

Equity and Inclusion Reference Group

An Easy Read meeting bulletin

10 November 2022



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.

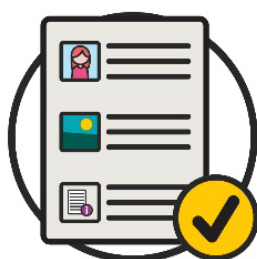


The Independent Advisory Council gives advice about ways to make the NDIS better.



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 35.



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



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.

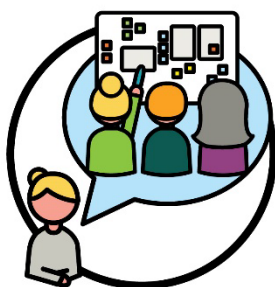


Leah shared the work the Reference Group has done since their last meeting.

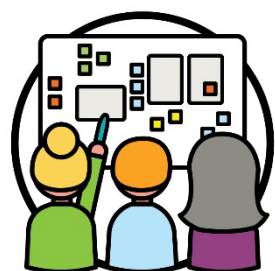


Adjunct Associate Professor Jennifer Cullen is also the Reference Group Co-Chair.

She also helps run the Reference Group.



Jennifer shared how the NDIA is working on **co-design**.



Co-design is when people work together to plan something new.

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 the NDIS still focuses on what participants can't do.



They think the NDIS should think more about what participants can do.



Members also think the NDIS can do more to support participants with **psychosocial disability**.

A psychosocial disability affects your mental health.

It can affect how you:

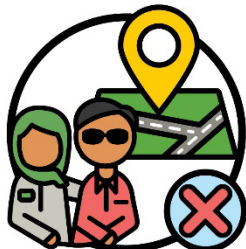


- think
- feel
- deal with other people.



Members also shared that it is hard for First Nations peoples to find and use services and supports.

This includes the NDIS.



There aren't enough supports close to First Nations peoples.



This includes housing.

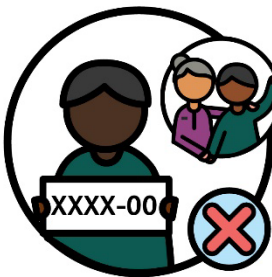
This also includes people who support them to:



- understand what someone is saying in another language



- find and use services and supports.



Members also told us it is hard for First Nations peoples to get supports in the justice system.

For example, supports in court or prison.

Challenges using services and supports



Reference Group members shared challenges with **supported decision-making**.



Supported decision-making is when someone helps you make important decisions about your life and how you will live.



They explained the NDIA's supported decision-making **policy** will be important.



A policy is:

- a plan for how the NDIA should do things
- where rules come from.



Reference Group members also told us it is getting harder for participants to get **positive behaviour supports**.

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



Some participants have to use different types of support instead.



Members also shared that people with disability are happy the NDIA is doing research.



But some people worry it will be hard for the NDIA to make supports and services better using research.

Psychosocial disability

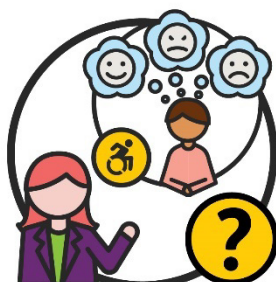


The community worry people running the NDIA don't have enough **lived experience of disability**.



If you have lived experience of disability, you:

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



The community really worry the people running the NDIA don't know enough about psychosocial disability.



Members also explained there are challenges with support for psychosocial disability.



Some service **providers** say it is harder to find skilled workers with experience.

And they have to pay unskilled workers the same.



Providers deliver services to people with disability.



Members worry that services and supports might not be good quality.

And participants will have less choice and control.



Some psychosocial providers also say it costs too much money to have good support workers.



Members worry other providers might try to provide these supports.

But they might not have the right skills.

Funding



Reference Group members shared that some providers have changed what type of NDIS **funding** they use for supports and services.



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



This means some people can't use their funding for the supports and services they need because they have a different type of funding.



Some people with disability live in homes where people can rent a bedroom.



But some of these homes cost a lot of money.



This makes it hard for people who get support from the government.

For example, the disability support pension (DSP).



The DSP is a payment from the government to help with your day-to-day living costs.

Allied health professionals



Allied health professionals support people with their health care.



Reference Group members shared that participants want to use allied health professionals.



Participants don't know which allied health professionals they can use with their funding.

They also don't know when the NDIS gives funding for allied health professionals.

Supporting participants



Reference Group members explained that NDIA staff need more training to support all participants.

This includes making sure they know how to support participants:



- with psychosocial disability



- from different backgrounds



- who have experienced **trauma**.

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



- scared
- stressed
- worried.



Reference Group members explained some participants think the NDIS focuses on disabilities that people can see.



People want the NDIS to do more to support participants with disabilities people can't see.



Reference Group members explained that people who live away from cities and towns should still get good support.



This is more important when an emergency happens.
For example, a flood.

Other services and supports



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



The NDIS should do more to make sure participants who need support in their home are safe.



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

Some businesses only employ people with disability.



They are called Australian Disability Enterprises.

But some people think this keeps people with disability away from other people.

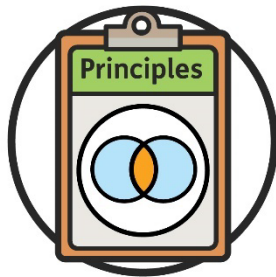


More people in the community want all businesses to be inclusive for people with disability.

Our principles



Principles are important ideas that tell us how to make things better.



We are making principles about **intersectionality**.

Intersectionality happens when people with disability are treated differently because of both:



- their disability



- other things about them that they can't change – like their background or race.



We asked Reference Group members what they think about our work on the principles.



Reference Group members told us intersectionality is very important.



They think we should do more to explain what it means.



They told us we should make sure the goals of each principle are clear.

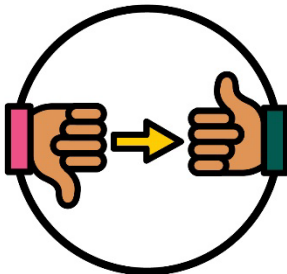
Members also told us we should make sure:



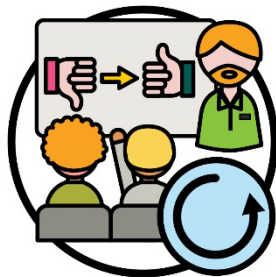
- we can achieve these goals



- the NDIA can achieve these goals

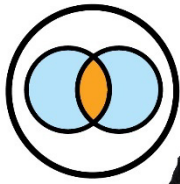


- our principles can make supports and services better.



Members also told us the NDIA could be more inclusive if they make their training better.

For example, they should have training about:



- intersectionality



- trauma



- supporting people from different backgrounds.



They told us the NDIS should think about people.
Not just disability.

The NDIS review

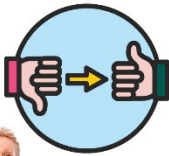


The government wants to do a **review** of the NDIS to check how well it supports participants.

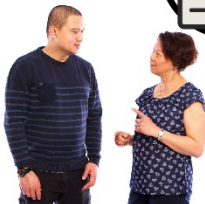
A review is when you check to see what:



- works well



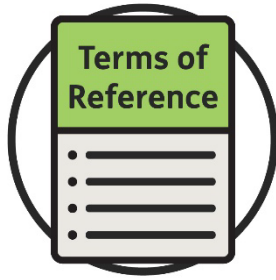
- can be better.



We told the Reference Group how the review is going.



We told them the co-chairs of the review will work with us.



We also told them more about the **Terms of Reference.**

The Terms of Reference is a list of things the government wants to focus on.



Reference Group members think there should be more diversity in the review team.

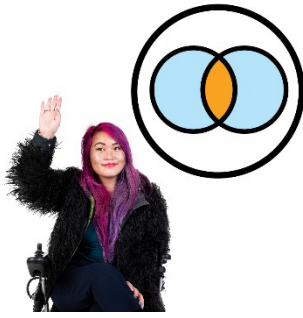
And the review team should include women with disability.



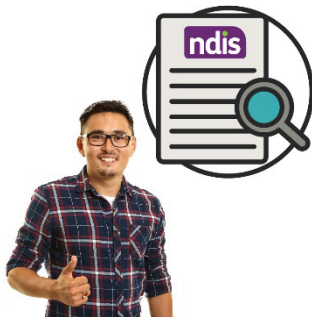
Some people worry projects to make the NDIA better will stop until after the NDIS review.



Reference Group members think the NDIA should include them in the review.



Members think the review should focus on intersectionality.



And the review should make sure people know what it is about.

And what the review isn't about.



Reference Group members want the review to think about the *Disability Discrimination Act*.

This is a law that protects people with disability from people who treat them badly.



The Act is 30 years old.

Members think the review should update it.

NDIA strategies to be more inclusive



The NDIA told the Reference Group about its work on **strategies** to be more inclusive.

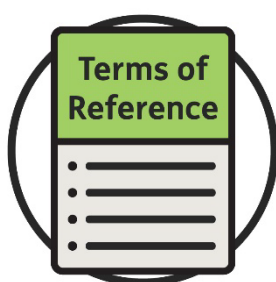
A strategy is a plan about how to do things in the future.



Each of these strategies will have an advisory council.

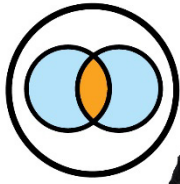
These groups help the NDIA write their strategies.

First Nations strategy



The First Nations Strategy has a Terms of Reference.

Reference Group members think the Terms of Reference should think more about:



- intersectionality



- the different experiences of First Nations peoples.

Reference Group members think the First Nations strategy should include people who are:



- First Nations peoples



- **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.

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.



Members also told us the NDIA should think about what the Disability Royal Commission found out.

For example, about the experiences of CALD people with disability.

LGBTIQA+ strategy



Reference Group members think the NDIA should have an advisory group for LGBTIQA+ people.



They also think the NDIA should work with parts of the government that work to make communities more inclusive for LGBTIQA+ people.



Reference Group members also want to thank the NDIS participants who helped write the equity and inclusion paper for LGBTIQA+ communities.

Our next meeting



Our next meeting is in 2023.



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

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



You can send us an email.

advisorycouncil@ndis.gov.au



You can learn more about the NDIS on their website.

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.



Allied health professionals

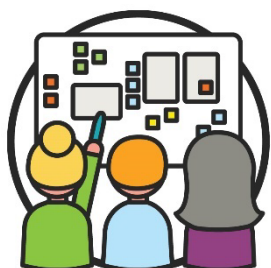
Allied health professionals support people with their health care.



Bulletin

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

It explains what we did in our last meeting.



Co-design

Co-design is when people work together to plan something new.



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.

Intersectionality

Intersectionality happens when people with disability are treated differently because of both:



- their disability



- other things about them that they can't change – like their background or race.

LGBTIQA+

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Lived experience of disability



If you have lived experience of disability, you:

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



Participants

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



Policy

A policy is:

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- where rules come from.



Positive behaviour supports

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



Principles

Principles are important ideas that tell us how to make things better.



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

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Review

A review is when you check to see what:

- works well
- can be better.



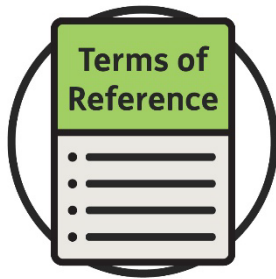
Strategy

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Supported decision-making

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Terms of Reference

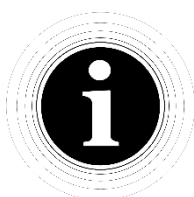
The Terms of Reference is a list of things the government wants to focus on.



Trauma

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

- scared
- stressed
- worried.



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