



# What our assistance looks like



## A personal, tailored business review

Our first step is to understand what your business does, its goals and where there might be opportunities to build your 'disability confidence'. It's about taking steps that you are comfortable with and identifying strategies that are right for your business.



## Building your capability as a business champion

We know that sustainable change begins at the top with leaders who are passionate and willing to bring others on a journey – this might be you or a leader in your team. We want to work with you to build your confidence and capability so that diversity improvements made now lead to longer term sustainable gains for your business in the future.



## A 'disability friendly' check

We want to help you tap into how to become more accessible and welcoming as a business and employer. What are the barriers (that could be as small as how you recruit) that once removed could make a big difference to your small business? We will help you work these out and handpick strategies tailored to your business.



## A customised plan

Change can occur just one step at a time. We will work with you to develop a step by step plan that can be as detailed or as short as you need. Your plan will include practical steps to improve accessibility (from work design to creating a more inclusive culture to physical access) as well as future actions you can take.



## Establishing the right connections for your business

We know that change is most effective when we are connected with others who 'get' and support what we do. We will connect you with services who understand how to put good intent into practice. This could include ways to recruit people with disability, services that build your awareness about disability or services that can provide you with ongoing advice.



Being a disability confident workplace is simpler than you think. We're here to help you take that first step and to keep things simple for you as a small business. The Diversity Field Officer Service is a free (absolutely no obligation) program offering tailored advice and specific support to Geelong businesses during the next 12 months. The service will be **capped to 50 businesses** – are you one of them? Register your interest at [www.diversityfieldofficer.com.au](http://www.diversityfieldofficer.com.au)