



# Pathways to Possibilities

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## Easy Read



# About this report



This report is by Settlement Services International (SSI).



In 2024 SSI held a conference called the **Pathways to Possibilities** symposium.



At this symposium we

- got together to share ideas
- talked about things that are important to us.

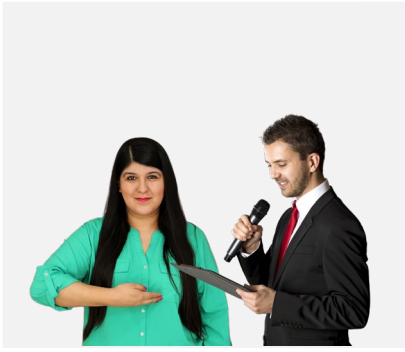


We looked at ways that workplaces can fully include people with disability.



We made **commitments**.

These are ideas about how to make things better for people with disability.

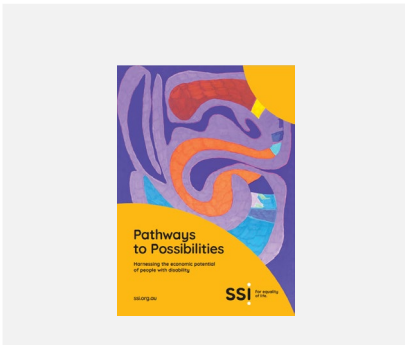


We heard important messages from people with disability.

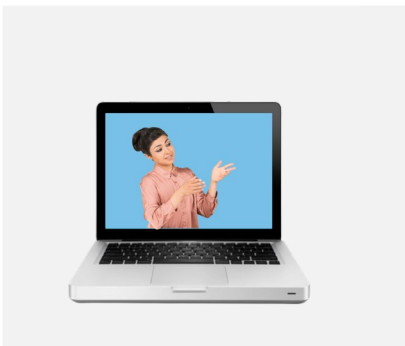
We listened to what they told us.



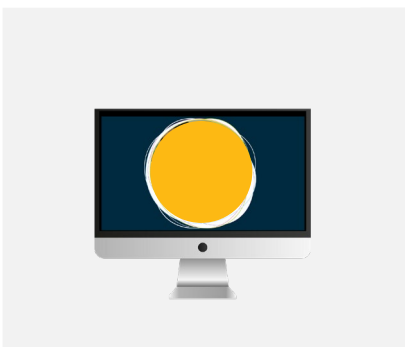
Now is the time to take action and make a change.



In this report we share what we learned.

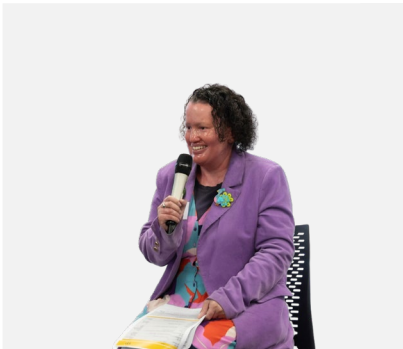


You can read the full report and learn more about our work on the SSI website.



Go to [www.ssi.org.au/policy-advocacy/campaigns/pathways-to-possibilities](http://www.ssi.org.au/policy-advocacy/campaigns/pathways-to-possibilities)

# Introduction



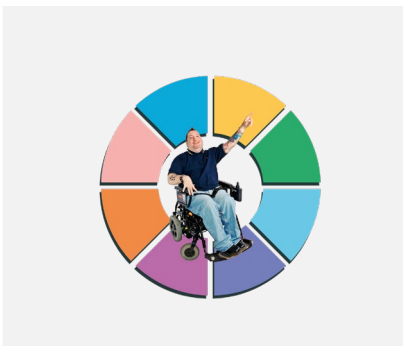
Carly Findlay is a writer and disability activist.  
Carly shared important ideas about  
employment for people with disability.



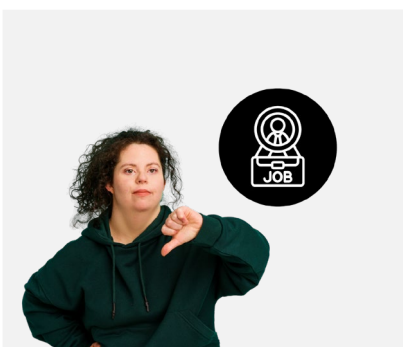
Carly told us that:  
“Disabled people are more than disabled people.  
We have lots of different parts to our lives.”



“Having a job means that we can have a good  
life.”



“Earning money helps our entire life.  
Not just the disabled part of our life.”



For the last 30 years, employment has not  
improved much for people with disability.



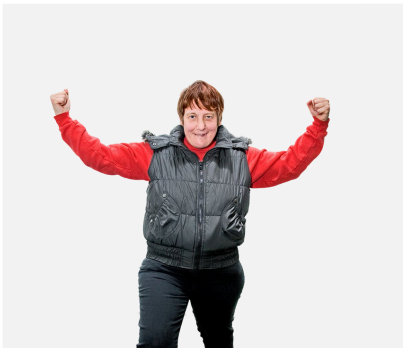
But we can change this.

Together, we can make things better for everyone.



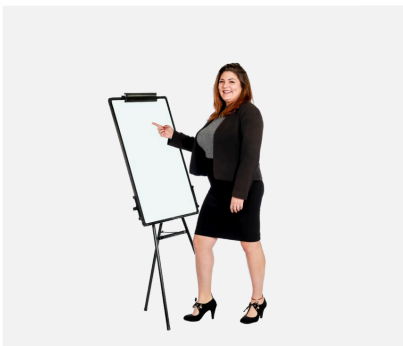
People with disability told us that they need

- the right support
- a workplace that meets their needs.



Then they feel confident in the workplace.

They feel supported and valued.



Training can help employers

- feel more confident
- welcome people with disability into their workplaces.



An accessible workplace is different for everyone.

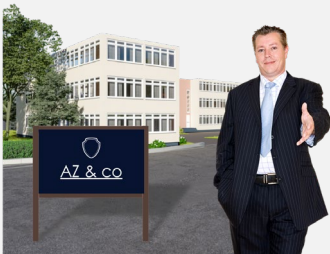
A workplace must have the right support for the needs of each person.



Sometimes employers do not know that people with disability are on their team.



People with disability do not always choose to tell others about their disability.



We need to make the workplace safe and welcoming.



People with disability can talk about their needs and be themselves.

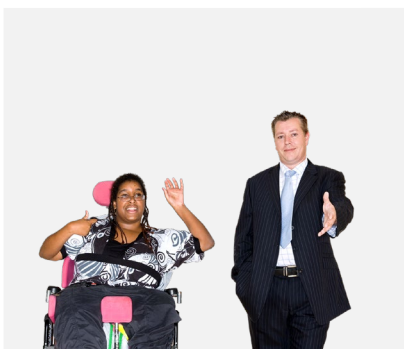


Because disability is an important part of them. It should not be hidden.

# What we can do

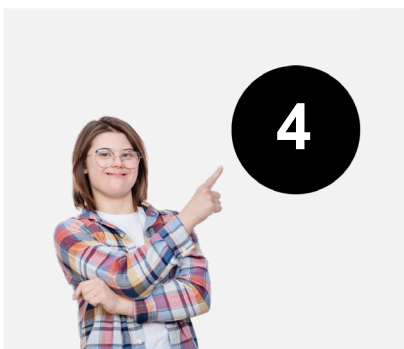


Including people with disability in the workplace is the right thing to do.

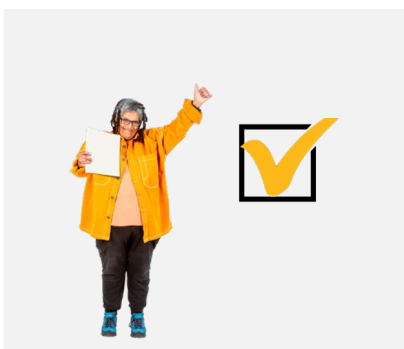


It helps businesses too.

Businesses do better when they include people with disability.



Here are 4 things that workplaces can do:



1. Put disability inclusion at the heart of a business
2. Become disability confident
3. Empower leaders to make a change
4. Create a safe and supportive culture



In the next part we talk about each idea.

We think of actions that employers can take and what workplaces can do.

# Commitment 1



**Put disability inclusion at the heart of your business**

That means inclusion is part of everything your workplace does.



It means making changes so that

- everyone is included in the workplace
- everyone can take part.



It is important to make a workplace welcoming, where everyone's voice is heard.



We must **codesign** this together with people with disability.



Codesign means

- ask people
- listen to them
- work together to include people with disability.





## **Have Disability Champions in your workplace**

A Champion is a person with good skills and understanding of disability.



They can support other people with disability in the workplace.



## **Get support from a disability inclusion organisation**

This is another organisation who works with disability inclusion.



## **Start a Disability and Inclusion network**

This is a group who will help to include people with disability in the workplace.



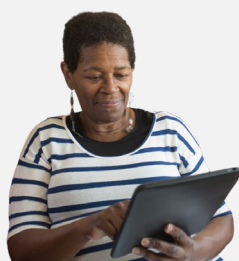
It could also be a small group in your business or workplace.

Or you could join a network in your local area.



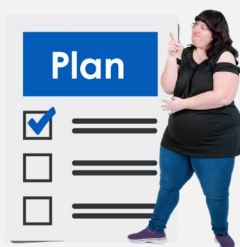
## **Make sure that people with disability can talk openly**

They can tell others their ideas and experiences.



You can use different ways to do this.

Like meetings, groups or surveys.



## **Have a clear plan for how you will make things happen**



The plan shows how you will

- listen to your workers' ideas
- work together to make their ideas happen.



Check often to see how well the ideas are working.

# Commitment 2



**Become confident about working with people with disability**



Confident is when

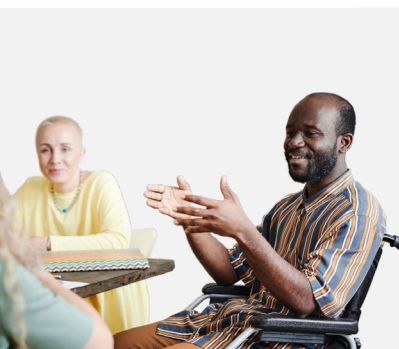
- you feel good about something
- you know what you need to do.



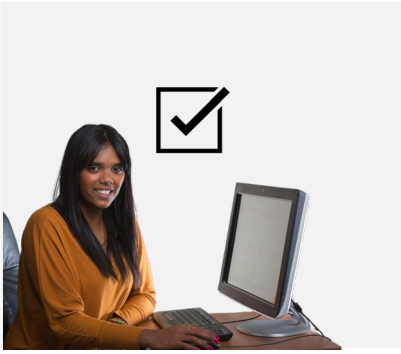
Becoming a disability confident employer can take time.



Each small step can make a big difference for your business and for people with disability.



Organisations that are experts on disability inclusion can help with this.



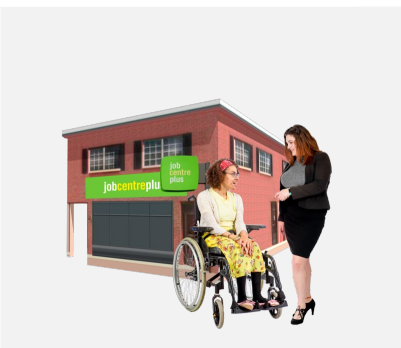
## **Talk to groups that know a lot about disability**

They can help you set goals.



Some of these groups are

- Australian Disability Network
- Disability Awareness.

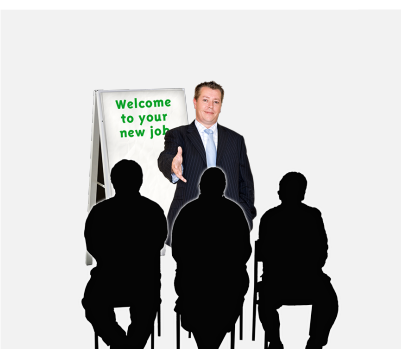


They can give good advice on

- where to find training
- finding money or government support.



## **Talk to job agencies that help people with disability find work**



They can help you find skilled workers with disability. They know how to support people with disability when they start a new job.



**Check your workplace to see if it is accessible for people with disability**



If you need help, ask an expert disability group. They can look at how easy your workplace is to access.



**Try a new program like having an intern**

When you try something the first time you can see how it works.



This helps you to get experience in working with people with disability.



**Keep checking how well your workplace is doing**

Check how people with disability feel about their jobs.



For example, ask if people are

- happy at work
- doing well and getting new opportunities.

# Commitment 3



## **Empower leaders to make a change**

Leaders can help to make sure people with disability are included and valued.



When people with disability are leaders they can make a big difference.

They can make change happen in the workplace.



## **Create leadership training and programs for people with disability**



Training can help people with disability learn leadership skills.

They can become leaders in their workplace.



## **Set goals for people with disability who are leaders**

Goals are things that people want to achieve.



The goals should be something you can measure.  
Then you can see if they are working.



**Train leaders and managers to include people with disability**



When leaders have the right training,  
they know how to include people with disability  
in the workplace.



**Set goals for senior leaders**

Check how they are going with these goals.



This helps you to measure if leaders are doing a  
good job of including everyone.

# Commitment 4



## Create a safe culture in the workplace

A safe culture means a safe place to work.



Everyone feels included and valued.

Everyone has the support they need.



Ask people what they need to do their job.

And then make the changes they need.



## Train employees to use inclusive language



That means talking in a way that

- includes people with disability
- respects people with disability.





**A job should fit a person's strengths and needs**

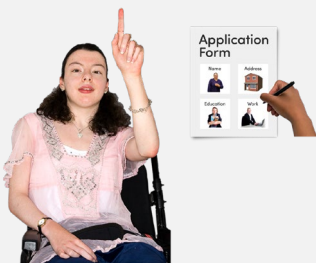


Each person is different.

Each person should be able to do what they are good at.



**When you hire new people, make sure people with disability can apply for the job**



People with disability should be able to apply for jobs just like everyone else.



Make sure job ads are easy to read and understand.

Make sure the interview is fair and the person can take part.



## **Offer choices like part-time work or working from home**

Then people can work in a way that suits them best.



## **Use an intersectional approach**

Intersection is when different things affect a person's life.



People with disability face barriers in different parts of their life, like their gender, their age or their culture.



Barriers are things that stop people from being included.

We need to think about the different barriers.



We must understand that everyone is different.

Each person might need different supports.

# For more information



For more information contact SSI.

Email [info@ssi.org.au](mailto:info@ssi.org.au)



You can also ask about joining our Community of Practice.

Email [ssilac.engagements@ndis.gov.au](mailto:ssilac.engagements@ndis.gov.au)



Website

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