# Slide 1

Access and Inclusion Index

Audio via Teleconference Only:
Call: 1800 896 323
Pin: 13226340

@ANDisability

# Slide 2

* You can type in the ‘chat’ section
* We can all see the messages
* Type comments to your fellow participants and to the facilitator
* Today is being recorded – Members Section

# Slide 3

Picture of a clock with a number 45.

Our webinar today will run for approx. 45 minutes– and there is plenty of time for questions throughout.

# Slide 4

Picture of a mobile phone with a person’s finger turning off the mobile phone.

Please mute your phone!

# Slide 5

## Today’s Webinar

* What is the Access and Inclusion Index
* 2016 Benchmark results
* How to get started

# Slide 6

## The Access and Inclusion Journey

**Development Partner Reference Group**

* NSW Department of Family and Community Services
* National Disability Insurance Agency
* Department of Defence
* IBM
* Westpac Group

**Academic Validation**

* University of Melbourne, Centre of Workplace Leadership

# Slide 7

## Benefits

* Creates a national benchmark
* Creates a dialogue across your business
* Education rather than competition
* Makes it easy
* Robust measures
* Maturity model creates a pathway to success
* Systems are secure and confidential

# Slide 8

## Access and Inclusion Tools

* Disability Confidence Survey
* Quick Self Assessment
* Comprehensive Self Assessment
* Evaluation and Benchmarking
* Virtual roundtable

# Slide 9

## Access and Inclusion Website

Screenshot of AND Access and Inclusion website and the member login landing page

# Slide 10

## Comprehensive Self Assessment

Screenshot of AND’s Access and Inclusion website with an arrow pointing to the words “Comprehensive Self Assessment” in the menu on the left side

# Slide 11

## Whole of business

* Commitment
* Premises
* Workplace adjustments
* Communication and marketing
* Products and services
* Information and Communication Technology (ICT)
* Recruitment and selection
* Career development
* Suppliers and partners
* Innovation

# Slide 12

## Questions structure

Example: Commitment

Framework

Q1

Q2

Q3

Implementation

Q4

Q5

Q6

Review

Q7

Q8

Q9

# Slide 13

## Maturity model

A screenshot of a question being asked with the options that can be picked. The respondent’s answer has been highlighted in yellow. (Answer: Yes, this person drives a strategic approach for access and inclusion in our organisation)

## – We have at least one named Senior Disability Champion responsible for progressing access and inclusion for people with disability within our organisation.

* Yes, and this person drives a strategic approach for access and inclusion in our organisation
* Yes, and this person implements individual programs or activities within our organisation
* Yes, but they are only reactive to suggestions and / or participate in organised events
* No.

# Slide 14

## Benchmark Report 2016

Front page picture of 2016 Access and Inclusion Index Benchmark report

# Slide 15

## AND Conference 2017

The photograph on the slide is of AND’s CEO Suzanne Colbert, our Chair Peter Wilson, member representatives and our keynote speaker all holding the report. The photo was taken at AND’s annual conference in Melbourne

# Slide 16

## Distribution Index scores

Picture of a bar chart with horizontal bars and the distribution of index scores out of 100 on the y axis and on the x axis the number of organisations

# Slide 17

## Innovation – Australian Tax Office

“We wanted to look at our entire service offer for people with disability and determine where our gaps are so we could work on rectifying them. We also want to acknowledge the areas we are doing well in and find out how we can further improve those areas.”

Ed Holicky, Assistant Director, Workplace Diversity

# Slide 18

## Innovation – HealthShare NSW

“The Index gave me a framework in which to document achievements and highlight things that we said we’d do but hadn’t managed to action. For example, we committed to including information about adjustments to the recruitment process in all our job advertisements. Since actioning this, we have had an increase in calls from people with disability interested to apply.”

Bronwyn Scott, Disability Employment Leader

# Slide 19

## Innovation – Life Without Barriers

“It’s measurable. There are real figures and real data to work from. I think it will be a powerful tool to help us move forward. We don’t see diversity and inclusion as a one-off event. It’s part of our business; it’s what we do and we’re including it across all of our areas.”

Fiona Davies, National Manager Diversity and Inclusion

# Slide 20

## Next Steps …. Access and Inclusion Index 2017

# Slide 21

Step 1: Register organisation and nominate a Super User

# Slide 22

## Step 2: Read Overview, How to Use and User Support sections of the website

Screenshot of AND’s Access and Inclusion menu.

Go to Overview to go to How to Use to go to User Support

# Slide 23

## Step 3: Allocate Users and Key Areas

Screenshot of Manage Users landing page with Add new user button, names of 10 key areas and Save button in the bottom right corner

# Slide 24

## Step 4: Answer questions

A screenshot of a question being asked with the options that can be picked. The respondent’s answer has been highlighted in yellow. (Answer: Yes, and this person drives a strategic approach for access and inclusion in our organisation)

## – We have at least one named Senior Disability Champion responsible for progressing access and inclusion for people with disability within our organisation.

* Yes, and this person drives a strategic approach for access and inclusion in our organisation
* Yes, and this person implements individual programs or activities within our organisation
* Yes, but they are only reactive to suggestions and / or participate in organised events
* No.

# Slide 25

## Step 4 Provide answers

Screenshot of question section where the respondent provides examples and upload document with a free text box. Beneath the free text box there is a Save progress button.

# Slide 26

## Step 5: Monitor progress

Screenshot of Access and Inclusion Index landing page where on the right side there is a Submit for evaluation button, Assign users to this assessment button, Print Comprehensive Assessment button in yellow.

On the left side of the there is an Overall score for this Assessment box and below the box there is a horizontal progress bar for all key areas completed that have tick.

# Slide 27

## Step 5: Monitor progress

Screen shot of the super user landing page activity log tab which shows the user’s answers to questions and super user’s activity.

# Slide 28

## Step 6: Evaluation and Benchmarking

Print Comprehensive Assessment button

Submit for evaluation button

Picture of the first page of the Access and Inclusion Index Comprehensive Self-Assessment report with Australian Network on Disability logo

# Slide 29

## Evaluation and Benchmarking Process

Picture of three process steps and each step has a rectangular box

First box title AND review

Second box title Data collection and analysis

Third box title with Report and Debrief

# Slide 30

## Additional Resources

Screenshot of Access and Inclusion Index landing page with an arrow pointing upward to the Virtual Roundtable tab

# Slide 31

 Screenshot of Access and Inclusion Index landing page with the menu on the left side and an arrow pointing to How to Guide link

# Slide 32

## Privacy

* Participation in the Access and Inclusion Index is confidential.
* All submissions of assessments for Evaluation
* All materials are held securely in the Access and Inclusion system
* Benchmark Reports confidential
* Leading practices or organisations

# Slide 33

## Key Dates

* 4 September – **8 December 2017**
	+ Organisations complete their Comprehensive Self-Assessment
* 9 December 2016 – April 2018
	+ AND evaluate submitted Comprehensive Self-Assessments
* April 2018: Evaluation and Benchmarking Reports provided to organisations
	+ A combined evaluation and benchmark report will be provided to organisations

# Slide 34

## Any questions or comments?

Picture of eleven hands in the air

# Slide 35

Picture of the words “Thank you”

# Slide 36

## Get in touch!

Facebook logo - facebook.com/ANDisability

Twitter logo - @ANDisability

picture of World wide web and the letters www

[www.and.org.au](http://www.and.org.au/)

[www.accessandinclusion.com.au](http://www.accessandinclusion.com.au/)