



AUSTRALIAN
DISABILITY
NETWORK

Australian Disability Network
Strategy 2026–29



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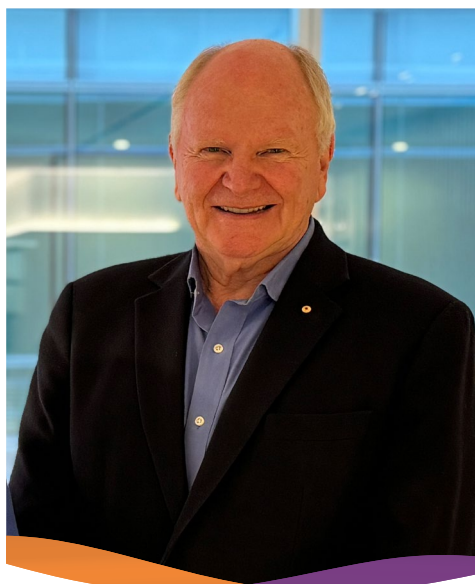
Australian Disability Network (AusDN) acknowledges HealthConsult for designing and facilitating the co-design sprint that informed this Strategic Plan. Their support helped create a structured, inclusive and collaborative process through which AusDN’s members, Board, team and people with disability helped shape our organisation’s future direction.

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Acknowledgement of Country

Australian Disability Network (AusDN) acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters, and community. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.





Chair foreword

// The question is no longer whether to act, but how to act with confidence and consistency."

Australia is at an important moment for disability inclusion. Organisations increasingly recognise that accessible, inclusive workplaces are not just the right thing to do, they are good for business, good for communities, and good for Australia's economic future. The question is no longer whether to act, but how to act with confidence and consistency.

Our Board brings together expertise spanning people and culture, finance, governance, sustainability, risk, policy, and disability advocacy. Board members have led inclusion agendas inside some of Australia's largest organisations, and several bring lived experience of disability to the table. In developing this strategy, we drew on all of that to ask the right questions, test our assumptions, and ensure our direction reflects both the complexity of the challenge and the real needs of our members.

What we have agreed on is a strategy that is clear, practical, and ambitious in the right ways.

Our vision remains a disability inclusive Australia, achieved through our purpose of building organisational capability to include people with disability.

This strategy reflects where we believe employer-led action can make the greatest difference, and identifies the initiatives most likely to move the dial for our members and for the people their organisations employ, serve, and welcome.

From a decade of experience in my role as Chair of AusDN, I have seen what is possible when business commits seriously to inclusion. The ambition in this strategy is grounded in that experience. It recognises that we are not starting from scratch, we are building on a strong foundation, and it sets out where we need to go next.

I am grateful to my fellow Board members for the care and rigour they brought to this process, and to our CEO and the team for translating that input into a strategy we can all stand behind. I look forward to seeing it delivered.

A handwritten signature in black ink that reads "Peter Wilson". The signature is written in a cursive, flowing style.

Peter Wilson AM
Chair



CEO foreword

// Disability inclusion is now understood as business critical, not optional.”

Building on the direction Peter has set out, I want to share how we will deliver it. We’ve consistently heard from members, leaders, and people with lived experience, that disability inclusion is now understood as business critical, not optional. Expectations are rising, and organisations are seeking practical, scalable solutions to move beyond activity towards measurable impact.

This strategy is our response. It sets out how we will fulfil our purpose over the coming years: building organisational capability to achieve inclusion of people with disability. It reflects months of careful thinking, honest conversations with our members, and a clear view of where our network can have the greatest impact.

The strategy rests on three pillars. We will expand our reach, growing the breadth of our network through new connection opportunities, a partnership model, and pathways for small and medium-sized businesses to join our community.

We will drive depth of change, supporting organisations to embed inclusion through executive leadership, practical tools and resources, flagship programs, and guidance on emerging areas like AI and disability inclusion.

And we will create systemic impact, positioning AusDN as the authoritative voice of business on disability inclusion, informing policy, influencing government, and capturing the evidence that demonstrates what is possible.

These three pillars are brought to life through four focus areas, Network, Leadership, Solutions, and Voice, each with a clear set of initiatives and outcomes. Underpinning all of this is a commitment to strengthening our own foundations, so we can deliver and measure what we achieve.

Peter has spoken of our vision of a disability inclusive Australia. The path to that vision runs through the organisations that make up our network, and through the practical work this strategy sets in motion.

I am grateful to our members, partners, and champions who make this network what it is.

Amy Whalley
Chief Executive Officer



Our vision

A Disability Inclusive
Australia



Our purpose

We build organisational
capability to achieve inclusion
of people with disability.

Our values

Together we thrive

Building trust through integrity, transparency and collaboration



Integrity



Trust



Transparency



Collaboration

Together we grow

Embracing courage, curiosity and continuous learning



Growth mindset



Adaptability



Courage



Curiosity

Together we achieve

Delivering excellence through inclusive, purpose-driven action



Purpose-driven



Inclusivity



Accessibility



Excellence



Innovation

Our strategy

Vision A Disability Inclusive Australia

Purpose We build organisational capability to achieve inclusion of people with disability

Pillars

Expand our reach

AusDN reaches across industries, sectors and locations to enable a broad and diverse network focused on disability inclusion.

Drive depth of change

AusDN helps embed disability inclusion in organisations so products, services and workplaces are accessible by default.

Create systemic impact

AusDN members drive organisational change, policy reform and social impact for disability inclusion.

Objectives

Network

Grow the knowledge, influence and connection of our network

Leadership

Increase executive commitment and accountability

Solutions

Enable organisations to include customers, candidates and employees with disability

Voice

Inform and influence disability inclusion policy

Enablers

Financial viability and Resilience

Ensure our membership model, pricing and revenue streams reflect full value and support financial sustainability.

Values and people development

Embed revised values and establish a performance framework to sustain culture and a thriving team.

Impact measurement framework

Develop the methods, systems and tools to measure and report on our impact for internal and external audiences.

Tech and digital infrastructure uplift

Ensure our technology and digital infrastructure is fit for purpose and the team is equipped to use it effectively.

Our objectives

Network

Grow the knowledge, influence and connection of our network

1.1 Expand our connection program

Expand and formalise our connection program through an enhanced events calendar and establish topic-based communities of practice that enable structured peer learning and shared problem solving.

1.2 Develop a partnership model and offering

Develop a partnership model with clear categories and partner offers that can be leveraged to address key problems for our members.

1.3 Create a small to medium size business offering

Create a membership offering or access to knowledge program for small to medium size business to expand our reach and impact.

Leadership

Increase executive commitment and accountability

2.1 Elevate the Champions Network

Elevate the Champions Network into a high-commitment peer community for executive sponsors, with shared accountability, structured knowledge exchange and visible leadership from mature Champions.

2.2 Develop executive onboarding experience and training

Develop structured CEO/exec engagement and onboarding experience, including intro briefing, AusDN CEO connection, and tailored training.

2.3 Modernise the business case and demonstrate return on investment (ROI)

Equip members to build and demonstrate the business case for disability inclusion providing performance metrics, self-serve measurement tools and ESG-aligned reporting resources that make the value of inclusion visible and credible.

Solutions

Enable organisations to include customers, candidates and employees with disability

3.1 Evolve and modularise the Access and Inclusion Index

Evolve the Access and Inclusion Index into a practical diagnostic and planning tool that is easier to complete, adaptable to the needs of different industries and sectors, and embedded throughout the member journey.

3.2 Refresh and grow learning offering

Revitalise and expand our learning and resource offering, updating facilitated training, eLearning UX and content depth, and broadening resources to cover a wider range of topics.

3.3 Enhance and sustain flagship programs

Strengthen and sustain our flagship programs, reviewing the internship, mentoring and Disability Confident Recruiter (DCR) offerings to ensure they remain relevant, financially viable and deliver a seamless experience for members and participants.

3.4 Curate AI and disability inclusion guidance

Position AusDN as a trusted source on AI and disability inclusion, working with specialist partners to develop and curate practical, evidence-based guidance that helps members implement AI responsibly and accessibly.

Voice

Inform and influence disability inclusion policy

4.1 Develop policy and government engagement roadmap

Develop a government engagement roadmap that positions AusDN as the authoritative voice of business on disability inclusion, mapping the policy landscape and actively pursuing formal advisory roles and influence opportunities.

4.2 Establish demand-led employment partnerships

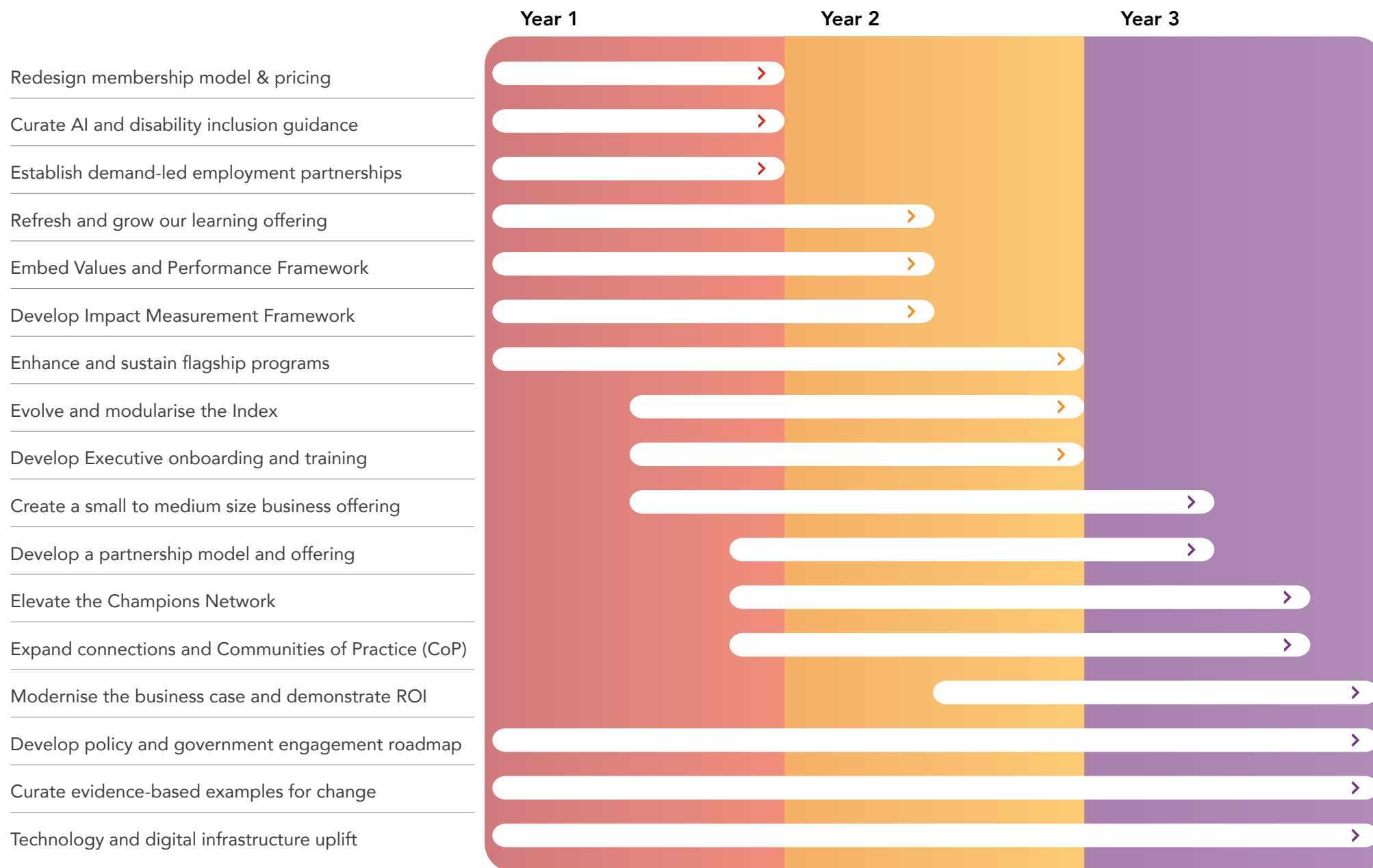
Establish strategic partnerships to advance the reach and influence of demand-led employment models, leveraging proven outcomes to attract investment and drive broader adoption across the disability employment landscape.

4.3 Curate evidence-based examples for change

Establish a systematic approach to capturing, curating and packaging impact stories and member outcomes so the case for disability inclusion is always ready when it matters most.

Three-year delivery timeline

The following initiatives are scheduled across Years 1, 2, and 3.
The timeline shows when each initiative is expected to be delivered or underway.



About Australian Disability Network

Australian Disability Network is Australia's peak body for disability inclusion in the workplace. We build the capability of organisations across business, government and the not-for-profit sector to welcome and include people with disability as employees and as customers. With a network of over 450 of Australia's leading businesses and institutions, we are the only organisation-led network in Australia focused on the inclusion of people with disability. Our insights and strategies have been shaped by two decades of consultation with members and international experts. We share this expertise to help organisations build genuine, lasting inclusion.

If you need this document in an accessible format, please email us at info@ausdn.org.au.

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