



Disability Inclusion in the Workplace

TRAINING

Skills and strategies to enable you to create an environment where your colleagues with and without a disability can thrive



Facilitated by
MEL HARRISON
Founder
Sitting Low; Reaching High

Online → Wednesday, 27 November 2024



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Overview

Even though organisations may prioritise diversity as a top value, oftentimes people with disabilities receive little assistance. Welcoming people with disabilities in a workplace is important in building a diverse workforce and ensuring you are engaging all the talent you need to succeed.

Over the course of this 1-day workshop you will:

- Develop an understanding of how and why disability is a diversity and human rights issue.
- Gain knowledge and an understanding of the history, culture, and concept of disability.
- Build confidence on being able to communicate with people with disability.
- Acquire tools required to help break down some of the barriers people with disability may experience in the workplace and beyond.

You will take a deep dive into creating a culture that invites, accepts and supports people with disabilities. The course will equip you with the strategies, tools and a mindset that you can bring into your workplace.

Whether you are just getting started in your diversity, equity, accessibility and inclusion career, managing staff or wanting to enhance your current practices, this training course is for you. Through a mix of learning modules, self-reflective and group exercises, this peer to peer learning environment will provide actionable steps designed to help you continue creating a culture of empathy and inclusion for all.

Why Attend

- Define disability inclusion and its significance in the workplace.
- Provide practical strategies for creating an inclusive and supportive work environment
- Engage HR professionals and leadership in developing inclusive policies and practices

Learning Outcomes

- Understand how to apply models of disability
- Explore effective engagement and communication tools and strategies to use when working with people with disability, including people with cognitive and intellectual disability
- Identify inclusive, appropriate, and respectful language
- Understand the unnecessary barriers that access issues can construct for people with disability
- Outline the various forms of access and accessibility issues

Who Should Attend

Manager, Specialists, Leads of

- HR
- Capability Development
- Talent Acquisition
- Recruitment
- Organisational Development
- Inclusion

Meet the **Trainer**



MEL HARRISON

Founder

Sitting Low; Reaching High

Mel Harrison is a person with disability who uses a wheelchair and wears hearing aids. Mel is a consultant in disability, diversity and inclusion, and a long-time advocate for people with disability. She values policy and services co-design with people with disability and draws on her lived experiences and those of people around her as she specialises in undertaking training and facilitation work through her business Sitting Low, Reaching High.

Mel also promotes networking and high social impact activities in her consultancy work, and facilitates disability co-design through her project and consultancy work.

Mel has worked in the Australian disability and community services space for 25 years, including at peak national, New South Wales and Queensland disability organisations. She has experience in training people and organisations across the nation in vital areas such as disability awareness, violence prevention, positive sexuality, healthy relationships and more.

Mel has experience in individual advocacy, including working to facilitate the investigation of situations where people with disability have experienced abuse. Her advocacy efforts have also included systemic advocacy and policy work at the state, territory and national level.

She has a keen sense of humour and a variety of experience in running functions and events. She has MC'd many large events, including state disability expos up and down the east coast.

Mel's passion is in breaking down barriers for people with disability around work, education, relationships and recreational activities, trying to make people across the nation understand that you never know someone's ability unless you give them a chance. She strongly believes that inclusion and diversity is what is needed in every aspect of life in the world we live in today.

Mel currently works with organisations such as Lifeline Australia, ImpactInstitute, (R&I) Rights & Inclusion Australia, (ACDL) Australian Centre for Disability Law, and (SHFPACT) Sexual Health and Family Planning ACT to facilitate disability inclusion and community understandings of the importance of diversity.

What you peers have to say about PSN Academy Courses

"A good balance of content and practice of materials."

"Easy to follow and informative."

Preparation

This workshop is highly interactive with group activities and discussions throughout. Come prepared with some current challenges you face in your organisation.

To participate you'll need:

- **A computer with camera and microphone**
- **Strong internet connection**
- **Quiet, well-lit space**
- **Current process, automation and services challenges that you face**



*Group Discounts Available - Contact Registration at

training@publicsector.academy or Call on **(02) 9057 9070**

Explore the Agenda

DAY 1 | Wednesday, 27 November 2024, 9:00am - 5:00pm AEDT

9:00 am **Welcome**

Module 1: Introductions

- 9:05 am**
- Introduce yourself to the group
 - Meet other participants
 - Cover housekeeping matters
 - Commit to group rules

Module 2: Introduction to disability

- 9:30 am**
- What is disability?
 - Statistics and facts on people with disability
 - What are the models of disability?
 - What is ableism?
 - What is intersectionality?
 - What is unconscious bias?

11:00 am **Morning Tea**

Module 3: Communicating with people with disability

- 11:15 am**
- What is respectful and appropriate language?
 - What are different communication tools?
 - How you can adopt best practice when delivering services
 - What language and etiquette you can use
 - How you can use tools and strategies to ensure you communicate effectively and appropriately

1:00pm **Lunch**

Module 4: Barriers to disability we can overcome

- 2:00 pm**
- What are barriers to people with disability?
 - How you can help people with disability access everyday life
 - How to put all the elements of diversity together to help people with disability

3:30 pm **Afternoon Tea**

Module 5: Creating inclusive and accessible environments

- 3:45 pm** **Use practical tools to create solutions that help deliver accessible and inclusive work environments**

Module 6: Wrap-up and reflections

4:45 pm **Wrap-up and reflections**

- Q&A
- Resources and reflections
- Closing remarks

5:00pm **End of Day**



Get In Contact

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