

Australian Federation of Disability Organisations



Annual report 2016 - 2017



Australian Federation of
Disability Organisations




Canberra office

02 6198 3361
Level 1, The Realm
18 National Cct
Barton
ACT 2600

Melbourne office

03 9662 3324
Level 2, Ross House
247 Flinders Lane
Melbourne
VIC 3000

Online

office@afdo.org.au
www.afdo.org.au
www.disabilityloop.org.au
www.diversityfieldofficer.com.au
Find us on    YouTube

Acronyms used in this report

AASB

Australian Accounts Standards
Board

ADDC

Australian Disability
Development Consortium

AFDO

Australian Federation of
Disability Organisations

AIFRS

Australian International Financial
Reporting Standards

AGM

Annual General Meeting

CoSP

Conference of States Parties

DES

Disability Employment Service

DSS

Department of Social Services

DPI

Disabled Persons International

DPO

Disabled Peoples Organisation

GST

Goods and Services Tax

IDA

International Disability Alliance

NDIA

National Disability Insurance
Agency

NDIS

National Disability Insurance
Scheme

NGO

Non Government Organisation

OECD

Organisation for Economic
Co-operation and Development

UNCRPD

United Nations Convention
on the Rights of Persons with
Disabilities

Annual Report design and photography by Jean Cotchin - AFDO Communications & Special Projects Officer.



Aboriginal and Torres Strait Islander people are advised that this report may contain images of people who have passed away.

Table of Contents

About Australian Federation of Disability Organisations (AFDO)	4
About Australians with disability	6
Aboriginal and Torres Strait Islander Peoples Inclusion Statement	8
From our President	10
From our Chief Executive Officer	12
Strengthening our voice	14
AFDO Board	16
AFDO staff	21
Policy	22
Employment	24
National Disability Insurance Scheme (NDIS)	28
Media	34
International partnerships	36
International activities	38
Directors Report	40
Financial snapshot	42

About Australian Federation of Disability Organisations (AFDO)

The Australian Federation of Disability Organisations (AFDO) is the peak organisation in the disability sector representing people with lived experience of disability. AFDO and its member organisations are run by and for people with lived experience of disability. We work to develop a community where people with disability can participate in all aspects of social, economic, political and cultural life. This includes genuine participation in mainstream community life, the development of respectful and valued relationships, social and economic participation, and the opportunity to contribute as valued citizens.

Our vision

That all people with disabilities must be involved equally in all aspects of social, economic, political and cultural life.

Our mission

Using the strength of our membership-based organisations to harness the collective power of uniting people with disability to change society into a community where everyone is equal.

We are the national organisation representing Disabled Peoples Organisations, run and managed by people with lived experience of disability.

We provide strategic support and access to resources for our members to build capacity and sustainability to achieve their goals.

We lead and shape national policy and advocacy initiatives in partnership with our members and people with disability.



Our strategic objectives

To represent the united voice of our members and people with disability in national initiatives and policy debate.

To enhance the profile, respect and reputation for AFDO through our members.

To build the capacity and sustainability of AFDO and our members.

To foster strong collaboration and engagement between our members.



AFDO has strong relationships not just with its member organisations, but across the disability sector including peaks representing service providers as well as those representing families and carers.

As a founding member of the National Disability and Carer Alliance, AFDO played a key role in the campaign for the introduction of the National Disability Insurance Scheme (NDIS). As the NDIS has moved through the trial phase and begun the transition to full scheme, AFDO and its members have continued to work constructively with the National Disability Insurance Agency (NDIA) as well as Commonwealth and State and Territory Governments to provide critical feedback and address implementation issues as they arise.

Our members

Autism Aspergers Advocacy Australia
Blind Citizens Australia
Brain Injury Australia
Deaf Australia
Deafblind Australia
Deafness Forum of Australia
Disability Advocacy Network Australia
Disability Justice Advocacy

Disability Resources Centre
Down Syndrome Australia
Enhanced Lifestyles
People with Disabilities ACT
People with Disabilities WA
Physical Disability Australia
Women with Disabilities Victoria



About Australians with disability

Australians with disability continue to have unmet need for support to live independently, to meet additional expenses when participating in education and employment, in accessing interpreting services and assistive technology, as well as unmet need in genuine participation in mainstream community life.

The facts

- 18% of men, and 18.6% of women have a disability
- Almost 1 in 5 Australians reported living with disability (18.3% or 4.3 million people)
- 1 in 6 Australians are affected by hearing loss. There are approximately 30,000 Deaf Auslan users with total hearing loss
- 45% of the population will experience a mental health disorder during their lifetime
- Almost one third of people with disability had a profound or severe disability
- 45% of those with a disability in Australia are living either near or below the poverty line, more than double the OECD average of 22%
- 2.1 million Australians of working age (15 – 64 years) have disability
- Women with disabilities experience violence at a higher rate and for longer periods of time than women in the general population
- Women with disabilities encounter significant barriers to receiving appropriate services and justice responses to their experiences of violence

Sources: Australian Bureau of Statistics 2015 Survey of Disability, Ageing and Carers; Voices Against Violence: Paper 2: Current Issues in Understanding and Responding to Violence Against Women with Disabilities, Women with Disabilities Victoria, 2013





Pikilyi Jukurrpa
(Vaughan Springs Dreaming)
Artist: Ivy Napangardi Poulson

Aboriginal and Torres Strait Islander Peoples Inclusion Statement

Our commitment to Aboriginal and Torres Strait Islander people

The Australian Federation of Disability Organisations recognises Aboriginal and Torres Strait Islander peoples as the First Peoples of this continent and the islands of the Torres Strait. In doing so, we acknowledge the importance of connection to and access to country for Australia's First Peoples and recognise our shared history that has had a devastating impact on Aboriginal Torres Strait Islander families and communities.

We acknowledge and respect the distinct Aboriginal and Torres Strait Islander cultural differences, beliefs, values and languages.

Through working together with Aboriginal and Torres Strait Islander communities, AFDO will develop respectful and meaningful partnerships

with Aboriginal and Torres Strait Islander communities and organisations, and partnership development that is respectful and sustainable with long-term vision will be critical in meeting our commitment to Aboriginal and Torres Strait Islander people.





From our President



The AFDO Board have been extremely busy and productive period over the past twelve months.

Towards the end of 2016, we farewelled our former CEO, Matt Wright who was had been with AFDO since February 2014. The Board appointed an interim CEO, Ross Joyce, while Brooker Consulting undertook a recruitment process for a new CEO. After shortlisting candidates and holding interviews, the Interim CEO, Ross Joyce was the unanimous choice of the Interview Panel, and this was circulated to Board members for comment. Ross was subsequently appointed as CEO on the 16th December 2016.

As President and Chairperson of the Board, I have developed an excellent professional working relationship based on mutual trust and respect with Ross. To quote my Position Description as Chairperson of AFDO, "The relationship between the CEO and Chairperson is key. Trust, respect and a willingness to rely on each other's strengths are critical, along with a common understanding

of AFDO's goals and the strategies needed to get there."

One of the main duties and responsibilities required of Ross in his contract is to "Secure and ensure the financial viability of AFDO in both the short and the long term." I am delighted to say that Ross' appointment as CEO has seen rapid improvements in our financial control and reporting with considerable growth in the financial capacity of AFDO. This has been from a total revenue in the previous financial year of \$1,586,655 to \$2,722,021 for 2016-2017 or just under a 72% increase. We have also enjoyed a similar growth in our equity position from a previous financial year position of \$281,205 to \$693,544 for 2016 – 2017, an increase around 247%. I congratulate Ross on this welcomed achievement.

The Board has reviewed and updated its Governance policies as well as the Board Delegations Table. It has also developed a Risk Management Framework and a new Strategic Plan, both of which will be rolled out shortly.

We have had many successes over the past year, such as adopting an Aboriginal and Torres Strait Islander Peoples Inclusion Statement, which is featured in our Annual Report, and updating our Constitution last year so the Board can fill casual vacancies.

We approved seven new organisations as members in the past financial year – with Deafblind Australia and Enhanced Lifestyles Ltd as Full members, and five new Associate members: Autism Tasmania, Connected Self, 121Care, Hendercare P/L, and Muscular Dystrophy WA.

Internationally, I had the pleasure of representing AFDO at the Pacific Disability Forum, 5th Pacific Regional Conference on Disability in Apia, Samoa in February 2017. It is worth noting that 16 Pacific Island Countries have signed or ratified the UN Convention on the Rights of Persons with Disabilities (UNCRPD). I also had the honour of representing AFDO and Disabled People's International in New York from the 12-15th June 2017 participating with the Australian Delegation. This focused on the implementation of the NDIS and its impact on the lives of people with disabilities particularly in relation to employment and outcomes for the Aboriginal and Torres Strait Islander Community. I also had the pleasure of making a joint address with Jean-Luc Simon from DPI Europe to the Conference.

Our Deputy Chairperson, Greg Madsen has advised that he will retire from the AFDO Board at the 2017 AGM. Greg became an AFDO Board member in October 2013, representing Blind Citizens Australia. The following year Greg was elected as Deputy Chairperson and was subsequently elected again for three consecutive terms. In October

2015 at the AGM Greg was nominated by PWDWA as their AFDO Board nominee. Since 2014 Greg has represented AFDO on the Aviation Access Forum attending numerous meetings and handling issues of priority for people with disability.

I wanted to take this opportunity on behalf of the Board to pay tribute and congratulate Greg on his outstanding commitment and loyalty to AFDO over the past 4 years, he has been a pleasure to work with on the Executive and will be sorely missed.

I also want to thank all fellow Board members, the AFDO staff and the volunteers for their contribution, cooperation, resilience and professionalism. Cheryl Gration, in particular, has been a great support to me in my role as Chairperson, and I thank her most sincerely for her continuing assistance.

AFDO has had an interesting and challenging year and has been very ably led for the first part of the year, by former CEO Matt Wright and for the just over the 2nd half of the year by CEO Ross Joyce. I have enjoyed a wonderfully supportive and professional working relationship with both of them.

I also want to thank members of the Executive; Greg, Liz and Frank who met regularly and monitor the work and performance of AFDO between Board meetings. This is a big commitment, but it reflects just how dedicated they are as a team to ensure the success of AFDO.



Trevor Carroll

President

Australian Federation of Disability Organisations

From our Chief Executive Officer



Since commencing in my role with AFDO, firstly as Interim CEO from the end of October 2016, then as CEO, following my Board appointment in mid-December, I have been buoyed by the passion, commitment, intellect, tenacity and resilience operating nationally across our members, our communities and our sector.

We have had a tremendous year of continued growth with our projects, income, staff and importantly member engagement, underpinning the capacity and financial viability of our organisation as well as assisting our National Peak Members. We have also commenced providing opportunities through capacity building information forums for all of our Members on various topics such as client relationship management (CRM) databases and survey design and implementation and we plan to continue these forums ongoing in line with Member needs.

The growth we have experienced has also allowed us to renew initiatives such as, providing a dedicated person in the policy, advocacy and research areas, where we now have a National Manager, which is something we haven't had since 2014.

This starts to ensure that AFDO reinforces its role on the national agenda, with the important and valued input of our Membership, covering issues affecting people with disability and lived experience of disability.

We have continued to strongly deliver on all of our existing projects and commenced a number of new projects through close work with the Victorian Government in the NDIS space.

Over the last year, there has been a significant volume of funding applications made to support or extend existing, or provide for new projects, through a variety of funding sources. I thank all



of our professional staff for their tireless work in this space, which provides the lifeblood of our organisation allowing us the funds to continue to perform and build as a true National Peak for our Membership and our unique communities.

The large scale of project work has commenced paying dividends with our delivery of every project on time, on budget and to acknowledged exacting standards, which has built our reputation across a wide range of funders, organisations, NGO's and providers that we may never have had contact with before.

We intend to continue our growth in relevant projects, ensure our sustainability, advance agreed policy positions, advocate for systemic change, ensure the future of the NDIS, engage actively with our membership, undertake greater collaborative

cross-sector work, build relationships with all levels of government on a national basis as well as with key stakeholders across Australia

It's been a privilege to work with our dedicated Board, Staff, Membership and Stakeholders. I look forward to continuing our work to ensure that AFDO and our Members continue to grow in prominence nationally across our sector.

Ross Joyce
Chief Executive Officer
Australian Federation of Disability Organisations

Strengthening our voice

AFDO has been proactive in furthering the voice of people with disability over the past twelve months through our engagement with the National Disability Insurance Agency, Australian Government, national peak bodies, and by participating on committees and working groups.

International representation

International Initiative for Disability Leadership

Disabled People's International

Pacific Disability Forum

Australian Disability and Development Consortium

Conference of States Parties to the UNCRPD

UNCRPD Civil Society Forum

Australian representation

Victorian Government NDIS Implementation Taskforce Working Groups

Australian Electoral Commission Disability Advisory Committee

Australian Public Service Commission Disability Employment Working Group

NDIS Independent Advisory Council & NDIS CEO Forum

University of Melbourne Disability Research Initiative Steering Committee

Centre for Applied Disability Research

Deakin University Health Sciences Advisory Board

State Trustees – Ageing, Disability and Mental Health Sector Collaborative Panel





Working with national peak bodies

National Disability and Carer Alliance

Mental Health Australia

Carers Australia

National Disability Services

Australian Council of Social Service

Australian Communications
Consumer Action Network

And our national peaks

Brain Injury Australia

Blind Citizens Australia

Deaf Australia

Disability Advocacy Network Australia

Down Syndrome Australia

Autism Aspergers Advocacy Australia

Deafness Forum of Australia

Physical Disability Australia

Inclusion Australia

Deafblind Australia

AFDO Board

Trevor Carroll

President

Trevor Carroll is Executive Officer of Disability Justice Advocacy. He has a M Ed in Disability and currently manages a team of disability advocates funded by the Department of Social Services. He is a former secondary school Principal and TAFE lecturer in Disability and Community Services and was a member of the Board of the Aids and Equipment Action Alliance from 2010-2013.



He is a member of the Disabled Peoples International (DPI) Board of Directors and is the DPI Asia-Pacific Chairperson. Trevor is also the Campaign Spokesperson and the Secretary for the Respite Alliance Whittlesea, and is the current Secretary and a founding member of the Friends of South Morang. He is also a trustee of an ASIC regulated superannuation fund and a member of the Victoria Police Disability Portfolio Reference Group.

Trevor was the Co Chair of the VEOHRC Disability Reference Group for 2010-2014 having been elected for four consecutive two-year terms as a member of the Reference Group. He is also a member of the Whittlesea Disability Network; Disabled Motorists Australia; Independence Australia; and Meniere's Australia. Trevor is also a volunteer mentor with the Australian Quadriplegics Association. He was a 2016 nominee for Australian of the Year.

Greg Madson

Deputy Chair

Over the past 20 years, Greg has been heavily involved in advocacy and support of people with a disability in the areas of sport, the arts, recreation, transport, information technology, employment, and education.



Greg is a past member of the Western Australian Ministerial Advisory Council for Disability and the WA NDIS Reference Group. Greg has served as President of Blind Citizens Australia; President of the West Australian Tandem Cycling Advisory Council; and President of Dog Guide Handlers Australia.

Greg is currently a member of the National Disability and Carers Advisory Council; a member of the Aviation Access Forum; President of People with Disabilities WA; President of WA Blind Sports Federation; a Board member of Avivo (previously Perth Home Care Services); treasurer of Dog Guide Handlers Australia; Western Australian representative of Blind Citizens Australia National Policy Council; and has served on the boards of the Association for the Blind of WA; Australian Blindness Forum; and was a member of the City of Nedlands Access Reference Working Group in WA for 10 years.

Liz Reid

Deputy Chair



Liz is an experienced professional with over 25 years experience in the community, disability and social justice sectors. Her career has been dedicated to assisting others to seek equitable opportunities to participate fully in their communities. Liz has a passion for seeking demonstrated economic and social outcomes.

Liz is the Executive Officer of YouthWorX NT; a not for profit organisation committed to partnering with Territorians in supporting their lifelong social, economic and career success. Liz is responsible for the management of diverse programs including life and career coaching, and the delivery of services to support employability skills. Liz administers the overall operation, strategic development and corporate health of the organisation.

Previously Liz was the National Disability Coordination Officer for the Northern Territory for a decade. This role provided information, coordination and referral services to increase and improve transitional pathways for Territorians with a disability between families, community, school, post-secondary, education and subsequent employment.

Liz is the current President of Physical Disability Australia (PDA); the PDA representative and Co-deputy Chairperson on the AFDO Board; a member of the City of Darwin Access and Inclusion Advisory Committee; and a member of the National Disability Insurance Agency Independent Advisory Council.

Frank Hall-Bentick

Treasurer



Frank Hall-Bentick AM has a life-long disability (familial peripheral neuropathy) and through his outstanding efforts has contributed to improving human rights for people with a disability. He lives in Melbourne and has been involved in disability empowerment for the last thirty years. During this time he has been employed in the Equal Opportunity Unit of the Australian Public Service Board (9 years), as Coordinator of Disability Resources Centre (9 years) and as a Disability Officer at Centrelink (15 years).

Since 1981 the International Year of Disabled Persons he has been at the forefront of disability rights in local, state, national, regional and world organisations particularly through Disabled Peoples' International, founding and leading many of these groups. For twenty years he has worked closely with the United Nations in Bangkok as Resource Person and invited Expert. More recently he has been an active member of the International Disability Caucus and its work on the United Nations' Convention on the Rights of People with Disabilities in both Bangkok and New York.

During this time he has received a number of Awards for his work including;

- 1992 – International Plaque from DPI awarded for distinguished and unstinting service in the cause People with Disabilities in the Asia Pacific Region,

- 2001 - Australian Centenary of Federation Award for long and outstanding service to disability organizations and People with Disabilities.
- 2011 - Recipient, National Disability Award – Minister's Lifelong Achievement
- 2012 - Recipient, Order of Australia Award June 2012
- 2012 Selected by UN ESCAP as one of ten Asia Pacific Disability Champions to promote the Incheon Decade Strategy and Goals.

Currently Frank continues to be involved at an international level through Disabled Peoples' International and the International Disability Alliance. At a national level he is involved with the Australian Federation of Disability Organisations and the Australian Disability Development Consortium and is chairperson and founder of the Australian Disability and Indigenous Peoples Education Fund. At state level, he continues to be involved in disability reference committees with the Victorian Equal Opportunity Commission, the Office of the Public Advocate, his local Yarra Council disability advisory committee and is Chairperson of the Disability Resources Centre.

Peter Miller

Director

Peter completed his education through Deaf and mainstream schools and university, completing Bachelors and Masters degrees in Electronics Engineering and Master of Business Administration.

Peter's educational and work experiences subsequently fueled a lifelong passion and belief that equity of access to telecommunications, social and education services is vital for the Deaf and hearing impaired communities; and best achieved through the delivery of services that are used and accepted by the wider community.

Peter has served as Chair of the Board of Australian Communication Exchange, Director of Deaf Resources Australia and President of Deaf Education Network. He is a Life Member of the Deaf Society of NSW and joined the Board of Deafness Forum in 2010.



Nick Rushworth

Director



Nick Rushworth has been Executive Officer of Brain Injury Australia since 2008. He was also President of the Brain Injury Association of New South Wales between 2004 and 2008.

In 1996, Nick sustained a severe traumatic brain injury as a result of a bicycle accident. Before joining Brain Injury Australia, Nick worked for the Northern Territory Government setting up their new Office of Disability.

Formerly a producer with the Nine Television Network's "Sunday" program and ABC Radio National, Nick's journalism has won a number of awards, including a Silver World Medal at the New York Festival, a National Press Club and TV Week Logie Award.

John Simpson

Director



John's career has included appointments as Executive Officer with Blind Citizens Australia and later RPH Australia; National Program Manager for the Lions Eye Health Program; and five years as National Manager within Vision Australia's Accessible Information Solutions Division where he managed the Audio Description Service, Vision Australia Radio and the Division's broader operations at various times.

Alongside these appointments and his ongoing Directorship with Information Alternatives, John has undertaken many research and project management assignments to address the information needs of people with a print disability.

John is currently:

- President, Blind Citizens Australia
- Deputy Chair, Euroa Health Inc.
- Director, Australian Blindness Forum
- Director, Australian Federation of Disability Organisations
- Director Information Alternatives



Ramas McRae

Director



Ramas is profoundly Deaf and uses a number of sign languages such as Auslan, BSL, Lithuanian, Russian, American and International sign languages. He has completed three university degrees: A Bachelor degree at Vilnius Pedagogical University, Primary in Education (Lithuania), a Postgraduate Diploma at Durham University, Interpreting in Deaf Community (UK) and a Master of Science at Bristol University, Deafhood (UK).

He is interested in education within the context of a school for the Deaf, and is particularly passionate about bilingual education, and strongly believes that bilingual education will support deaf learners to achieve their learning potential.

Ramas is also very passionate about sports - particularly Deaf basketball, and is the Assistant Coach for the Deaf Australian Men's Basketball team (the Goannas). Ramas is President of Deaf Basketball Victoria, a member of Turquoise Australia and is on the Deaf Australia Board.

Angus Graham

Director



Angus was appointed by the Board for his finance expertise. He is currently the Executive Manager at DMP Asset Management. Previously Angus was Head of Money Markets at ANZ Global markets and sat on the Australian Asset & Liability, Basel III Regulatory, and Pricing & Balance Sheet Committees. Angus is Chairman of Down Syndrome Australia, and brings an extensive background in finance.

Angus is a member of the NDIS Intellectual Disability Reference Group, and Trustee of the Mary-Jane Lewis Scholarship Trust. He is committed to ensure both social and economic inclusion for people living with disability and has a strong personal belief in their human rights.

Richard Dent

Director



Richard was appointed by the Board for his governance expertise. Richard is the Chief Executive Officer of Leadership Victoria and a Fellow of the Australian Institute of Company Directors, Harvard Club and Disability Professionals Victoria.

Richard has been involved in disability services since 1993, working in a UnitingCare agency, then VCOSS and then 12 years as CEO of the E W Tipping Foundation.

Richard was a significant contributor to the campaign for the NDIS as part of the Premier's NDIS taskforce, Chair of the Victorian Every Australian Counts Campaign and as Victorian Chair of National Disability Services.

In Richard's current role as CEO of Leadership Victoria he helps develop leaders to make progress on complex issues, and helps broker skilled leaders to support social, economic and environmental causes. Richard maintains an ongoing involvement in disability issues.

Current AFDO staff

Ross Joyce

Chief Executive Officer

Cheryl Gratton

Personal Assistant to Ross Joyce

Jessica Zammit

National Manager – Workforce Participation

Robyn Gaile

National Manager – NDIS & Special Projects

Patrick McGee

National Manager – Policy, Advocacy & Research

Jean Cotchin

Communications & Special Projects Officer

Carl Thompson

NDIS & Special Projects Officer

Rebekah Bryant

Diversity Field Officer

Victoria Strachan

Diversity Field Officer

Administrative Assistant

Policy

Over the past twelve months, our policy work has been focused on the implementation of the National Disability Insurance Scheme (NDIS), improving the workforce participation of people with disability, as well as calling for a Royal Commission into the violence, abuse and neglect experienced by people with disability.

Submissions and representation

- Submission to the Senate Inquiry into inclusive and accessible communities
- Submission to the Productivity Commission National Disability Insurance Scheme (NDIS) Costs inquiry
- Submission to the National Disability Employment Framework
- National Disability Strategy 2010 - 2020 to Build Inclusive and Accessible Communities Hearing
- National Inquiry into Employment Discrimination Against Older Australians and Australians with Disability – Willing to Work

In June 2017, we appointed a National Manager – Policy, Advocacy & Research, Patrick McGee (shown on the left of the photo opposite), who will be coordinating our policy development and submissions with our members, identifying and developing key policy positions, and working on systemic advocacy issues.

Policy development and lifecycle

Assess

Research

Consult with members

Draft policy

Member feedback

Review

Approve and promote





Employment – workforce participation

Access to sustainable employment remains out of reach for almost half of Australians with disability. Participating in the workforce is important for social inclusion and financial independence. Having a disability can impact on a person's ability and opportunities to participate in paid work.

The facts

- 18% of men, and 18.6% of women have disability
- 2.1 million Australians of working age (15 - 64 years) have disability
- In 2015, the unemployment rate for people with disability was 10%; higher than that for people without disability at 5.3%.
- 1 million people with disability are employed and another 114,900 are looking for work
- 53.4% of people with a disability aged 15 - 64 years participate in the workforce, compared with 83.2% of people without a disability
- 46.6% of people with disability are not in the labour force, compared with 16.8% of those without disability
- 27% of people with disability work full-time, while 21% of people with disability work part-time

Source: Australian Bureau of Statistics (ABS) 2015 Survey of Disability, Ageing and Carers

A key focus for the employment portfolio during 2016 - 2017 was the pilot of the Diversity Field Officer Service, a demand-led, employer focused initiative seeking to increase the capacity of small and medium sized enterprises (SME's) to retain and employ people with disability.

The pilot, trialled in Geelong, Victoria in collaboration with Deakin University and the support of 20 local, state and national stakeholders, was completed in December 2016, with a full evaluation finalised in April 2017.

The aim of the service was to work one to one with small businesses to assist them to become more welcoming to:

- Retain employees who may acquire a disability (or may already have a disability that is not visible or disclosed) so that skilled talent is not lost;
- Tap into a broader talent pool when making the next recruitment decision, considering talent from entry level to CEO; and
- Become more welcoming of the one in five Australians who have a disability who are customers, stakeholders, referrals, word of mouth or family, friends or colleagues who all form a potentially untapped market.



The pilot engaged 50 SMEs across more than 15 industries, working predominantly with the CEO, owner or senior leadership to identify practical changes to recruitment, retention and accessibility, as well as connect businesses to existing initiatives to build their capacity and confidence. This included exploring opportunities for work experience, structured workplace learning, graduate recruitment, internships, volunteering and job carving.

"You don't know what you don't know a lot of the time. I was blown away...by the depth of knowledge that I feel I have picked up along the way."

Outcomes were measured through a survey assessing each business' confidence and views of disability prior to commencing the service, with a second survey looking at the same measures conducted at the end of the pilot. Thirty six (36) qualitative interviews were also held with participating businesses, with a further nine (9) interviews with stakeholders engaged with the project, including Disability Employment Services.

As a result of our work, businesses also implemented a wider range of outcomes including:

- Improved accessibility of workplaces, including improvements to physical access and workplace flexibility for new and existing staff.
- Interview process improvements, with 36%

seeking
to introduce
a guarantee to
shortlist one or more people with disability
where they meet the requirements of a role.

- Mental health improvements – Employee Assistance Programs; encouraging extra health and wellbeing activities; health and wellness surveys; Mental Health First Aid or customised training; or Mental Health Action Plans.
- Increased awareness of the JobAccess Employment Assistance Fund to assist employees with disability and employers with the costs of modifications, equipment and training.
- Businesses growing their experience of people with different disabilities through mock interviews, industry visits, disability awareness training and guest speakers.

"It's a good program, something that no one else is doing. It's hard work to get businesses to change attitudes and to get on to doing things."

"Two years ago, I had an operation that left me with brain damage. That was a huge leap into the unknown. WCIG's work with the Diversity Field Officer Service has changed life for me. My new job has allowed me to see that who I am is still in there."

AFDO Diversity Field Officer project

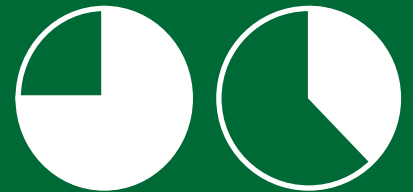
Worked with 50 workplaces across 15+ industries, with 36 participating in the evaluation



97% satisfied with the Diversity Field Officer Service, with business expectations 'fully' or 'mostly' met



75% were employing people with disability at the end of the pilot, compared to 38% at the start of the pilot



86% indicated that there might be an opportunity to employ people with disability in the next 12 months, compared to 58% at the start of the pilot



79% have, or plan to, include welcoming wording in job advertisements and position descriptions



36% have, or plan to offer, work experience to a person with disability



30% have, or plan to offer, graduate opportunities or internships to a person with disability



42% currently looking at "job carving" - creating a set of tasks or particular role to match a job candidate with disability



64% of businesses have committed, or are currently working to improve mental health in their workplace



Source: Murfitt. K, et.al. Diversity Field Officer Service Pilot Evaluation, Deakin University, 2017.

In addition to direct support to businesses, four events were held for businesses to connect, learn and hear from each other and from key presenters. A toolkit was also developed to support businesses to implement actions to become more welcoming longer term.

As a result of the success of the pilot, AFDO and Deakin University have continued to deliver the model in Geelong, with existing businesses

supported and eight new businesses engaged during 2017, with work underway to identify how the model can be expanded to other regions.

AFDO would like to acknowledge the ongoing financial support of Worksafe Victoria and financial support during the pilot from Helen Macpherson Smith Trust, Worksafe Victoria, National Disability Insurance Agency and Geelong Community Foundation.

Other employment initiatives

In addition to the Diversity Field Officer Service, AFDO has also provided the following representation:

- Strategic advice and submissions to the Department of Social Services Disability Employment Framework
- Strategic advice to the Department of Social Services welfare reform agenda
- Representation on the Australian Public Service Disability Employment Group
- Collaboration with academic partners, including Deakin University and Melbourne University, to inform disability employment and co-design research domestically and internationally
- Presentation of workshops to businesses on the strategic benefits of employing people with disability and key areas for reform
- Conference presentations including to the Australian Health Benefits of Good Work Conference held in Adelaide in 2016.
- Development of a successful funding proposal for the creation of five Practical Readiness Training modules to increase the confidence of businesses and the community and provide practical strategies to more effectively include people with disability
- Interviewed and featured in three business publications.



National Disability Insurance Scheme (NDIS)

The NDIS is scheduled to be fully rolled out in all regions of Australia in 2019. There is much work that still needs to be done to support people with disability and their families and user-led and community-based organisations to be ready for the NDIS. During the 2016-17 financial year, AFDO worked with our member organisations to develop their capacity to be ready for the NDIS.

The facts

- 25,111 children aged 7 – 14 years are active NDIS participants with an approved plan
- 12,290 children aged 0 – 6 years are active NDIS participants with an approved plan
- 36% of active NDIS participants with an approved plan have an intellectual disability
- 29% of active NDIS participants with an approved plan have Autism
- 7% of active participants with an approved plan have psychosocial disability
- 5% of active participants with an approved plan are indigenous
- 19% of participants are fully or partly self-managing their plan

Source: NDIS COAG Disability Reform Council Quarterly Report – 30 June 2017

Disability Loop

In keeping with our mission to champion the rights of people with disability and their families, AFDO continued to work on building the capacity and confidence of people with disability and families to exercise choice and control in their interactions with the NDIS. AFDO delivered a series of workshops on the NDIS for people with disability and their families. We also delivered a separate series of workshops for community-based and user-led organisations.

AFDO has provided several online and in-person resources to assist people with disability to keep up to date with news about the NDIS, and to support people to make decisions about their involvement with the NDIS.

We also trained and employed 30 'NDIS Champions' - people with disability from all over Australia to run NDIS information sessions in their local communities.



150,000

Website hits



350+

Hours of YouTube
videos watched



2,200

Twitter followers



1,600

Facebook likes



100+

Website resources



3,500

eNews subscribers



Disability Loop online

Disability Loop is the online home of our National Disability Insurance Scheme (NDIS) information, news and resources. It aims to give people with disability and families information about the NDIS that is accessible, up-to-date, easy to find and easy to use. We use plain language to help everyone make sense of it all.

Disability Loop includes an accessible website at www.disabilityloop.org.au which contains:

- a resource hub for NDIS resources from organisations all over Australia;
- links and information about our NDIS workshops and events;
- information and contact details for the AFDO NDIS Champions;
- original content news stories to explain the latest or biggest things happening with the NDIS;
- a regular email newsletter;
- social media accounts on Facebook and Twitter; and
- a YouTube channel with videos from our presentations and workshops.



100%

People with disability



Nationwide

Champions from all 8 states and territories



500+

Hours of paid employment



16

Hours of training



30

NDIS Champions employed



Countless

New friends and opportunities





NDIS Champions

With the support of funding from the Department of Social Services (DSS) NDIS Sector Development Fund, AFDO ran the NDIS Champions project. The aim of the project was to support people with disability who were recruited, trained and paid as NDIS Champions to inform and influence their local communities to engage with the NDIS.

Thirty people with disability from all over Australia attended a two-day training workshop to build their skills to understand how they can exercise choice and control as NDIS participants. NDIS Champions received training on the key features of the NDIS and how to prepare and deliver a speech. The NDIS Champions delivered presentations in their local communities. This included community groups, peer support groups, user-led organisations, service providers, and advocacy groups.



NDIS Workshops

Building on the series of NDIS workshops AFDO developed last financial year with funding from the DSS NDIS Sector Development Fund, AFDO delivered 106 workshops to 1,062 people about understanding the NDIS for people with disability and their families, and understanding opportunities arising from the NDIS for community-based organisations.

Understanding the NDIS

The 'Understanding the NDIS' series of six half-day workshops were called:

1. How does the NDIS work?
2. Reasonable and necessary
3. Planning and standing strong
4. I have my Plan, what now?
5. Plan management explained
6. Is self-management for me?

36 workshops were delivered in the last financial year throughout Australia. The workshops were delivered to 306 people with disability and families.

With the aid of funding from the Victorian Government NDIS Transition Support Package, AFDO delivered a further 48 'Understanding the

NDIS' workshops to another 634 people with disability and their families in six regional and one metropolitan location in Victoria.



Opportunities in the NDIS

The 'NDIS Opportunities' series of workshops is a set of four half-day workshops which are designed to resource and assist community based disability support organisations to better understand the opportunities that may come with the NDIS.

The 'NDIS Opportunities' workshops include information on changes a market environment will bring to your organisation and the associated opportunities and challenges, the impact of independence on sustainability, implications of becoming a registered provider of supports in the NDIS, impact of change from block funding to unit price/funding, becoming ILC ready, the NDIS Price Guide in detail, NDIS Support Categories/Support Clusters, and a checklist for ILC readiness.

With funding support from the DSS NDIS Sector Development Fund, AFDO delivered 22 workshops throughout Australia to 102 attendees from community based, user-led organisations.





Media

AFDO is often featured in the media following releasing media releases on current disability issues, as well as being interviewed on radio and with journalists in print and online media. Some of the issues we have addressed in the past year include calling for Royal Commission into abuse of people with disability, the Federal Budget, Medicare Levy increase, calling for a full-time Disability Discrimination Commissioner, and the NDIS.



Media releases

- 23/06/2017 - Calling on Parliament to deliver secure, sustainable and sufficient funding for the National Disability Insurance Scheme (NDIS)
- 21/06/2017 - Senator Hanson needs to go back to school
- 26/05/2017 - Action on Abuse of People with Disability
- 11/05/2017 - Budget Reply Media Release
- 09/05/2017 - AFDO Budget Media Release
- 28/03/2017 - AFDO Joins Calls for Royal Commission into Abuse of People with Disability
- 03/02/2017 - NDIS must have a consistent national model with all in



- 23/12/2016 - People with disability must be on the new NDIA Board
- 21/12/2016 - Ross Joyce announced as new CEO of AFDO
- 24/11/2016 - AFDO calls on Standards Australia to reopen consultation on proposed technical specification standard for powered wheelchairs and engage with people with disability organisations
- 30/10/2016 - AFDO NDIS Champions are ready and willing to work
- 19/10/2016 - NDIS Board Recruiter must be replaced after failing to offer up a single candidate with either a disclosed disability or lived experience of disability
- 08/07/2016 - Disability advocates concerned with use of the R-word at Wimbledon

International partnerships

Over the past year, AFDO has participated in the Pacific Disability Forum Pacific Regional Forum on Disability in Samoa, as well as the United Nations 10th Conference of State Parties (CoSP) in New York. Our International Coordinator, Frank Hall-Bentick is our representative on the Australian Disability & Development Consortium (ADDC), and our President, Trevor Carroll is the Chair of the Disabled People's International (DPI) Asia-Pacific Executive, and the Information Officer on the DPI World Council Executive.

Disabled People's International



Trevor Carroll is the Chair of the Disabled People's International (DPI) Asia-Pacific Executive, and the Information Officer on the DPI World Council Executive.

AFDO is the Australian representative of DPI which has national disability organisational members in over 130 countries, 31 in the Asia Pacific. DPI was established in 1981, the International Year of Disabled Persons. 35 years after it was formed, DPI continues to be the world's only cross-disability global Disabled People's Organization (DPO). It is in partnership with the United Nations.

www.disabledpeoplesinternational.org

International Disability Alliance



International Disability Alliance (IDA) is an alliance of networks which brings together over 1,100 peak organisations of persons with disabilities and their families from across eight global and six regional networks including the Pacific Disability Forum of which AFDO is a full member.

Two of our AFDO member organisations have held the Chair role for IDA. Maryanne Diamond (former AFDO CEO) and World Blind Union President and Colin Allen, World Federation of the Deaf.

www.internationaldisabilityalliance.org



Pacific Disability Forum



AFDO is a full member of the Pacific Disability Forum (PDF). The PDF is a regional peak body that works in partnership with Disabled Persons Organisations (DPOs) in the Pacific region.

As part of its mission to improve the situation of persons with disabilities, it runs programs for women and youth with disabilities, research, advocacy, capacity building and development.

One of AFDO Members, Deaf Australia, currently holds a position on the PDF Board.

www.pacificdisability.org

Australian Disability Development Consortium



Frank Hall-Bentick is our representative. Australian Disability Development Consortium (ADDC) is an Australian based, international network focusing attention, expertise and action on disability issues in developing countries; building on a human rights platform for disability advocacy.

It's mission is to promote the rights and inclusion of persons with disabilities in development activities, advocating that disability be fully integrated into all Australian development programs and policies.

www.addc.org.au

International activities

Our President, Trevor Carroll attended the United Nations (UN) Conference of State Parties (CoSP) in New York in June 2017. The 10th session of CoSP featured a rich program which covered a wide range of important issues relating to the implementation of the UN Convention on the Rights of Persons with Disabilities (UNCRPD), and included more than 80 side events.

The Conference was very successful in delivering on its theme – to ensure the inclusion and full participation of persons with disability and their representative organisations. We attended many forums and side events including a session about the Global Action on Disability network (GLAD), a global leadership group on action on disability. GLAD works to fund initiatives which promote human rights, particularly around the UNCRPD and sustainable development goals to assist DPOs and other organisations in developing countries to implement the necessary strategies to improve the lives of people with disability.

Our President, Trevor Carroll participated in many in-depth discussions around human rights and disability development amongst countries and DPOs from around the world. He attended a very interesting session on how non-government organisations could work with politicians to make a difference in the lives of people with disability, and appreciated the opportunity to discuss important disability issues with representatives from the Department of Foreign Affairs and Trade (DFAT), DPI, IDA, and the Australian Disability Discrimination Commissioner, Alastair McEwan, who was also in attendance at the conference.



Australian Disability Development Consortium

Our International Coordinator, Frank Hall-Bentick continues to represent AFDO on the ADDC Executive committee. The ADDC continues to coordinate disability and development issues within Australia, working closely with The Department of Foreign Affairs and Trade (DFAT) and the Federal ministers for foreign affairs and International development. Each year, ADDC sponsors a parliamentary event for Federal politicians to celebrate the International Day of People with Disabilities (IDPWD) highlighting disability and development issues and work around the world. Last year the ADDC produced a series of short videos now on YouTube to highlight the disability and development issues, and are currently planning to have another parliamentary event in December this year.



Together towards an inclusive world

Australian Disability and Development Consortium (ADDC) and ten of its members produced a series of short videos featuring persons with disability who are, or were engaged in a disability-inclusive development project or initiative in Australia or overseas. In these videos they share their personal stories and how disability inclusive development projects changed their lives, benefitted their communities and contributed to a more inclusive society.

AFDO's video features our International Coordinator and Director, Frank Hall-Bentick speaking about AFDO's role in advocating for the rights of people with disabilities and in supporting Disabled People's Organisations in the Asia Pacific Region. Our video can be viewed via <https://youtu.be/LZqUytcVDzU>

Directors report

The Board is responsible for the governance of AFDO in accordance with the Corporations Act and the AFDO Constitution.

The Board was made up of the following Member nominated, or Board-appointed Directors throughout the 2016 – 2017 Financial Year:

Trevor Carroll

Chairperson

Nominated by Disability Justice Advocacy

Person with a disability

Liz Reid

Deputy Chairperson

Nominated by Physical Disability Australia

Person with a disability

Greg Madson

Deputy Chairperson

Nominated by People with Disabilities WA

Person with a disability

Frank Hall-Bentick

Treasurer

Nominated by Disability Resources Centre

Person with a disability

Peter Miller

Director

Nominated by Deafness Forum of Australia

Person with a disability

Emma Bennison

Director (resigned 11th Feb 2017)

Nominated by Blind Citizens Australia

Person with a disability

John Simpson

Director (appointed 20th February 2017)

Nominated by Blind Citizens Australia

Person with a disability

Melissa Coe

Director (resigned 17th October 2016)

Nominated by Deaf Australia

Person with a disability

Ramas McRae

Director (appointed 20th February 2017)

Nominated by Deaf Australia

Person with a disability

Nick Rushworth

Director

Nominated by Brain Injury Australia

Person with a disability

Angus Graham

Director

Board Appointed for

Finance expertise

Richard Dent

Director

Board Appointed for

Leadership and Governance expertise

Business registrations

ACN: 105 510 898

ABN: 25 105 510 898

Registered Business Offices:

Level 2, 247 Flinders Lane,
Melbourne VIC 3000

Level 1, The Realm, 18 National
Circuit, Barton, ACT 2600

AFDO is a Public Benevolent
Institution and a Registered
Charity with the Australian
Charities and Not for Profit
Commission (ACNC)

Board meetings and attendance

The Board met five times during
the 2016 -17 Financial Year

19th September 2016
Teleconference

18th October 2016
Face-to-face

20th Feb 2017
Face-to-face

26th April 2017
Teleconference

19th June 2017
Face-to-face

Director attendance at these
meetings

Trevor Carroll
5/5 meetings

Liz Reid
4/5 meetings

Greg Madson
4/5 meetings

Peter Miller
3/5 meetings

Frank Hall-Bentick
4/5 meetings

Nick Rushworth
5/5 meetings

Angus Graham
4/4 meetings

Richard Dent
3/4 meetings

Ramas McRae
2/2 meetings

John Simpson
3/3 meetings

Emma Bennison*
0/2 meetings

Melissa Coe*
0/1 meetings

*Resigned from Board,
detailed earlier.

Executive committee composition and attendance

The Executive is elected by
the Board and comprised the
President/Chair, Vice Presidents
and Treasurer.

The Executive Committee met
five times between Board
meetings by Teleconference
during the 2016-17 financial year.

Trevor Carroll
4/5 meetings

Greg Madsen
5/5 meetings

Liz Reid
3/5 meetings

Frank Hall-Bentick
3/3 meetings

Peter Miller**
0/2 meetings

**Resigned from Committee due
to personal matters. Frank Hall-
Bentick was then nominated as
Treasurer, and attended.

Company Secretary

Ross Joyce

From 26th October 2016

Matthew Wright

Until 25th October 2016

Financial snapshot

2016 - 2017 Results

Total Revenue.....\$2,722,021

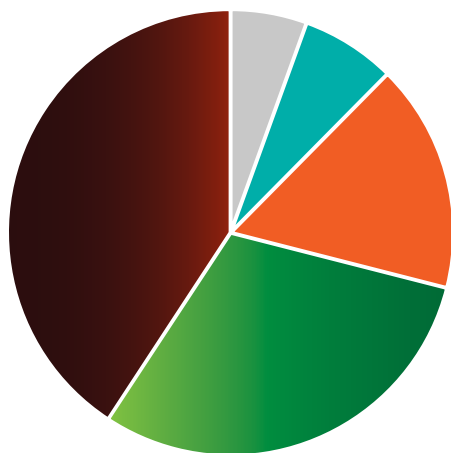
Total Expenditure.....\$2,309,682

Result - Surplus or (Deficit)..... \$412,339

Total Members Equity - 2015 - 2016.....\$281,205

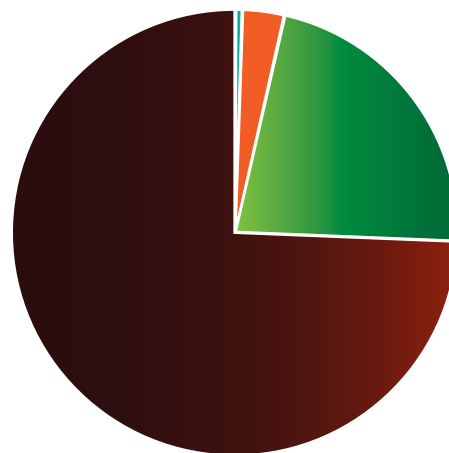
Total Members Equity - 2016 - 2017.....\$693,544

Expenditure 2016 - 2017



Consultancy.....	5%
Operating expenses.....	7%
Office expenses.....	17%
Employment expenses.....	30%
Consortium distribution.....	41%

Income 2016 - 2017



Donations.....	<1%
Membership fees.....	<1%
Investment interest.....	<1%
Other income.....	3%
Department of Social Services.....	22%
Grants other sources.....	74%





**Australian Federation of
Disability Organisations**

Our vision is that all people with disabilities must be involved
equally in all aspects of social, economic, political and cultural life.