

Working well with women with disability

Inclusion

The target audience for this series is sexual assault, domestic violence and women's health and wellbeing service workers in Queensland.

Workshop 5

Inclusion

This workshop series was designed, developed and delivered with women with disability. It is targeted to people who work in the sexual assault, women's health and wellbeing and domestic and family violence workforce.

Workshop 5 provides information and resources to support inclusion of women with disability in your organisation as both clients and staff. This workshop was developed by Siobhan Gibbs with contributions from Karen Swift.

Please watch the Workshop 5 video and explore the resources linked in this handout to learn about the following topics:

- Statistics and employment rates for women with disability
- Rights of women with disability
- Accessible workplaces for clients with disability
- Experiences of employment for women with disability
- Support for employment for women with disability

Taking Care

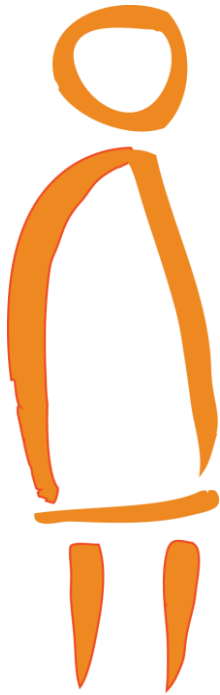
The subject matter in this workshop will discuss gendered violence, abuse and neglect. This may be triggering or difficult for some.

Here is a good organisation for both personal and professional help and support:

<https://www.1800respect.org.au/>

1800RESPECT
NATIONAL SEXUAL ASSAULT, DOMESTIC
FAMILY VIOLENCE COUNSELLING SERVICE

Key statistics



- Australians with disability are more likely to be unemployed (10.0% compared with 5.3% for those without disability) and face longer periods of unemployment than people without disability.

Source: [Australian Bureau of Statistics, Disability, Ageing and Carers, Australia: First Results, 2015](#)

- Almost one in 12 Australians with disability (8.6%) reported that they had experienced discrimination or unfair treatment because of their disability in the past year.

Source: [AHRC Willing to Work Report 2016](#)

- In 2014–15 the Australian Human Rights Commission received 3,529 enquiries and 742 complaints about disability discrimination. More than a third of enquiries (35.4%) and complaints (41.0%) were in the area of employment.

Source: [AHRC Willing to Work Report 2016](#)

Learn more

- Women with disability speak about the right to work and to economic empowerment, Women with Disabilities Australia, 2016
[Women with disability speak about the right to work and to economic empowerment 2016](#)
- Portia Wants a Job: Living with a Learning Disability
[Portia Wants a Job: Living with a learning disability](#)

Featured Articles

- ABC Article: [Preconceived notions see drop in employment for people with disability, advocates warn 2021](#)
- ABC Article: [I was perfect for the job, but I couldn't even get into the building. Here's why 2021](#)

Case study - Janine

You are working at domestic violence hotline, offering phone support only.

A woman, Janine, calls requesting support with counselling. Janine says that she left her perpetrator 12 months ago and has moved from interstate.

Janine says she uses a wheelchair, and has been having difficulty finding a service that is accessible and that she sometimes needs help with reading.

1. *What more information would you need to support Janine?*
2. *What are your initial thoughts for referral or suggestions of support for Janine?*

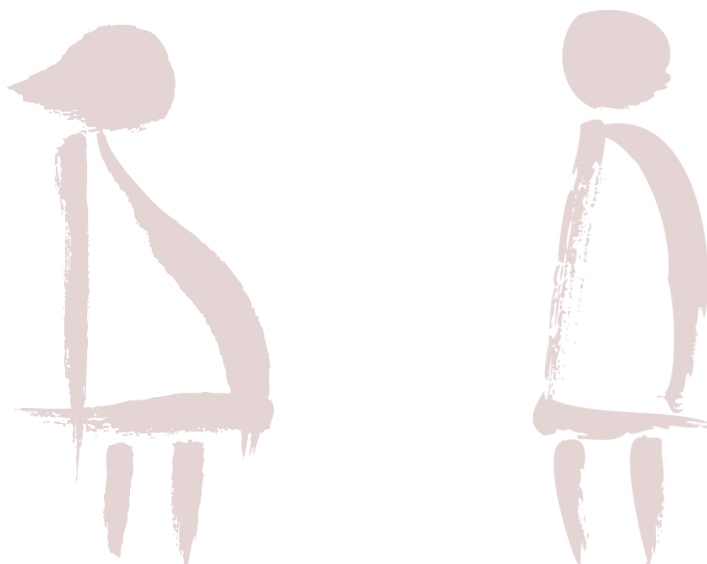


Case study

You are a project lead on a new program to provide peer support to women who are survivors of domestic violence. Part of this role is to recruit peer workers who have a lived experience of disability and domestic and family violence.

Your workplace has never employed someone with a disability before, and there is little support internally for these new staff.

1. *What are the first steps you need to consider before employing the new workers? Consider the workplace as the one you currently work in.*
2. *What would be the considerations you'd need to make? Think about when you started at this job. What parts of your induction were difficult for you?*



Resources

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| <p>Resources for people with disability</p> | <ul style="list-style-type: none"> • Easy Read Resource: QAI QLD Human Rights Act Easy Read 2020 • Easy Read Report: QLD 2019 Human Rights Act by QHRC • Resource: Your Rights at Work QLD – People with Disability |
| <p>Resources for workers/organisations</p> | <ul style="list-style-type: none"> • Fairwork – Support from Australian Government for People with Disability • Job Access – Employment Assistance Fund (EAF) |
| <p>Accessibility resources/support</p> | <ul style="list-style-type: none"> • Easy English translation • Braille Document Creation and Translation – Braille House • Auslan Interpretation- Deaf Services (Note, there are many providers in Australia. If the person requiring interpretation has a NDIS plan, they might have a preferred provider, otherwise contact your most local service) |
| <p>Further information/reading</p> | <ul style="list-style-type: none"> • ANROWS Whatever it Takes Report 2017 • AHRC Willing to Work Report 2016 • 3 things you might not know about Indigenous employment, Australian HR Institute 2019 |