin Carey, most recently of The Achieve Foundation. Erin passed away on Christmas Day 2024 after a six-week battle with brain cancer. Her husband Andy and children Archer and Indigo accepted the award on her behalf, delivering a heartfelt tribute that honoured Erin's legacy as a "politely disruptive" leader who transformed recruitment practices and championed authentic inclusion through lived experience.

”

Her compassion, determination and belief in the goodness of people defined who she was... Erin taught our family many important life lessons. She always reminded us it takes all kinds of people to make up this world and no matter what their background or ability, everyone deserves an opportunity.”

Andy Carey

The Awards also recognised outstanding finalists including:

- Nikhil Bora (ANZ), Alix Grunwaldt-Sampson (Australia Post) and Gerry Neustatl (ABC) for their exceptional contributions to accessibility and inclusion
- Krissy Waley (ARUP) as Mentor of the Year
- Ayan Mohamed (QBE Insurance) as Mentee of the Year
- Naseer Stanikzai (VIC Department of Families, Fairness & Housing) as Supervisor of the Year
- Melbourne Cricket Club for Inclusive Initiative of the Year
- Westpac for Disability Employee Network of the Year

The evening was a powerful reminder of the importance of recognition in driving change. As former CEO Deborah Homewood shared, the Awards are not just about celebration, they are about collective effervescence, the energy and harmony that comes from shared purpose and progress.



Alastair McEwin AM

IMPACT 2025 Conference

In May 2025, AusDN marked its 25th anniversary with **IMPACT 2025**, a landmark conference held at the Sydney International Convention Centre. The event brought together over **500 delegates** from more than **250 organisations**, representing a diverse cross-section of Australian business committed to disability inclusion.

Under the theme “**Activating Insights for Inclusion**”, the conference featured a full day of keynotes, expert panels, and interactive sessions. Delegates explored how to translate data, lived experience, and evidence into meaningful strategies for inclusive workplaces. Highlights included:

- **25 Years of Progress** panel featuring Suzanne Colbert AM, Graeme Innes AM, and Miranda Ratajski (Westpac), reflecting on the origins of the movement and the enduring power of employer-led inclusion
- **CEO Insights** panel with Nas Campanella (ABC), Tanya Deans (Hanes Australasia), Michael Schneider (Bunnings), and Scott Wharton (Smartgroup), sharing candid perspectives on embedding inclusion into business strategy
- **Neurodiversity at Work** session, highlighting the importance of psychological safety, inclusive recruitment, and the power of lived experience
- **Pilot Program Insights** showcasing initiatives such as Employing 100, Career Pathways, and Directing Change, with speakers from McDonald’s, Kmart Group, Business Council of Australia, and Paralympics Australia

Accessibility was a cornerstone of the event, with sensory rooms, Auslan interpreters, quiet spaces, and tailored support provided. The conference also launched new resources, including the **Australian Neurodiversity Toolkit** and a **Neuroinclusion Webinar** for members.

Delegate Reflections

Feedback from attendees captured the spirit and impact of the day:

“What a day! My cup is definitely filled. Another inspiring, humbling and motivating conference delivered by AusDN. I am leaving with a book full of notes and actions thanks to all the outstanding keynote speakers!”

“Excellent conference this year. Neurodiversity front and centre? Topical, timely, relevant. Excellent work today.”

“Very inspiring and will help expand my conversations with internal stakeholders.”



Deborah Homewood (AusDN), Paul Nunnari (Inclusively Made), Jenny Oliver (TAL)

Championing Inclusive Leadership

Disability Champions Network

Our Disability Champions Network continued to play a pivotal role in driving systemic change and fostering inclusive leadership across our member organisations.

In 2024–25, 139 Champions from 120 organisations actively engaged in shaping disability-inclusive workplaces, representing 27% of our membership. Through one virtual session and three in-person roundtables in Canberra, Melbourne, and Sydney, Champions shared strategies on embedding inclusive leadership, responding to the Disability Royal Commission recommendations, and advancing workplace rights.

These connections provided a safe space for senior leaders to exchange insights, learn from lived experiences, and accelerate progress towards a disability-confident Australia.

Member Connection Events

Introduced as a direct response to feedback from our Voice of Member survey, Member Connection events are now a regular part of our engagement strategy. The first event was held in Canberra in April, hosted by Comcare, and marked the beginning of a new way for members to connect face-to-face.

Since then, these sessions have expanded across major cities, creating opportunities for members to share practical solutions and collaborate on advancing disability inclusion. These events provide space for candid conversations and peer learning, strengthening our community and accelerating progress.

Shaping change through advocacy and connection

In 2024–2025, AusDN continued to strengthen its position as a trusted voice in disability inclusion, influencing policy, shaping strategy, and building relationships across government, industry, and community.

Member Roundtables

Over the last 12 months, we hosted four Member Roundtables, engaging over 700 participants across virtual sessions held in July, October, December 2024, and March 2025. These roundtables continue to be a cornerstone of our engagement strategy, offering members direct access to thought leadership, peer insights, and lived experience.

Each session explored a distinct theme central to advancing disability inclusion:

- **Accessible Procurement** (July) highlighted the importance of embedding accessibility into procurement processes, with speakers from Coles, NAB, and global thought leaders sharing practical strategies and tools.
- **Neurodiversity in the Workplace** (October) showcased inclusive practices from ANZ, EY, and Jacobs Group, including tailored recruitment programs, redesigned workplace adjustments, and employee-led networks.
- **Lived Experience and Inclusion** (December) celebrated International Day of People with Disability by amplifying voices from member organisations. Speakers shared personal stories that underscored the human impact of inclusive workplaces and the ripple effect of everyday actions.
- **Inclusive Recruitment and AI** (March) focused on ethical AI use and inclusive hiring pipelines, with contributions from academia and industry leaders.

These roundtables are more than events, they are spaces for connection, learning, and transformation. They provide members with access to real-world examples, tested strategies, and the voices of people with disability. The insights shared help organisations build confidence, challenge assumptions, and take practical steps toward more inclusive workplaces.



AusDN's Sharon Kumar



Corene Strauss and Michele Bullock (Governor RBA)

External Engagement and Thought Leadership

Beyond our own events, AusDN has actively contributed to external forums, conferences, and policy consultations. Our leaders and representatives have shared insights and advocated for inclusive practices at a range of influential platforms.

This year, AusDN participated in multiple **policy consultations**, contributed to **industry committees**, and delivered **speaking engagements at external events**, reinforcing our role as a thought leader in disability inclusion. These engagements have included:

- Presentations at national roundtables and sector forums
- Keynote addresses and panel contributions by AusDN executives
- Thought leadership articles published in industry publications
- Representation on strategic committees such as:
 - **Communications Accessibility Consultative Committee** (Department of Infrastructure, Transport, Regional Development, Communications and the Arts)
 - **Bridging the Digital Divide Steering Committee** (University of Queensland)

Corene Strauss and Deborah Homewood also represented AusDN at a number of events and forums throughout FY 2024-2025, sharing insights on inclusive workplaces, leadership, and employment. Their contributions amplified our voice and reinforced our commitment to systemic change.

Events attended:

- 21 August 2024 – AICD Melbourne Directors' Briefing
- 3 September 2024 – Australian Federation of Disability Organisations

- 28 October 2024 – RSL & Services Clubs Association: Diversity, Equity & Inclusion Forum
- 3 December 2024 – Business Council of Australia Inclusive Employment Network
- 19 December 2024 – CON Leaders in Diversity & Inclusion
- 30 April 2025 – ACON DEI Forum
- 3 July 2025 – Social Impact Summit 2025
- 15 July 2025 – Achieve Foundation: Inclusive Employment Roundtable

Global Connections and Influence

AusDN maintains strong relationships with international allies, ensuring our work is informed by global best practice and contributes to international progress. Our network includes:

- International Labour Organization (ILO) Global Business and Disability Network
- Zero Project
- PurpleSpace
- Inclusively Made
- Business Disability Forum (UK)
- Valuable 500
- Remarkable Tech
- Influential disability advocates across Australia and globally

These relationships enable AusDN to stay at the forefront of innovation, share knowledge across borders, and bring global insights into practical solutions for Australian workplaces.

By collaborating internationally, we strengthen our impact locally and contribute to a worldwide movement for disability inclusion.

Governance for a strong future

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

Chairman

FCPALife, FCPHRLife,
FAICD

Finance, Audit and Risk
Management Committee,
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



Rosie McArdle

Nominations and
Remuneration Committee



Donna Purcell

GAICD

Nominations and
Remuneration Committee



Ainslee Scott

MAICD, FCPA

Finance, Audit and Risk
Management Committee



Alyson Tong

GAICD, FCPA

Finance, Audit and Risk
Management Committee

We also extend our heartfelt thanks to Ainsley Barahona Santos, Belinda Curtis, and Rania Saab, who stepped down from the Board at the November 2024 Annual General Meeting. We are grateful for their valuable contributions, commitment to inclusive leadership, and the lasting impact they made during their tenure.

Strategic Oversight

The Board oversaw the successful completion of the **2022–2025 Strategic Plan**, which focused on strengthening our members, team capability, products and services, and reputation. Planning for the next three-year strategy will commence in January 2026.

Board Committees

The Board continued to operate through two standing committees:

- **Finance, Audit and Risk Management Committee** – Oversaw financial reporting, audits, risk management and compliance.
- **Nominations and Remuneration Committee** – Provided oversight of Board composition, executive succession, and remuneration practices.

Risk Management

Key areas of focus for managing risk and identifying opportunities in 2025 included:

- Team health and wellbeing
- Cyber security
- Artificial intelligence
- Protection of intellectual property
- ESG roadmap – People and Planet

No changes to the Constitution or organisational policies were made in 2025.

Financial Performance

AusDN's 2024–2025 Financial Audit was undertaken by PKF Audit and Assurance Limited.

Our main source of income was membership (39%), followed by programs (34%), training and consulting (10%), events (8%), and learning licenses (6%), with interest contributing 3%. Total income for the year was \$7,853,002.

Expenses for the year totalled \$7,663,655, reflecting our continued investment in people and service delivery. Employee benefit costs accounted for 50%, with service delivery costs at 29%, administrative costs at 13%, and smaller allocations for marketing (3%) and depreciation (3%).

This financial performance demonstrates our commitment to sustainability and impact. By maintaining a strong financial position, we can continue to invest in programs, partnerships, and technology that advance inclusion across Australia.

The following charts provide a snapshot of our income and expenses for 2024–2025. These should be read in conjunction with the full Financial Statements for the year ended 30 June 2025.

Income
\$7,853,002



- 1. Membership 39%
- 2. Programs 34%
- 3. Training and Consulting 10%
- 4. Learning Licenses 6%
- 5. Events 8%
- 6. Interest 3%

Expenses
\$7,663,655



- 1. Employee Benefit Costs 51%
- 2. Service Delivery Costs 29%
- 3. Depreciation 3%
- 4. Marketing 3%
- 5. Administrative Costs 14%

Australian Disability Network members

Platinum

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

Australian Museum
Australian Sports Commission
Australian Taxation Office
Australian Trade and
Investment Commission
Bendigo and Adelaide Bank
Bendigo Kangan Institute
BHP
Brotherhood of St Laurence
Bupa Australia
Coles Group
Commonwealth Bank
Dabserv
Department of Climate
Change, Energy, the
Environment and Water
Department of Defence
Department of Education,
Commonwealth
Department of Employment
and Workplace Relations
Department of Foreign Affairs
and Trade
Department of Health and
Aged Care, Commonwealth
Department of Home Affairs
Department of Industry,
Science, Energy and Resources
Department of
Infrastructure, Transport,
Regional Development,
Communications and the Arts
Department of Justice
Tasmania
Department of Justice Western
Australia
Department of Parliamentary
Services

Department of Social Services
Eastern Freeway - BTA
Edith Cowan University
George Weston Foods
Griffith University
Hanes Australasia
IAG
icare
Icon Water
Infosys
Inner West Council
KPMG
La Trobe University
Laing O'Rourke
Legal Aid Commission of NSW
Legal Aid Queensland
Lendlease
Medibank
Melbourne Water
Metro Trains Melbourne
Millennium Services Group
n i b Health Funds
National Australia Bank
National Disability Insurance
Agency
National Indigenous
Australians Agency
NBN Co
Nestle
North Sydney Council
Northern Territory Government

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

Gold

Accenture
AGL
Aldi Stores
Alstom
ANZ
APM
Arup
Asahi Holdings
Attorney-General's
Department, Commonwealth
Australia Post
Australian Council for
Educational Research
Australian Electoral
Commission
Australian Health Practitioner
Regulation Agency
Australian Institute of
Company Directors
Australian Institute of Health
and Welfare

Fujitsu	NSW Department of Creative Industries, Tourism, Hospitality and Sport	Technology
Geoscience	NSW Department of Education	Sydney Water
Gilbert + Tobin	NSW Police Force	Tasmanian Government
Greater Western Water	Optus	Teachers Health Fund
Hall & Wilcox	Origin Energy	Thales
HCF	Palladium Group	The Treasury, Commonwealth
HSBC Bank	PepsiCo ANZ	The University of Queensland
IFM Investors	PricewaterhouseCoopers	Toyota Motor
IKEA	Publicis Communications	Transurban
Insignia Financial	QIC	Tweed Shire Council
IntoWork Australia	QLD Department of Education	Unitywater
IP Australia	QLD Department of Environment, Tourism, Science and Innovation	University of Melbourne
Jacobs Group	QLD Department of Families, Seniors, Disability Services and Child Safety	University of Tasmania
Kmart	Queensland Health	V/Line Corporation
Lander & Rogers	Queensland Public Sector Commission	VIC Department of Families, Fairness and Housing
Latrobe City Council	RACQ	VIC Department of Government Services
Legal Aid Commission of Western Australia	Reserve Bank of Australia	Victoria Legal Aid
Life Without Barriers	RMIT	Victoria Police
Macquarie Group	Russell Kennedy Lawyers	Victorian Electoral Commission
Macquarie University	Sarina Russo Job Access	Wesley Mission Queensland
Marriott	Scyne Advisory	Western Power
Mars Incorporated ANZ	Services Australia	Woodside Energy
MAX Solutions	Smartgroup Corporation	WorkCover Queensland
McMillan Shakespeare Group	Special Broadcasting Service	WSA Co Ltd
MEGT (Australia)	Sport Integrity Australia	Yarra Trams
Microsoft	Sportsbet	
MinterEllison	St Vincent's Health Australia	Bronze
MTC Australia	Stantec Australia	Ability WA
NDIS Quality and Safeguards Commission	State Library Victoria	AECOM
Nine Entertainment	State Trustees	Ai-Media
Northcott	Stockland Corporation	Alfred Health
Norton Rose Fulbright Australia	Swinburne University of	Allen & Overy
NRMA		American Express
NSW Crown Solicitor's Office		APSCo Australia

Are-Able	Commonwealth Director of Public Prosecutions	Grant Thornton
ART Group Services	Commonwealth Scientific Industrial Research Organisation	Guide Dogs NSW/ACT
Asuria	Convo Australia	Hawthorn Football Club
Audit Office of NSW	Corrs Chambers Westgarth	Hays
AUSTRAC	CPA Australia	HealthShare NSW
Australian Catholic University	Culture Amp	HOBAN Recruitment
Australian Competition and Consumer Commission	Deaf Connect	Horizon One
Australian Film, Television and Radio School	Department of the House of Representatives	Hydro Tasmania
Australian Human Resources Institute	Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism	Intopia
Australian Human Rights Commission	Development Victoria	ISS Facility Services
Australian Red Cross	DFP Recruitment	IVE Group
Australian Research Council	Digital Transformation Agency	Jemena
Australian Securities Exchange	Diversity Council Australia	JFA Purple Orange
Australian Super	DLA Piper	John Holland
Avanade	Down Syndrome Australia	Johnson Winter Slattery
Aware Super	DXC Technology	Ku-ring-gai Neighbourhood Centre
Baker McKenzie	EACH	Kyndryl
Bartier Perry Lawyers	East Metropolitan Health Service	Louis Vuitton
Beon, CitiPower, Powercor and United Energy	Endeavour Foundation	Maddocks
Berry Street Victoria	Energy Consumers Australia	Magentus Group
BNP Paribas	Energy Safe Victoria	Main Roads Western Australia
Brophy Family and Youth Services	Eurobodalla Shire Council	Manpower Group
Built	Fair Work Ombudsman	Marsh McLennan
Burnet Institute	Food Standards Australia New Zealand	Matchworks
CBM Australia	Future Super Services	McCullough Robertson
Cenitex	Global Skills	MedHealth
Charter Hall	Goldman Sachs Australia Services	Melbourne Cricket Club
CheckUP	Government Employees Superannuation Board	Menzies International
City of Newcastle	GrainCorp	Mercy Health
City of Port Phillip		MidCoast Council
City of Sydney Council		Mission Australia
Clemenger Group		Monash Health
CoAct		Monash University
		Moreton Bay Regional Council
		MTAA Superannuation Fund (Spirit Super)
		Murdoch Children's Research

Institute	Queensland Treasury	Uniting
National Anti-Corruption Commission	Relationships Australia WA	Uniting Vic Tas
National Archives of Australia	Roche Australia	University of Melbourne Student Union
National Food Institute	Safe Work Australia	University of Wollongong
National Library of Australia	Sanofi-Aventis	VIC Department of Education
National Museum of Australia	Seqwater	VIC Department of Health
NEC	Serco Citizen Services	Vicinity Centres
New Plumbing Solutions	Settlement Services International	Victorian Government Solicitor's Office
Northern Sydney Local Health District	Shell Australia	Victorian Managed Insurance Authority
Nous Group	Societe Generale Australia	Vision Australia
NSW Department of Customer Service	Sodexo Australia	WA Department of Education
NSW Department of Primary Industries and Regional Development	South East Water	WA Department of Energy, Mines, Industry Regulation and Safety
NSW Health Pathology	State Insurance Regulatory Authority	WA Department of Training and Workforce Development
NSW Office of the Director of Public Prosecutions	State Library of NSW	Walter & Eliza Hall Institute of Medical Research
NSW Ombudsman	State Revenue Office Victoria	Waverley Council
NSW Reconstruction Authority	Suburban Connect	Westgate Community Initiatives Group
NSW State Emergency Service	Symal Infrastructure	Windermere
NSW Treasury	Systra ANZ	Wollongong City Council
Office of National Intelligence	Telecommunications Industry Ombudsman	Women with Disabilities Victoria
Office of Parliamentary Counsel	The Adecco Group	Wotton and Kearney
Office of the Children's Guardian	The Art Gallery of NSW	WPC Group
Officeworks	The Boston Consulting Group	Xero
Paxus	The Royal Women's Hospital	Yarra Valley Water
Penrith City Council	The Salvation Army	Zurich Financial Services
People with Disability Australia	Thomson Geer	
Perth Airport	Tract	
PEXA	Transdev Australasia	
Pfizer Australia	Transgrid	
Preston Rowe Paterson Sydney	Transport for NSW	
Productivity Commission	Treasury Wine Estates	
QBE Insurance	Tribal Education	
	Tursa Employment and Training	
	uLaunch	
	Unilever	

Connect With Us

Phone: 1300 363 645

Website: AustralianDisabilityNetwork.org.au

Email: info@AusDN.org.au

LinkedIn: www.linkedin.com/company/AusDisabilityNetwork

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

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

Twitter: [@Aus_DN](https://twitter.com/Aus_DN)

© Copyright Australian Disability Network 2025

ACN 605 683 369

Disclaimer: Unless otherwise stated, the information in this report has been compiled as at 30 June 2025. While every effort has been made to ensure the report is accurate, the Australian Disability Network makes no warranty about its accuracy or completeness. To the extent permitted by law, the Australian Disability Network, its directors, officers, employees and agents exclude all liability (whether in negligence or otherwise) for: Any error or inaccuracy in, or omission from, the report; and any loss or damage suffered by any person, directly or indirectly, through use of the report, including reliance on the information contained in the report and any membership decisions made on the basis of its content.



The AusDN team, May 2025



AUSTRALIAN DISABILITY
NETWORK