

# Equity and Inclusion Reference Group

An Easy Read meeting bulletin

23 March 2023



## How to use this bulletin



A **bulletin** is an important news item we share with the community.

It explains what we did in our last meeting.



The Independent Advisory Council gives advice about ways to make the NDIS better.



The Council wrote this bulletin.

When you see the word 'we', it means the Council.



We wrote this bulletin in an easy to read way.

We use pictures to explain some ideas.

# Bold

We wrote some important words in **bold**.

# Not bold

This means the letters are thicker and darker.



We explain what these bold words mean.

There is a list of these words on page 29.



This Easy Read bulletin is a summary of another bulletin.

This means it only includes the most important ideas.



You can find the other bulletin on our website.

[www.ndis-iac.com.au/meetings](http://www.ndis-iac.com.au/meetings)



You can ask for help to read our bulletin.

A friend, family member or support person may be able to help you.

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## What is this Reference Group about?



A **Reference Group** is a group of people who give us advice about a certain topic.



The Reference Group gives advice to the Council about how the NDIS can:

- be fair
- give **participants** the same chances.



Participants are people with disability who take part in the NDIS.



This includes making sure the NDIS is **inclusive**.

When something is inclusive, it means everyone can take part.



It also includes making sure the NDIS thinks about **diversity**.



Diversity is what makes people different from each other.

People can:



- come from different places



- speak different languages



- have different abilities



- live their lives in different ways.

## From the Reference Group Co-Chairs



Ms Leah van Poppel is the Council's Principal Member.

She is also the Reference Group Co-Chair.

This means she helps run the Reference Group.



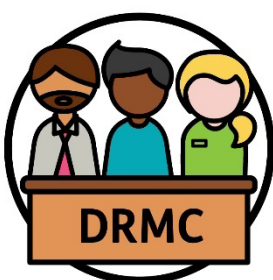
Leah explained that we shared advice with the **NDIA Board** in March 2023.



The NDIA Board is a group of people who make decisions about all parts of the NDIA.



Our advice is about how to make the NDIS fair for all participants.



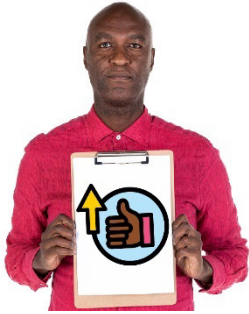
The NDIA Board will share our advice with the Disability Reform Ministerial Council.

We call this group the DRMC.

The DRMC gives advice to governments about how to:



- support people with disability



- make **policies** better.



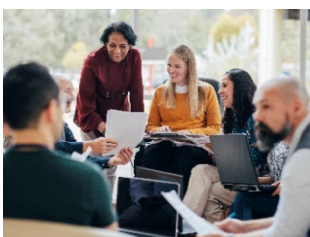
A policy is:

- a government plan for how to do things
- where rules come from.



Adjunct Associate Professor Jennifer Cullen is also the Reference Group Co-Chair.

She also helps run the Reference Group.



Jennifer shared the work the Reference Group has done since their last meeting.

## Our reports



The Reference Group connected with the community to find out about issues that affect them.



The Reference Group members shared these issues with the NDIA.

## What did the reports talk about?

### NDIS access and planning



Reference Group members shared that some people find it hard to connect with:

- the NDIA
- other supports.

This is because staff need more training to support participants:



- from different backgrounds



- who have experienced **trauma**.

Trauma is something bad that happens to you that can make you feel:



- scared
- stressed
- worried.



Members also think staff need more training to support participants with **psychosocial disability**.

A psychosocial disability affects your mental health.



It can affect how you:

- think
- feel
- deal with other people.

## Challenges using services and supports



Reference Group members shared issues about **positive behaviour supports**.

Positive behaviour supports are ways to support how a participant acts or behaves.



People worry that participants who have more behaviour supports don't get as many other supports.



And behaviour supports might not always be safe for people from different backgrounds.





Members explained that some **providers** don't work with participants to make their support plan.



Providers support people with disability by delivering a service.



Members also told us they want to know more about **restrictive practices**.



Restrictive practices are actions that stop people from:

- moving
- doing what they want.

## Psychosocial disability



Reference Group members told us people think the NDIA should do more to share information about psychosocial **peer support** programs.



Peer support is when people use their shared experiences to:

- feel connected
- help each other.



Members also think there are not enough psychosocial supports for people who don't use the NDIS.



And often these supports and services cost too much money.



Members think **funding** programs could help fix this issue.

Funding is the money from the government to pay for supports and services.



This includes funding to pay for important work that can help the community.

For example, the Information Linkages and Capacity Building program.

## Home and living supports



Reference Group members shared that there is not enough housing for people with disability.

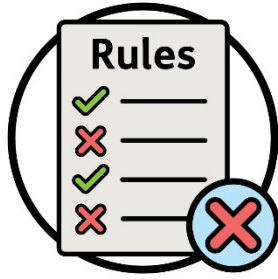


Some participants with **intellectual disability** shared issues they have with housing supports.

An intellectual disability affects how well you can:



- learn new things
- solve problems
- communicate
- do things on your own.



They shared that housing providers don't always follow the rules.



Some participants in shared living told members they experience restrictive practices.



For example, some staff tell participants they will lose their funding if they don't go to their group programs.



Members also shared that some providers rush people with disability into aged care homes if they are more than 40 years old.

## The community



Members shared that there aren't enough community health supports in some states and territories.



For example:

- community programs
- art programs.



Members also shared that the community thinks the NDIA should hire more people with disability.

For example, people with intellectual disability.



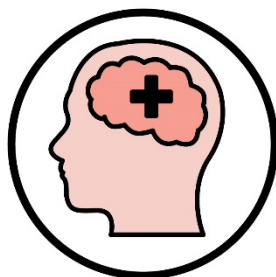
There was a recent report about the experiences of **LGBTIQA+** people with disability.



The letters LGBTIQA stand for lesbian, gay, bisexual, transgender, intersex, queer or questioning and asexual.



The '+' is for people who are part of the LGBTIQA+ community but don't talk about themselves using a word from this list.



The community are interested in what this report says about mental health.

## Other services and supports



Reference Group members shared some challenges with other supports and services.



Some people with disability don't know how to contact the **NDIS Quality and Safeguards Commission**.

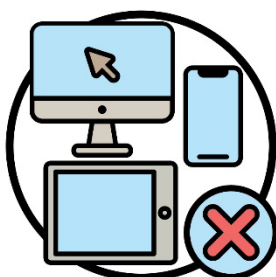
We call it the **NDIS Commission**.



The NDIS Commission makes sure people with disability who take part in the NDIS:

- are safe
- get good services.

Members explained this is because some people:



- don't have the technology they need to contact the NDIS Commission



- don't know that they can share their concerns.





Some people are also confused by:

- how to contact the NDIS Commission
- how long you need to wait to hear back from them.

Members also shared that they want to know how well supports are working for people with disability when they:



- leave school
- and
- start work.

They want to make sure that supports help people find work that:



- they have the skills for
- meets their needs.



Members told us there should be new ways to support people with disability to find and keep work.



## NDIA strategies to be more inclusive



The NDIA updated the Reference Group about its **strategies** on being more inclusive.

A strategy is a plan about how to do things in the future.



Members shared what they think about each of these strategies.

### First Nations strategy



Reference Group members told us they think it's important that people with **lived experience of disability** help make this strategy.



If you have lived experience of disability, you:

- have a disability
- know what life can be like for people with disability.



Members shared that people want to know who is part of the First Nations **Advisory Council**.



An advisory council is a group of people who give advice to the NDIA about how to make things better.

They also shared that there needs to be more support for:



- First Nations Advisory Council members



- people working together to plan the strategy.



This includes supporting any people with intellectual disability.

For example, sharing information that's easy to understand.

## Cultural and Linguistic Diversity (CALD) strategy



Culturally and linguistically diverse (CALD) people:

- come from different backgrounds
- speak languages other than English.



People want to know who is working for the CALD strategy's expert advisory group.



They want to know if the advisory group includes people with different:

- backgrounds
- lived experience.

## LGBTIQA+ strategy



Reference Group members talked about the work the NDIA has done to improve the LGBTIQA+ strategy.



They think the NDIA can lead by example when they support the LGBTIQA+ community.



This includes finding new ways to keep people safe.



They should train NDIA staff to support LGBTIQ+ people.



They should also train NDIA staff about the **rights** of LGBTIQ+ people.

Rights are rules about how other people must treat you.



And they should train NDIA staff about how different experiences can affect people with disability.



Reference Group members also think providers should do this training.

## Improving our advice



Reference Group members shared ways we can improve how we write our advice for the NDIA.



Members shared that when we give advice, we should keep working with others to learn what the community needs.

For example, listening to leaders from:



- First Nations communities



- CALD communities



- LGBTIQ+ communities.

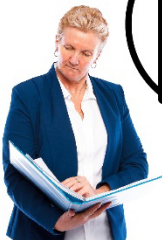


Members worry about how well the NDIA will follow our advice.



They want the NDIA to follow the advice to:

- improve the NDIA
- support participants in better ways.



Members also explained that now the NDIA shares reports on how they use our advice.

## Our next meeting



Our next meeting is the 22 June 2023.



You can find out more about our meetings and bulletins on our website.

[www.ndis-iac.com.au/meetings](http://www.ndis-iac.com.au/meetings)



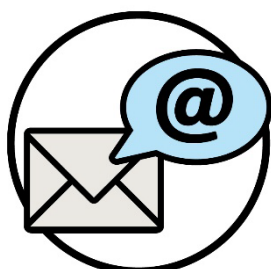
## More information

For more information about this bulletin, please contact us.



You can visit our website.

[www.ndis-iac.com.au/meetings](http://www.ndis-iac.com.au/meetings)



You can send us an email.

[advisorycouncil@ndis.gov.au](mailto:advisorycouncil@ndis.gov.au)



You can learn more about the NDIS on their website.

[www.ndis.gov.au](http://www.ndis.gov.au)



You can call the NDIS.

**1800 800 110**



## Word list

This list explains what the **bold** words in this document mean.



### **Advisory council**

An advisory council is a group of people who give advice to the NDIA about how to make things better.



### **Bulletin**

A bulletin is an important news item we share with the community.

It explains what we did in our last meeting.



### **Culturally and linguistically diverse (CALD)**

CALD people:

- come from different backgrounds
- speak languages other than English.

## Diversity

Diversity is what makes people different from each other.



People can:

- come from different places
- speak different languages
- have different abilities
- live their lives in different ways.



## Funding

Funding is the money from your plan that pays for the supports and services you need.



## Inclusive

When something is inclusive, it means everyone can take part.

## Intellectual disability



An intellectual disability affects how well you can:

- learn new things
- solve problems
- communicate
- do things on your own.

## LGBTIQA+



The letters LGBTIQA stand for lesbian, gay, bisexual, transgender, intersex, queer or questioning and asexual.

The '+' is for people who are part of the LGBTIQA+ community but don't talk about themselves using a word from this list.

## Lived experience of disability



If you have lived experience of disability, you:

- have a disability
- know what life can be like for people with disability.



## NDIA Board

The NDIA Board is a group of people who make decisions about all parts of the NDIA.

## NDIS Quality and Safeguards Commission (NDIS Commission)



The NDIS Commission makes sure people with disability who take part in the NDIS:

- are safe
- get good services.



## Participants

Participants are people with disability who take part in the NDIS.

## Peer support



Peer support is when people use their shared experiences to:

- feel connected
- help each other.

## Policy



A policy is:

- a government plan for how to do things
- where rules come from.



## Positive behaviour supports

Positive behaviour supports are ways to support how a participant acts or behaves.



## Providers

Providers deliver services to people with disability.

## Psychosocial disability

A psychosocial disability affects your mental health.

It can affect how you:

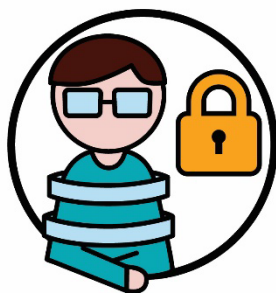
- think
- feel
- deal with other people.



## Reference Group

A Reference Group is a group of people who give us advice about a certain topic.

## Restrictive practices



Restrictive practices are actions that stop people from:

- moving
- doing what they want.



## Strategy

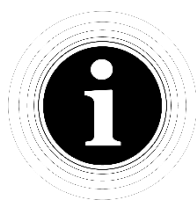
A strategy is a plan about how to do things in the future.

## Trauma

Trauma is something bad that happens to you that can make you feel:



- scared
- stressed
- worried.



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Council**  
to the **ndis**



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