



AUSTRALIAN
NETWORK
ON DISABILITY



**Northcott Business Rountable
February 2022**

Session Overview

- **Australian Network on Disability**
 - About AND
 - Our member organisations
 - Our services
 - Our programs for students and jobseekers with disability
 - Our publications and resources
 - Our network

About AND

- We are a member-based organisation
- We are not a recruitment agency
- We are not a charity

OUR PURPOSE To advance the equitable inclusion of people with disability in all aspects of business

OUR VISION To create a disability confident Australia as a national peak body.

OUR MISSION To provide expert advice and services on disability to employers, Government representatives and industry bodies



Access and Inclusion is good for business



AND Member Services

AND offer foundation services which support our Member organisations disability confidence:

- Review of Recruitment practices
- Development or review of 'Workplace Adjustment Policy and Procedure'
- Access and Inclusion Index
- Programs to connect with job seekers with disability
- Disability Confident Recruiter

AND Consultancy

Individualised consultancy services to support members to achieve access and inclusion goals across the whole of business.

AND Publications & Resources

Publications and resources help to promote and support disability confidence

- Can help drive the disability agenda
- Can support conversations in the workplace
- Can provide guidance and support across recruitment and HR
- Provide tips for accessibility in the workplace
- Outline confident communication and etiquette for the workplace and welcoming customers with disability

The AND Network

- Member roundtable meetings for practitioners (Sydney, Canberra, Melbourne and Brisbane)
- AND website and newsletters
- Champions meetings (Sydney, Melbourne and Canberra)
- Annual conference each year



AUSTRALIAN
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How do we support our members?



Build



Connect



Check

We build Disability Confidence

Disability confidence means that you anticipate that some colleagues, employees, customers will have disability and you feel positive about your ability to respond fairly and respectfully to accommodate their requirements.





How we make a workplace disability friendly

We believe that there are two foundations stones to creating a disability friendly workplace:

1. Review your recruitment and selection processes (end to end) and remove any unintended barriers to your recruitment practices.

Why?

- Unlock access to a hidden talent pool
- Eliminates discrimination
- Reputation



How we make a workplace disability friendly cont.

2. Create a robust Workplace Adjustment Policy and Procedure

Why?

- Provide access to adjustments
- Improve the retention rate of existing employees who may acquire disability
- Support the employment of skilled and talented candidates with disability
- Manage risks
- Minimise costs to your organisation



Build Knowledge, Capability and Confidence

- Facilitated Training
- eLearning modules
- Consultancy Services
- Publications and Resources





Connect experts, leaders and talent

- Quarterly Roundtables
- Webinars
- Annual National Conference
- Champions Network
- Stepping Into & PACE Mentoring
- Directing Change Scholarships





Check & Assess Opportunities and Strengths

- Quick 10
- Access and Inclusion Index
- Disability Confident Recruiter (DCR)



Questions or comments?





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