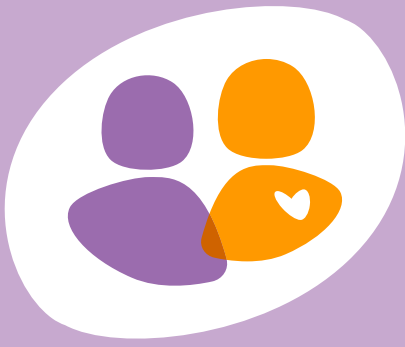




A guide to inclusive employment:

Expanding Opportunities for Women with Disabilities





This resource has been created by the Sharing Our Expertise Project Team, including six women, non-binary, or gender-diverse people with lived experience of disability.

Their valuable personal experiences have contributed to the messaging throughout this booklet.

This booklet has been created modelling best practice for accessible document creation, through use of plain or simple language, and exclusion of acronyms and jargon. This allows opportunity for everyone to fully understand and participate.

Women, non binary and gender-diverse people with disabilities are invaluable employees and leaders. However, they too often face challenges joining and staying in the workforce due to various barriers, including discriminatory attitudes and beliefs, as well as a lack of inclusion and accessibility.

This not only denies us employment and leadership opportunities —it also deprives health, social and community services of the invaluable lived experience women, non-binary, and gender diverse people with disability could bring to their sectors.

When your organisation supports the employment of women, non-binary and gender diverse people with disabilities and supports different working styles, it allows for their full potential to be reached.

It also promotes an inclusive, more diverse workforce which will enhance organisational culture and make positive social change.

For more information and guidance visit: www.wdv.org.au.

Women with disabilities are contributing, empowering and leading.



An illustration of a group of women and gender diverse people sitting at a boardroom table. A person is presenting to the group, gesturing to the screen behind them. They are using a seated walker. Their colleagues at the table have visible or invisible disabilities. One is using a stim toy to help them focus. Text reads "Women and gender diverse people with disabilities are contributing, empowering and leading."

Small changes in mindset make a huge impact for disability inclusion.



Illustration of a person working in bed, using a lap desk and with a hot water bottle on their lap. The time on the digital clock shows 7:12pm. Text reads: "Small changes in mindset make a huge impact for disability inclusion."

Not all disabilities are visible.



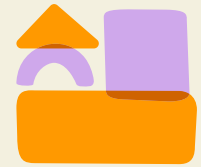
A person wearing headphones entering an office space and walking towards the elevator. Two colleagues staring at the person entering the elevator, speech bubbles between the two colleagues read "nobody wants to take the stairs these days, lazy!". The person entering the lift then leans on a railing, and inhales from their inhaler device. Text reads: "Not all disabilities are visible."

Accessibility is easier than you think.



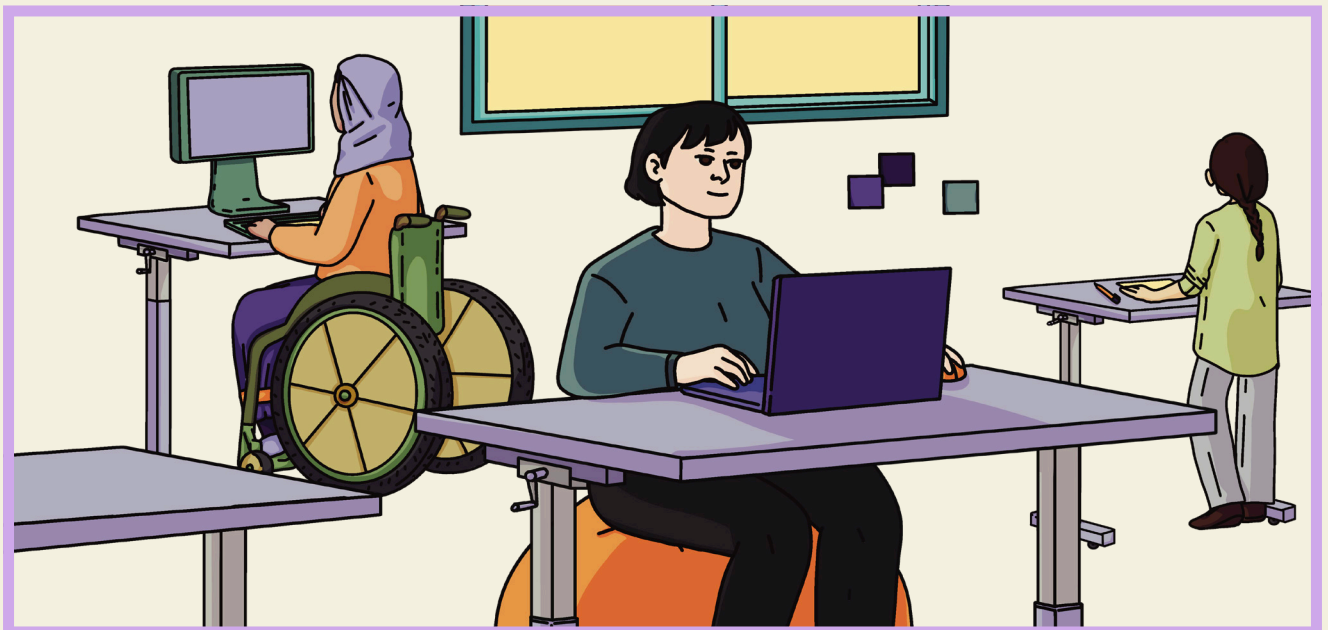
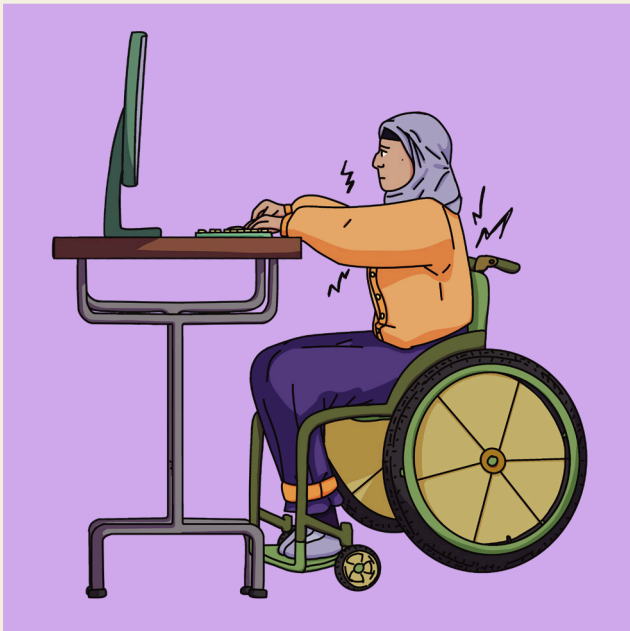
A person of short stature sits across from their colleague at work, the colleague is holding a note pad and pen, ready to take notes on the short statured person's reasonable adjustments within the workplace. The colleague has a concerned look on their face and a thought bubble above their head, depicting a hammer, goggles, paint bucket, dollar signs, ladder and safety vest. The short statured person has a speech bubble which says, "a step ladder, please." Text reads: "Accessibility is easier than you think."

Don't assume I can't, assume I can.



A person at a desk is distracted by noise, then puts on headphones, and finally appears focused and content while working at a computer. Text reads: "Don't assume I can't, assume I can."

Accessibility benefits everyone.



A wheelchair user sits at a fixed-height desk and is experiencing discomfort. Then, the wheelchair user sits at an adjustable height desk for better posture. Others, including a standing person, use similar desks in an office setting. Text reads: "Accessibility benefits everyone."



Despite the immense value they bring, women, non-binary, and gender diverse people with disabilities are too often seen primarily as users of health, social or disability services — rather than as skilled employees or respected leaders within these sectors.

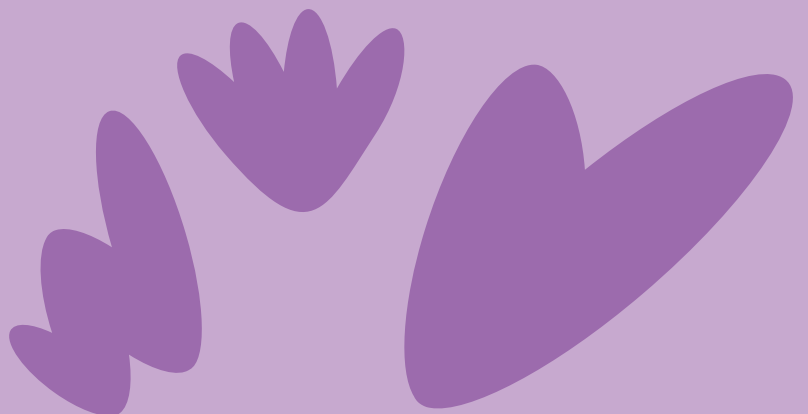
This limited view not only restricts their employment opportunities in areas of growth but also denies these sectors the insights that come from lived experience of disability.

When the lived experience of women, non-binary, and gender diverse people with disabilities in the workplace is seen as an asset, not a hindrance, it creates a range of positive outcomes, as demonstrated by the examples in this booklet.

When the access needs of women , non-binary and gender diverse people with disabilities are met from the recruitment stage through to employment, it creates a safe environment, empowering staff to be proud of the lived experience their disability has brought. It gives them the confidence, experience, and support to step into leadership roles within the organisation.

Hiring women, non-binary and gender diverse people with disabilities in the workplace is beneficial for everyone in the organisation. It gives colleagues the opportunity to better understand disability and become more inclusive – both within and outside the workplace. It creates powerful, systemic change, building a more accessible future.

Thank you for supporting employment accessibility and inclusion.





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