AUSTRALIAN
DISABILITY
NETWORK

Belonging by design

INTERNATIONAL DAY OF
PEOPLE WITH DISABILITY
DECEMBER 3, 2026

MEDIA KIT



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About this theme

Everyone wants to feel that they belong. But belonging does not happen by chance. It is created when people are considered, included and able to participate from the beginning.

Belonging by Design asks organisations to be intentional about inclusion - because when we design for inclusion, we build belonging.

In 2024, **Choose Inclusion** showed that it is not hard to be inclusive.
In 2025, **Build Belonging** introduced Pragmatic Universal Design - a practical way to start where you are.
In 2026, **Belonging by Design** takes the next step: applying that same intentional approach to the outcome we want inclusion to create - belonging.

Belonging by Design:

- celebrates organisations that are intentionally building belonging.
- encourages leaders to make belonging part of how their organisations are designed and led.
- centres lived experience through real stories.

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How we can support you to recognise IDPwD 2026

There are many ways to bring Belonging by Design to life in your organisation. Our team can support you with:

- An Australian Disability Network (AusDN) speaker, presenter or panellist for your event
- Disability Confidence webinars, delivered in person or online, including:
  - Disability Confidence Workforces
  - Neuroinclusion in the Workplace
  - Disability & Neuroinclusive Workforces
- Our new interactive workshop; **Practical strategies for engaging and influencing others**
- Expert resources to share with your team, building understanding of disability inclusion and supporting informed conversations about attitudes and assumptions. The 2026 release includes:
  - A new suite of the popular 10 Tips for inclusion series: inclusive service, leadership, consultation and change management.
  - A revised Quick 10 tool for quickly reviewing your areas of strength and opportunity across your organisation.
  - A new video for 2026 - I Belong

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Australian Disability Network IDPwD services and schedule

The services below outline the available activities, pricing for each membership tier (ex GST), member hours and non-member pricing. Costs include the preparation time needed to tailor our support to your organisation.

Activity	Cost – based on Membership Level	Cost in Member Hours
Panellist	Gold $885, Silver $975, Bronze $1,050, Non- member $1,185	3 hours
Presentation: 15 - 30 minutes	Gold $1,180, Silver $1,300, Bronze $1,400, Non- member $1,580	4 hours
Webinar	Gold $2,950, Silver $3,250, Bronze $3,500, Non- member $3,950	10 Member hours
Interactive Workshop	Gold $885, Silver $975, Bronze $1,050, Non- member $1,185	3 hours

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AusDN IDPwD webinar and workshop themes

Webinar themes 2026

- Disability Confidence Workforces webinar (60 minutes: 50 minutes for content and 10 minutes for questions)
- Neuroinclusion in the Workplace webinar (60 minutes: 50 minutes for content and 10 minutes for questions)
- Disability and Neuroinclusive Workforces webinar (60 minutes: 50 minutes for content and 10 minutes for questions)

New interactive workshop - Practical strategies for engaging and influencing others (60 mins)

Learn practical ways to turn support for disability inclusion into action. This interactive workshop explores five strategies for engaging and influencing others, helping you tailor your approach to different working styles and situations.

Leave with practical techniques you can use to build support, encourage action and create momentum for disability inclusion.

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More ways to recognise IDPWD

Hold an organisation-wide event

- Bring people together with a morning tea, webinar, round table or lunch and learn session.
- Use the campaign posters and share information on your intranet to promote IDPwD and your event.
- Invite senior leaders and Disability Champions to take part and visibly support the conversation.
- Invite a person with disability, disability advocate, local member or an Australian Disability Network expert to speak.
- Consider a hybrid format so employees can participate in the way that works best for them.
- Purchase and share our new eLearns within your organisation and arrange a watch party.



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More ways to recognise IDPWD

Collaborate with your Employee Resource Group and/or employees with disability

- Involving employees with disability can help ensure your IDPwD activities are relevant, meaningful and grounded in lived experience.
- Invite your Employee Resource Group (ERG) or Disability Employee Network (DEN) to help plan or advise on your IDPwD activities.
- If you do not have an ERG or DEN, IDPwD can also be an opportunity to start the conversation about establishing one. Australian Disability Network can support you.

Demonstrate your organisation’s commitment to disability inclusion.

Are you working on a Disability Inclusion Action Plan, developing a Workplace Adjustments Policty or participating in Career Mentoring or our Internship Program?

IDPwD can be a useful moment to launch or highlight an organisation-wide policy, plan or initiative that advances disability inclusion. Share what your organisation is doing across your internal and social channels, and show how you are putting belonging by design into practice.

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More ways to recognise IDPWD

Have senior leadership champion disability inclusion

- Senior leaders, executives and Disability Champions can help make disability inclusion visible as a business priority. Consider a Q&A, panel or message from a leader that connects your organisation's commitment with practical action.

Support staff to learn about disability and inclusion

- Education and conversation can help people understand the role they play in creating more inclusive workplaces and building belonging.
- Use IDPwD as an opportunity to build disability confidence across your organisation through training, discussion and shared learning.
- This IDPwD, we will release a new short video centred on belonging, I Belong. It sits alongside our previous two short films: It's Not Hard to Be Inclusive and Pragmatic Universal Design.
- We will also share a new suite of resources that you can share with your teams.
    - Members can access these from Wednesday, 4 November 2026.
    - Others will have access weekly from Monday, 9 November 2026.

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More ways to recognise IDPWD

Use stories to build connection and belonging

- Lived experience can make inclusion real and relatable. Employees with disability may choose to share their experiences, recognising that everyone's experience of disability is different.
- Stories can be shared in many ways, including on your intranet, as part of an event or during a lunch and learn.
- Always prioritise psychological safety. Sharing lived experience should be voluntary, and no one should feel expected to disclose disability or share their story.



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Making every event accessible

Accessibility should be part of your planning from the beginning - whether you are hosting an in-person or virtual event, sharing a social post or launching a policy. These quick tips can help.

In-person events

- In the invitation, ask your guests for their accessibility and dietary requirements.
- Consider the whole event experience, including seating, staging, sound and opportunities to take a break.
- Is the venue (and bathrooms) accessible for wheelchair users or people with mobility needs?
- Will there be Auslan interpreters, closed captions and/or hearing loops?
- Consider wayfinding, including braille and Tactile Ground Surface Indicators (TGSIs). Are lift floors announced?
- Provide breaks and a quiet room.

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Making every event accessible

Virtual events

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

Communications

- Use an easy-to-read sans serif font.
- Add alt text to all images or mark them as decorative.
- Check colour contrast.
- Use the accessibility checkers built into Microsoft programs.
- Provide information in different formats.



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Social Media

Tag, comment and follow us on the following platforms:

@AusDisabilityNetwork

@AusDisabilityNetwork

@AusDisabilityNetwork

AustralianDisabilityNetwork.org.au

Image sizes: LinkedIn – 1200 x 658, Facebook tile – 1080x1080

Digital Assets

Feel free to download and use these digital assets to promote your commitment to the access and inclusion of people with disability. Below are links to posters to use in your workplace, backgrounds to use for your presentations and tiles for social media – space is provided for your logo.

Don't forget to make any digital assets accessible, including image descriptions and camel case hashtags.

All your assets can be found here: **Posters and Social Media Assets for IDPwD 2026**

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Sample Social Media text:

1. **Share what you're doing**

This International Day of People with Disability, we're building belonging by... (insert your initiative or achievement).
Because we build belonging when we design for inclusion.

2. **Make a committment**

This International Day of People with Disability, we're making inclusion part of how we...(insert your commitment).
Because we build belonging when we design for inclusion.

3. **Share the campaign messages**

Belonging doesn't happen by accident. Listen. Involve. Include.
Because we build belonging when we design for inclusion.

4. **Keep it going beyond IDPwD**

This IDPwD and every day, let's choose inclusion and build belonging.

Suggested hashtags: #IDPwD26 #AusDN #BuildBelonging #PragmaticUniversalDesign #ChooseInclusion

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Social tiles and copy





Suggested alt text:
Text reading “Belonging by design. INTERNATIONAL DAY OF PEOPLE WITH DISABILITY. December 3, 2026. We building belonging when we design for inclusion.” Australian Disability Network logo, [your company] logo, IDPwD logo. Featuring an image of a man in a construction shirt/ woman in a floral shirt.

[Download here]



Suggested alt text:
Text reading “We build belonging when we design for inclusion.” on a nougat background. White banner across the bottom of the tile with the Australian Disability Network logo, IDPwD logo and text reading “Belonging by design. INTERNATIONAL DAY OF PEOPLE WITH DISABILITY. December 3, 2026.”

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Posters









Posters for printing or sharing with your event details.

[Download here]

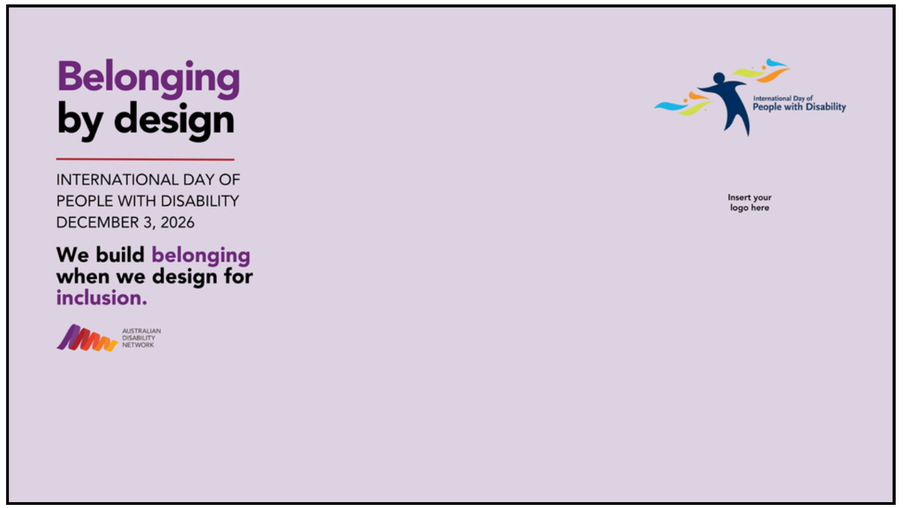
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Teams background



Teams background - nougat



Teams background - purple

[Download here]

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Need more information?

- Check out our website: www.AustralianDisabilityNetwork.org.au
- Chat to your relationship manager.
- Learn about International Day of People with Disability: www.idpwd.com.au
- Follow us on socials and share resources and information for this campaign: @AusDisabilityNetwork on LinkedIn, Facebook and Instagram.

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