



Inclusive Business Inspiration & Extra Resources

Note: The general rule in Australia is to **USE PEOPLE FIRST** language. However, descriptions relating to inspiration and resources below may utilise terminology used in other parts of the globe. For this purpose we feel it wouldn't appropriate to put the UK or US examples into the Australian vernacular as those disability communities are responsible for those identifications.

Inspiration

Quiet Hour - Simon Lea (UK) has brought the hour in at Cheetham Hill's ASDA Living to make the store better for people with autism.

Scally's SuperValu in Clonakilty, (UK) West Cork is another super market hailed from as far away as Australia after it announced it would hold an autism-friendly shopping evening in its store.

Disability in the workplace: a success story Randy Lewis successfully implemented a disability employment program at US pharmaceutical company Walgreens, when he was a senior VP and has since founded the non-profit initiative **No Greatness without Goodness**, which assists large employers in implementing inclusive employment programs.

Apple (US) offers multiple accessibility features built into their technology to ensure access for diverse users. Check out the **Dillan's Voice** television commercial released during Autism Acceptance month this year.

Apple and accessibility: Pushing back against unacceptable realities

Starkly Disability Institute (US) aiming at closing the unemployment gap between disabled and non-disabled workers. The Starkloff Career Academy facilitates the hiring of qualified people with disabilities into mainstream jobs by training disabled job candidates to become highly-competitive job seekers and by educating employers on how to welcome them into their workforce.

Work-ability summit distills myths and fears of hiring people with disabilities.

Nestle Purina empowers employees to understand and hire people with disabilities.

'The A Word' an adept exploration of autism published in 2016. Though the media can and still should work harder to accurately depict autism and delineate the singular realities of life for those on its expansive spectrum, deft and compassionate portrayals of people living with the disorder are much more commonplace than they used to be — especially, as seems to be the trend these days, on the small screen.



Hey, TV Writers – Here’s the Disabled Character You Need published in 2016. The *New York Times* recently ran an article on how “Actors With Disabilities Are Ready, Willing and Able to Take More Roles.” While the piece focused on ability-inclusive theater casting, it also got me thinking about the kind of disabled characters I want to see in media (besides “any”).

Inclusive Employment Resources

Are your recruitment and employment processes inclusive and accessible for people with disability? All Australian employers have a legal responsibility to provide access for people with disability under the Commonwealth Disability Discrimination Act of 1992 (DDA).

Job Access is the national hub for all things disability employment.

Victoria State Government Bar None Employment One of the most significant barriers for people with a disability in the workplace is attitudes. This is often a product of misinformation. It also results from limited exposure, knowledge and understanding of disabilities. The Office for Disability launched the Bar None Employment campaign to help support change in the workplace. The campaign features a photographic exhibition, a DVD and resource guide.

Include is about helping to build inclusion through staff training, service design support, direct consultancy and service evaluation as well as direct assistance to families and individuals.

Arts Access Australia (AAA) on inclusive employment.

Shape Arts (UK) on employing people with disability.

Accessible Marketing

Arts Access Australia Advice on accessible marketing. People with disability make up about 20% of Australia’s population. That’s an audience of over 4 million people (plus family and friends) that your standard marketing messages may not reach. Here you will find some tips on how to make your marketing materials, communications and website more accessible to us.



Disability Language

The language of disability changes quickly and different terms are used within and outside of Australia. It can be political, it can be very personal and can sometimes be quite confusing. But don't panic! If you have good intentions and treat everyone with respect, you'll get by.

Arts Access Australia (AAA) advice on disability language.

A guide to talking about disability by Arts Access Victoria.

Disability and the Disability Discrimination Act

All Australian employers and service providers have a legal responsibility to provide access for people with disability under the Commonwealth Disability Discrimination Act of 1992 (DDA).

Australian Human Rights Commission: A guide for business. Access for people with disabilities, including access to the goods, services and facilities provided by businesses, can no longer be an afterthought.

Education

Family Advocacy decided to make this film in order to provide families with an experience of one student's journey through primary to high school. **Inclusive High School Education - Jacob's Story** showcases how Jacob's school is adjusting and providing for him to have the same opportunities and school life as every student in the regular class. For families pursuing inclusion at school this booklet **Taking Action on Education – All students learning together**, aims to assist families in a practical way with their advocacy efforts when talking to schools and the community on the importance of their child having an inclusive education.

ECIA Transition to School A resource is developed to support children, families, services and community during the milestone of a child transitioning to school. For families of children with developmental delay or disability, transition to school requires additional thought, time, planning and support to make the process as smooth and positive as possible.



This Grey Blue Planet video link shows something that started off as a discussion during a three day workshop about school and having Asperger's

Far From The Tree stories of diversity, identity, parenting, disability and acceptance. Here is one on autism and disability and successes in education.

Arts and Culture

Arts Access Australia (AAA) is the peak national body for arts and disability.

Planning access advice by Arts Access Australia

Da Da Fest (UK) is a Liverpool based organisation that promotes and develops high quality disabled and deaf art events.

Disarts An American arts festival changing perceptions about Disability one artwork at a time

Shape Arts (UK) provides opportunities and support for disabled artists and cultural organisations to build a more inclusive and representative cultural sector

Beyond Access: the creative case for inclusive arts. Literature Review. Published by Arts Access Victoria, 2015.

Video interviews with outstanding practitioners of inclusive arts in Victoria.

Visual artist, Jane Trengove

Rawcus theatre company

Weave Movement Theatre

Write-ability Program

The Australian Theatre of the Deaf

The British Paraorchestra is the world's first professional ensemble for disabled musicians watch them perform live with Coldplay in **2012 at the Paralympics** Closing Ceremony.

Octapod is one of NSW's leading regional arts and cultural organisations. Based in Newcastle their vision is of a thriving and inclusive creative sector that actively contributes to cultural and economic growth in the Lower Hunter region.

The Sisters of Invention are an Adelaide-based all girl pop group that all have disability. Their song *This isn't Disneyland* has a great film clip and strong message about difference.



General Inclusion

Online Inclusion "Oi" offers a structured and informal online support platform for people living with a disability, their families, carers and support teams. oi.org.au

All In! was developed to provide information and resources to help everyone include children with disabilities in their activities. It works by asking three simple questions about the child, the situation and their age. All In! then provides advice based on the answers you give. The advice is presented in a clear and concise report that can be printed, emailed and shared with others.

Understanding Autism Resources

Autistic people are not failed versions of “normal.” They’re different, not less by Steve Silberman, 2016.

The National Autistic Society (UK) I’m not naughty - I’m Autistic. Watch this film and experience what sensory overload is like for a boy on the autism spectrum.

The First Time My Son With Autism Got a Birthday Invite I Didn't Have to Decline
By Tricia Klein, 2015.

Interacting with Autism (US) a website is designed primarily for those on the spectrum and their families, as well as educators and healthcare workers, to help them make informed choices about what approaches might be most effective for any specific individual diagnosed with autism. This is one of their many videos that looks into sensory overload.

The Autism Spectrum People most often understand Autism as linear, like a straight line which has very autistic at one end, and a little bit autistic at the other end. But actually its more like a colour spectrum wheel where your autism could be at any point within the wheel and different colours would represent different susceptibility to things. This cartoon blog posts sums it up perfectly.

The Project Channel 10 Irabina Childhood Autism Services featured on The Project - Channel 10. This clip highlights autism in the media and celebrates World Autism Awareness Day/Month.