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ABOUT US

Our Story
We began in 2000, as Employers Making a Difference Inc, and are now trading as the Australian Network on Disability. We are a not-for-profit organisation and company limited by guarantee. We are Australia’s only member-funded organisation promoting and supporting businesses to welcome people with disability as employees, customers and stakeholders.

Since we began, our skills and expertise have been recognised by many private and public sector organisations. We are proud to say that we have been resourced by our members since January 2004, and our membership continues to grow.

We believe:
• people with disability are social and economic contributors with skills and capabilities who are entitled to equitable outcomes that create choices and economic empowerment.
• employers drive disability confidence, engagement and action.
• in the power of networks, relationships and collaboration to achieve change, and in growing expertise and sharing knowledge.
• in challenging the status quo to find a better way.
• that disability should transcend politics.
• in sustainability, transparency and accountability to members and stakeholders.

Our Purpose:
Our purpose is to advance the equitable inclusion of people with disability in all aspects of business.

Our Vision:
Our vision is to be recognised as the peak employer body helping to create a disability confident Australia.

Our Mission:
Our mission is to provide expert advice and services on disability to employers, government representatives and industry bodies.

It is with great pleasure that I present the Chairman's report for the Australian Network on Disability for 2014-15.

This is my first report as Chairman, a position I was appointed to in May 2015, and I would like to take this opportunity to sincerely thank former Chair John Bennett OAM for his leadership of the organisation over the last seven years.

My first experience of an AND event, the 2015 conference, Enabling Change, Creating Impact, was a powerful introduction to the work of the organisation, and gave me the opportunity to meet many members and hear some remarkable stories of organisations making positive changes. The 2015 event was completely sold out, with this annual event rightfully having developed a reputation as the must-attend event for equity and diversity professionals.

I also attended my first Disability Champions meeting this year, and look forward to leading these groups in Canberra, Melbourne and Sydney moving forward.

I have a keen interest in the power of mentoring, and am particularly pleased to learn of the growing success of AND’s PACE Mentoring program. I believe that mentoring can have a powerful impact on both the mentee and the mentor, and I am impressed with the outcomes that PACE is achieving.

In my short time as Chair of AND, it has become clear that the success of the organisation is a direct result of the engagement and influence of the board, and the expertise and dedication of the AND team.

AND’s board is made up of a group of high calibre business leaders, all with a passionate commitment to enhancing inclusion of people with disability across the Australian business landscape.

I feel very fortunate to be working with such an impressive group, which includes David Davies from Sparke Helmore as Secretary, Bronwyn Grantham from IBM as Treasurer, John Bennett, Richard Barnett, Belinda Curtis, Kevin Figueiredo, Frank McManus, Paul O’Connor, Rania Saab and Rachel Slade. This year we welcomed Donna Purcell from Commonwealth Bank, and Samantha Palmer, formerly of Department of Health, to the board. I would also like to thank Catherine Eyre from 2discover who stood down during the year.

The AND team, led by CEO Suzanne Colbert, creates a significant impact that belies its size, and is made up of an enthusiastic and determined group of experienced professionals. The AND team assist and guide our members on their respective journeys towards disability confidence, and bring a diverse range of skills and experiences to the organisation.

I am very proud to have been appointed Chair of AND, and I look forward to contributing to the success of the organisation into the future. The work AND does is truly valuable, and I relish the opportunity to help create even greater impact.

Peter Wilson AM
OUR MEMBERS’ ACHIEVEMENTS

• **Westpac Group** 2014 AHRI Disability Employment Award.

• **Department of Health** 2014 Disability Employment Award for ‘Building an inclusive culture in the Department of Health’, APS Diversity Council.

• **Department of Defence** Commendation, Inclusion in Employment (private and public sector), ACT Inclusion Awards 2014.

• **Department of Industry** Above and Beyond Award to Mark Knowles, ACT Inclusion Awards 2014.

• **Department of Human Services** Highly Commended, 2014 Disability Employment Awards for its Accessibility Support Unit.

• **Commonwealth Bank of Australia** 2014 National HR Award for Employee Connect Best Use of Technology.
I am very proud to present the Annual Report for the Australian Network on Disability for 2014-15. This year has seen an unprecedented amount of attention on access and inclusion of people with disability in Australia.

The NDIS is the most significant social investment since Medicare and as such is creating new markets and new opportunities. Participants in the scheme are primarily seeking to use their support packages to gain increased community access and inclusion. The choices and purchasing power of people with disability will require business, community organisations and governments to provide responsive and accommodating services.

Several new organisations are promoting the benefits of inclusion of people with disability including the Attitude Foundation and the Able Movement while Enabled Employment is a new and innovative employment service.

These organisations are helping to change attitudes towards people with disability, and to create a climate of positive change and progress.

In addition to these new organisations there are several government initiatives which are seeking better solutions to the long entrenched employment disadvantage.

The Australian Human Rights Commission launched their Willing to Work: National Inquiry into Employment Discrimination Against Older Australians and Australians with Disability; the Department of Social Services established the Disability Employment Framework Taskforce, which is working towards creating a more effective disability employment framework by 2018; the NSW Government passed the Disability Inclusion Act, which requires all NSW government departments, including local councils, to develop and implement a Disability Inclusion Action Plan; and the NSW Public Service Commission enlisted the support of a Disability Employment Advisory Committee to consider ways to achieve improved employment participation of people with disability across the NSW Government.

2014-15 saw AND continue to influence, educate and raise awareness of the many business benefits of including people with disability as employees, customers and stakeholders. The number of AND members grew by 25 over the year, and four members upgraded their membership. Six members decided not to continue their membership due to internal business changes.

It has been very rewarding to see an increased number of AND members engaging with students and jobseekers with disability through the Stepping Into and the PACE Mentoring programs. These programs are mutually beneficial, in that they assist our member organisations to build disability confidence, and also help to launch the careers of many talented and skilled people with disability. Recently, when I was thanking a mentor for volunteering his time, skills and knowledge to a mentee, he told me that he had been a mentee in the program a few years ago and benefited enormously, and he was grateful for the opportunity to give back.

AND members are committed to investing in their managers’ disability confidence and we know that this is critically important to make progress. Our members are dedicated to genuinely removing barriers, whether they are physical, digital or attitudinal. Our recently launched Disability Confident Recruiter program is a great example of employers identifying a barrier and working with AND to find systematic ways to offer inclusive recruitment.

AND is a small team with substantial expertise and understanding of disability as it affects business. With our subject matter expertise across a diverse range of areas, I am confident that we offer the best information and advice on disability inclusion in Australia.

I am very proud of the outcomes achieved over the 2014-15 year, and these can be attributed to
to a truly outstanding team of people who are supported by our skilled and enthusiastic board. We have an excellent team of relationship managers in Amy Whalley, Jason Barker, Wilma Stevens, Jenny Watts-Sampson and Samantha Dancey, who all also lead additional programs and facilitate Learning and Development sessions in all aspects of Disability Confidence training and support. Stephanie Littlewood provides fantastic support for our Stepping Into and PACE programs, and Rachel McDougall does a great job of extending our reach through our communications and social media. We are expertly supported by Dianne Seddon, who admirably supports myself, the board and the team. Since the end of financial year we have also welcomed new relationship manager Emily Sparling, and Rachel Lee as communications assistant.

In May 2015 AND welcomed new Chairman, Peter Wilson AM, and we look forward to going from strength to strength under his leadership. We are deeply appreciative to John Bennett OAM, who retired after seven years as Chair, for his unwavering support and commitment. AND is extremely fortunate to have an enthusiastic board who dedicates time, energy and their substantial expertise to ensure we are a well governed organisation that meets its objectives. AND’s operations during the 2014-15 financial year achieved a financial surplus, however events subsequent have resulted in a contingent liability of $192K to the Australian Taxation Office, resulting in a deficit of $13K.

AND has been operating under the understanding that we were a ‘Public Benevolent Institution’ (PBI) and were Fringe Benefits Tax exempt. We are advised that although AND is a charity, we are not considered a PBI because employers are seen to be the major beneficiaries of AND’s work. We will vigorously contest this and will appeal to the ATO for relief. We strongly believe that our work with members does have significant benefits for employees with disability.

Outlook
We are delighted that the NSW Department of Family and Community Services (FaCS), the National Disability Insurance Agency (NDIA), Westpac and Department of Defence have invested in the development of an Australian Access and Inclusion Index. This online analytical benchmarking tool will assist all AND members to obtain valuable management information, as well as benchmark their performance with other AND members. We are very pleased to welcome Laura Humphrey, on secondment from FaCS, to work on this project.

Additionally, the Department of Social Services has provided funding for AND to prepare a guidance paper on sharing disability related information, Sharing and Monitoring Disability Information in Your Workforce. The paper will be released in early 2016, and will assist all employers to confidently ask candidates and employees to share disability related information.

AND is also very excited about the NSW Government’s project High Growth Jobs – Talented Candidates, which will see AND facilitate linkages between three industry growth sectors and appropriately skilled and talented jobseekers with disability. This is an ‘employer demand led’ approach, and we are delighted to have secured the skills of Australia’s foremost expert in demand led programs, Toni Wren, to take the lead on this project.

At our core is the belief that employers can drive disability confidence, engagement and action, and that people with disability are social and economic contributors with skills and capabilities who are entitled to equitable outcomes. AND is a powerful network built on relationships and collaboration. Through our relationships with our members, people with disability and other stakeholders we are able to continue to influence change, share knowledge and grow expertise.

Without a doubt, the current environment is the most progressive and exciting of the 25 years I have been working in the area of inclusion of people with disability, and I look forward to the coming years with great anticipation.

Our recently launched Disability Confident Recruiter program is a great example of employers identifying a barrier and working with AND to find systematic ways to offer inclusive recruitment.

AND is a small team with substantial expertise and understanding of disability as it affects business. With our subject matter expertise across a diverse range of areas, I am confident that we offer the best information and advice on disability inclusion in Australia.

Suzanne Colbert AM
2014-15 at a Glance

- Our Stepping Into program provided paid internships to 94 students with disability over the year, with nine member organisations participating for the first time, and an ever-expanding variety of disciplines available.
- Our PACE mentorship program offered over 164 mentoring opportunities for jobseekers with disability around the country.
- AND launched the Disability Confident Recruiter program, to encourage Australian recruitment companies to become disability confident.
- We facilitated 4 Champions’ events in Sydney and Canberra throughout the year.
- We conducted 12 Roundtable meetings for members in Sydney, Melbourne, Canberra, and for the first time, Brisbane.
- Our CEO Suzanne Colbert spoke to various mainstream media channels about disability employment and AND’s work.
- We continued to deliver exceptional customer surveys, property access reviews and Accessibility Action Plans for our members.
- The number of hits on our website rose by more than 33%.
- Our social media presence and engagement increased significantly with a more strategic, targeted approach.
- Suzanne Colbert presented at the following forums:
  - Inclusion (Disability) Advisory Panel
  - National Disability Forum 2014
  - Accessibility (Disability and Aging Population) Steering Committee
  - National Disability Summit
  - FaCs NSW Expert Panel Presentation
- Suzanne also contributed to the following taskforces and working groups:
  - SVA Forum
  - GAP Taskforce on Productive Ageing
  - City of Sydney Inclusion Advisory Panel
  - DMO Diversity Advisory Group
  - Roundtable on the Interim Report into Welfare Reform
- Our sixth annual conference, Enabling Change, Creating Impact, held in May at the Aerial Function Centre at UTS was well attended and generated engaging and thought-provoking discussion
- We welcomed IBM’s Global Chief Accessibility Officer Frances West and Accessibility Executive Phill Jenkins to the AND office.
A core purpose of AND is to build strong networks of people and organisations to advance the inclusion of people with disability. We provide opportunities for our members and supporters to collaborate to develop new initiatives and programs that enhance inclusion in Australian workplaces.

Member Roundtables

Our member roundtable meetings are a chance for our members to network, as well as share and discuss their experiences of inclusion of people with disability. These meetings are a great opportunity for members to motivate and learn from each other with success stories, and work through challenges in a collegiate environment.

Attendance of the member roundtables continues to grow in Canberra, Sydney, Melbourne, and now Brisbane.

Roundtable meetings are hosted by members, and are a great way for our members to support networking and sharing of knowledge.

Sydney
Four meetings were held in Sydney throughout 2014/15, kindly hosted by CBA, Lend Lease, FACS and Carnival Australia.

Topics discussed included: Lend Lease’s ‘Design for Dignity’ Guidelines, a presentation by CBA on building partnerships to create employment opportunities, a case study on Lloyds Banking Group Workplace Adjustments, and a presentation by Taste Media on raising awareness through creative story-telling and on inclusive filmmaking.

Canberra
Four meetings were held in Canberra throughout 2014/15, kindly hosted by National Museum of Australia, Department of Education, Austrade, and Department of Defence. Topics discussed included: Web Accessibility, a presentation by National Museum of Australia on their public access programs, disability initiatives within the Department of Defence, PwC’s Disability Strategy, a presentation on Capacity to Work by Comcare, ACT Government’s Disability Employment Action Plan 2015-2018, Car Parking Policy for Staff with Disability an update of APSC’s As One Strategy Update, disability statistics in the public vs private sectors, and accessible documents.

Melbourne
Three meetings were held in Melbourne throughout 2014-15, kindly hosted by VIC Department of Human Services, IBM and Australian Human Resources Institute. Topics discussed included: Mentoring and new member processes, a presentation by Media Access Australia on digital accessibility, a presentation by Taste Creative on inclusive film development, and a presentation by NAB on developing their Accessibility Action Plan.

Brisbane
2015 saw AND’s first roundtable to be held in Brisbane. The roundtable, hosted by Brisbane City Council, featured presentations on accessibility from members Uber and Brisbane City Council. We are excited to welcome our newest roundtable city, and look forward to expanding our network throughout Queensland.
AND’s Disability Champions encourage and support their organisation to implement inclusive practices for people with disability in the workplace.

Our Champions are senior executives with outstanding leadership qualities and a genuine passion for inclusion of people with disability. Champions are changemakers who drive progress within their organisations on welcoming people with disability as employees, customers and stakeholders.

Champions attend working lunch meetings in order to share their achievements and challenges. These meetings are hosted by our members and facilitated by our CEO Suzanne Colbert, following Chatham House Rule.

Four Champions meetings took place this year; three in Canberra and one in Sydney. Champions’ meetings allow members to network with like-minded executives who share similar experiences and challenges, and also facilitate referrals and introductions.

Champions meetings are a supportive and positive environment to discuss issues related to inclusion of people with disability in the workplace.

Meetings also afford Champions the opportunity to share experiences as to how they can support their own organisation’s disability strategies.
ENHANCING INCLUSION

Training

AND’s vision is to create a disability confident Australia, and our training programs have been designed to achieve just this.

Training continues to be one of our most valued services, with many member and non-member organisations utilising the expertise and vast knowledge of the AND trainers, Jenny Watts-Sampson, Amy Whalley, Wilma Stevens and Samantha Dancey. Our trainers share a passion for helping organisations to meet their diversity goals and become more inclusive workplaces, and this is evident in the feedback we receive from members.

In the financial year 2014-15, AND delivered 84 training sessions across Australia, with 53 to Government departments (Federal, State and Local government agencies) and 31 private sector members. Our most popular training session was Disability Confident Managers and Workforces, with Disability Confident HR also a popular session this year. Other training session topics covered included:

- Managing and Supporting Staff with Intellectual Disability
- Mental Health and Wellbeing for staff
- Mental Health and Wellbeing for Managers
- Welcoming Customers with Disability
- Disability Confident HR
- Supporting Students with Disability
- Access and Inclusion for people with Disability

Our training equips participants with an understanding of accessibility and inclusion in the workplace. The interactive delivery style provides skills and knowledge to confidently welcome and work alongside people with disability.

We are delighted that we receive excellent feedback from members about our training sessions. Face-to-face training this year was supplemented by webinars and the provision of content for eLearning modules.
Internships

Stepping Into™ is AND’s ground-breaking program that facilitates internship opportunities within our member organisations for university students with disability.

Members value Stepping Into as a pipeline talent development program, and appreciate that it helps to build a more diverse and disability confident workplace.

Stepping Into began in 2005 with a cohort of seven law students in Sydney, and has since grown to encompass multiple cities and disciplines, with two cohorts running each year. We shortly expect the 500th student to successfully complete a Stepping Into internship with one of our members.

The program continues to grow and develop, with more members participating, more students applying, and a greater recognition of the benefits of the program, both for the participating organisations and the interns.

In the financial year 2014-15, AND facilitated 94 internships with 34 of our member organisations. Members participating for the first time in 2014-15 included Telstra, VIC Department of Human Services, IBM, Department of Industry and Science, AFMA, QBE, QTC, Coles, and Department of Finance.

Members participating again included Department of Justice, Henry Davis York, NSW Ombudsman, Department of Agriculture, AFSA, Lend Lease, Sparke Helmore, Department of Social Services, Stockland, Westpac, PwC, Australia Post, Federal Attorney General’s Department, Department of Infrastructure, City of Greater Dandenong, Department of Employment, Department of Education, Safety Return to Work and Support, RBA, and CBA.

Internship opportunities were offered in the areas of Law, Business, Commerce, Science, Engineering, Economics, Finance, Accounting, Communications, Public Policy, HR, Marketing, IT, Interior Design, Architecture, Psychology, Software Engineering, Agricultural Science, Project Management, Analytics and Web Development, among others.

We are very proud of our member organisations who continue to offer outstanding work experience opportunities for university students with disability. Stepping Into is increasingly recognised as a pipeline talent strategy for our members, with many members offering participating interns ongoing employment.
ENHANCING INCLUSION

Stepping Into Review

In 2015 we commissioned an independent review of the first 10 years of Stepping Into (2005-2014), to determine how the program creates impact.

The review found that students who completed the Stepping Into program had improved employment outcomes upon graduation, with Stepping Into participants achieving an average fulltime employment rate of 75%, compared to 71.3% of all university graduates, and 69.3% of university graduates with disability.

Stepping Into graduates surveyed about their experiences reported that the program had had an average impact of 6.9 (on a scale of 0-10) on their career to date, and respondents also reported commencing salaries comparable to graduates without disability. One third of Stepping Into graduates were employed as a direct result of their internship.

The overwhelmingly positive results of the review are gratifying, and help us to identify where we can improve processes and continue to deliver benefits to our members, as well as talented and skilled students with disability.
PACE Mentoring

PACE – Positive Action towards Career Engagement – is AND’s dynamic mentoring program developed to assist AND members to engage with students and jobseekers with disability and support their diversity goals to increase disability confidence across their business.

PACE creates mutual benefits for mentors, jobseekers with disability (mentees) and our members. It is an opportunity to learn new perspectives and approaches, while breaking down many of the myths and stereotypes that are often associated with people with disability.

The program provides managers and employees the chance to share their experiences and knowledge and develop their leadership skills, while providing advice and guidance to assist students and jobseekers with disability to prepare to set out into the workforce.

In 2014-15, AND facilitated 164 mentoring ‘matches’ nationwide. This year saw member organisations Cummins, Westpac, Programmed, Department of Infrastructure, Victoria Police and QBE participate for the first time. ANZ, IBM, NAB, Legal Aid and Department of Immigration experienced measurable benefits in the first year, and chose to participate again in 2014-15.

AND promotes mentoring opportunities to eligible mentees from our university partners, as well as disability organisations and Employment Service Providers.

Due to the generosity of our PACE principal sponsor ANZ, and associate sponsor IBM, AND is able to offer this valuable program to AND members and continue to grow and develop a rewarding experience for mentors, mentees and participating members.
“I signed up for the mentoring program for a number of different reasons. For myself personally there can be, (and has been), great satisfaction in mentoring someone towards a goal. Seeing that person grow, change and challenge themselves personally. Also as a result of my own career progression/path I can see how hard it can be to navigate the corporate ladder for someone who lacks the experience so if I can make this process easier for someone else I will.

“Being a mentor means that you have to be honest not only with the mentee but also with yourself. It gives you another opportunity to self-assess and reflect on successes and challenges. There is also the personal satisfaction of seeing [my mentee] grow in confidence over the six meetings.”

Aryan Leimbach - Contact Centre Manager, Pensions & Investments Contact Centre, ANZ

“Apart from the experience in the business sector of how things operate, [I’ve gained] the ability to listen and provide constructive/balanced input.

“Establishing a relationship, which will be lifelong, with my mentee [was a highlight]. Watching them grow as a person and achieve goals that at the start of the program they hadn’t thought were achievable. The joy of obtaining their first full-time position; words can’t describe.

“Personally, it is the satisfaction of watching someone grow. There is nothing better. My mentee can’t stop thanking ANZ for the opportunity and the Program. We talk about a great Customer Experience at ANZ, and that is what has been achieved here. Not via our products and services, but via community involvement.”

Robert Bruce - Associate Lead BA, Global Wealth Program Office, ANZ Global Wealth
Disability Confident Recruiter

Our member organisations are committed to improving their recruitment and selection processes, onboarding and retention strategies with the aim of attracting and retaining talented employees from diverse groups, including people with disability.

Our newest program, Disability Confident Recruiter (DCR) has been designed to assist our member organisations, as well as their recruitment suppliers, to become better prepared to meet their diversity goals.

Launched in May 2015, AND has developed the Disability Confident Recruiter program to encourage Australian recruiters to identify any barriers that may exist in their recruitment and selection processes, and become disability confident recruiters.

AND recognises the key role recruiters play within the employment cycle, sourcing, assessing, and connecting skilled individuals to organisations, and we also recognise that if barriers exist in the internal processes of these recruiters, people with disability will not have the opportunity to be referred to hiring managers. The DCR program aims to identify and remove these barriers, ultimately resulting in more employment opportunities for people with disability.

Through DCR AND supports internal and external recruiters to:

- remove unintended barriers to the recruitment and selection process
- assess the accessibility of their website
- train their staff in disability confidence via an eLearn
- follow the Disability Confident Recruiter charter.

We are very grateful to AND members Manpower, Westpac, ANZ, Chandler Macleod, FaCS, 2discover, Suncorp and Paxus for their involvement in the working group to develop the DCR program.

Manpower and Paxus were the first organisations to commit to the program.
Advising
In the last year, we experienced an increased demand from our member organisations for our consultancy services.

The majority of this advisory work was aimed at the inclusion of customers with disability, as well as reviews of recruitment and reasonable adjustments processes.

AND is ideally placed to undertake consultancy projects which contribute to the body of evidence of good practice and share findings across our membership.

Property Access Reviews
AND reviewed the accessibility of a number of member organisations premises during the year. These reviews assess not only compliance with Access Standards but also the extent to which access is safe, equitable and dignified.

The theme of dignified access was picked up by Lend Lease in relation to the development of Barangaroo, where greater insights into the experience of people with disability were sought and incorporated into the design process. Lend Lease, Westpac Group and AND have produced a joint publication called ‘Design for Dignity’, which captures insights on accessible design.

Digital Accessibility
In May 2015, AND announced a partnership with Media Access Australia, Australia’s only independent not-for-profit organisation devoted to increasing access to media for people with disability. The collaboration will offer a suite of digital accessibility services and expertise to AND’s 150+ members.

Digital accessibility is the ability for people with disability - as well as many other groups in society - to fully access websites, online documents, services, content and other information, as well as mobile devices and the apps that run on them. That is, to fully access the digital economy.

Access and Inclusion Plans/ Disability Action Plans
Throughout the year, AND assisted members in the private and government sector to produce plans for the inclusion of people with disability in all aspects of their business. By leveraging the best practices within the Network, AND continues to assist organisations to structure their plans and activities for greatest impact.

The NSW Government’s Disability Inclusion Act, commencing on 3 December (International Day of People with Disability) 2014, requires all NSW government agencies, including local councils, to develop and implement an accessibility action plan, and we have been working with a number of these agencies and councils to assist them.
Annual Conference

Our 6th annual National Conference was held on 19 May 2015 at Aerial UTS Function Centre in Sydney. The theme of the 2015 conference was ‘Enabling Change, Creating Impact’.

The event was attended by over 160 delegates, primarily human resources and diversity professionals. Our MC was the irrepressible Julie McCrossin, who, with her insight into the subject matter and irreverent sense of humour, kept the audience engaged and the speakers on time.

Our Keynote Speaker was Dr Susanne Bruyère, Professor of Disability Studies and Director of the Employment and Disability Institute, Cornell University, USA, who presented the results of her large scale employer research into disability inclusive recruitment practices and policies.

Other speakers included:
- Drisana Levitzke-Gray - Young Australian of the Year 2015
- Peter Wilson AM - AND Chair
- The Hon. John Lloyd PSM - Australian Public Service Commissioner
- Jessica Jeeves - Director Policy, Business in the Community, Business of Council Australia
- John Riley - Branch Manager, Disability Employment Taskforce, Dept Social Services
- Gail Johnson - Deputy Director Diversity Disability, Department of Defence
- Fiona Vines - Head of Diversity, Inclusion and Change Management, ANZ

Sincere thanks to our Keynote Speaker Sponsor, NSW Family and Community Services (FaCS); as well as our generous conference partners ANZ, Department of Industry and Science, Northern Territory Government, Department of Foreign Affairs and Trade, Department of Social Services, Department of Agriculture, Australia Post, Ai Media and the National Relay Service; our lunch sponsor, Holroyd City Council; and our networking drinks sponsors, Work Focus Australia, National Disability Recruitment Coordinator, and JobAccess, for their support of this annual event.

Annual Cocktail Party – IDPwD

Each year AND holds a cocktail party to celebrate International Day of People with Disability, in the week of 3 December. The 2014 IDPwD cocktail party was generously hosted by ANZ, and attended by over 100 guests.

Our keynote speaker was Carly Findlay, a writer and appearance diversity activist, who shared some moving, personal stories about her own experience with disability.

We were entertained by talented musician Mick Sattin, and a selection of vibrant artworks were available for sale, by artists with disability, exhibited by Studio ARTES.
BUILDING OUR PROFILE

**AND in the media**

AND is often cited as the source of disability-related statistics in news reports, and is considered an expert in the area of disability in Australia.

AND CEO Suzanne Colbert is regularly called upon to provide expert commentary on matters related to disability and business, particularly disability and employment.

During 2014-15 Suzanne appeared on the SBS Insight television program for a ‘Jobs and Disability’ episode, filmed an episode for HCTV (Human Capital TV) and was interviewed on ABC radio on several occasions. AND was also featured in articles in Human Capital Magazine, Pro Bono News, the Sydney Morning Herald, the Australian, and many regional newspapers.

**Website**

The AND website has a reputation as a reliable and trustworthy source of information for our members, people with disability, and the wider community. Our website is the virtual front door of our organisation, and is where our members and other interested parties can source information about our products, services and programs. Our website also provides information about the business benefits of employing people with disability, statistics on the prevalence of disability in Australia, success stories from our member organisations, and new government policy announcements.

Regularly surpassing 30,000 page views each month, the AND website is a popular and trusted resource.

**Newsletters**

The monthly AND e-newsletter is an excellent vehicle to share relevant and compelling news stories with our member organisations and other interested individuals. Our mailing list continues to grow and the newsletter also has great traction on our social media platforms. We regularly showcase inclusive programs and initiatives from our members in the newsletter. The AND newsletter approaches the topic of disability from a business perspective.

**Social Media Presence**

AND has a significant presence on social media, and as of 30 June 2015 had:

- 1,569 likes on Facebook
- 2,803 followers on Twitter
- 975 followers on LinkedIn

Our social media platforms are used to drive traffic to the AND website, and to draw attention to our products and services, as well as to share interesting news items from Australia and around the world.

This year we have also used our social media presence, particularly on Twitter, in a more strategic way to raise the profile of our Stepping Into and PACE Mentoring programs.
Our Publications

AND has a suite of publications available for purchase, in both printed and electronic versions. The electronic versions are provided as HTML format, and have been designed to be uploaded directly onto organisations’ intranets.

The AND suite of publications includes:

Beyond Recruitment: a guide to developing and retaining people with disability in your organisation

This comprehensive guide assists organisations to create inclusive workplaces in which all people have a chance to reach their full potential. It provides detailed information to help organisations to identify and remove unintended barriers in communications, processes, facilities and procedures.

Manager’s Guide: Disability in the workplace

The Managers’ Guide includes information to assist managers and supervisors to effectively manage employees with disability throughout the entire employment cycle, from initial recruitment to leaving employment.

Welcoming Customers with Disability

Welcoming Customers with Disability was AND’s first ever publication, and continues to be one of our most popular resources. This A5 booklet is an easy to follow guide for customer facing staff to assist them to respond effectively and respectfully to customers with disability.

All of our publications are available in electronic format (HTML), and can be uploaded directly onto members’ intranets, for ease of access by large and/or distributed workforces.
We are most appreciative to PKF Lawler for undertaking 2014/15 Financial Audit.

During the 2014/2015 Financial Year, AND achieved a financial surplus, however, following a query from the ATO, and review of our charity status by Australian Charities and Not for Profit Commission, it was found that AND is not considered a Public Benevolent Institution and therefore is not Fringe Benefits Tax exempt, resulting in a contingent liability of $192K.

The liability has been accrued in these accounts, resulting in a deficit of $13K. As mentioned in the CEO’s report, AND will strongly contest this liability and appeal to the ATO for relief.

Aside from the FBT liability, AND had a positive year, with revenue and other income increasing by $303,834. Contributing to the improved performance was strong growth in Membership (up by $52,848), strong uptake of the Stepping Into program (up by $169,500) and a successful annual conference ($41,803).

Total Expenses rose by $101,268 (10%) which was $30,645 above budgeted expense growth (7%). These costs related mainly to additional staffing costs and training, travel to member sites, additional insurance and computer refresh costs.

AND has a strong cash position ($823,858) with a net increase in cash and cash equivalents of $521,065 over the course of the year.
COrporate Governance

AND Board

The Board is responsible for governance and strategic direction. There are three office bearers (Chair, Secretary and Treasurer) and up to ten members of the Committee.

AND Board members do not receive any remuneration, and they hold office until the conclusion of the Annual General Meeting following the member’s election. Should a vacancy occur during this period, another member may be appointed to fill that vacancy until the next Annual General Meeting. Six board meetings were held in the financial year 2014/15, and we welcomed Peter Wilson as our new Chairman, as well as Donna Purcell and Samantha Palmer as new board members.

During 2014-15, our Board benefited from the pro bono services of PKF Lawler, who completed AND’s audit for the financial year, as well as Sparke Helmore Lawyers, who assisted in AND’s transfer from an Incorporated Association to a Company Limited by Guarantee. We greatly appreciate PKF Lawler and Sparke Helmore’s expertise and commitment to strengthening our Board’s foundations.

We also appreciate the support of Kennedy Austin for their pro bono assistance in the search for a new Chair.

Details of AND Board are as follows:

Peter Wilson AM, Chair

Peter Wilson AM is Chairman of the Australian Human Resource Institute (AHRI), and was appointed Chairman of the Australian Network on Disability in May 2015.

He is non-executive director of the Vincent Fairfax Ethics in Leadership Foundation; immediate past Chairman of Yarra Valley Water for nine years, and also of Water for nine years, and also of Vision Super where he continues as a Director and now chairs its Audit Risk & Compliance Committee.

Peter is Secretary-General of the World Federation of People Management Associations (WFPMA), based in Washington DC. The WFPMA is the peak world body for the human resources profession across 95 countries.

He is also a Member of the Advisory Council for the Harvard Business Review, an Adjunct Professor in Management at the Monash Business School, Monash University, Melbourne, and a member of the Society of Human Resources Management’s Global HR Thought Leaders since 2010. He delivered the 2014 Kingsley Laffer Oration at Sydney University.

He completed a research fellowship role under our Prime Minister’s ‘Australia – China Climate Change Partnership’. Peter
was also Program Director for the Business Council of Australia's Mentoring program for senior executive women. He authored the AHRI White Paper entitled people@work/2020, and the book Make Mentoring Work (Major Street Publishing) in 2012, with the second released in May 2015.

Prior to 2005, Peter held group executive roles at ANZ Bank, Amcor Limited, and as CEO of Energy 21.

He has held non-executive director appointments on Boards of Dalgety Farmers, Kimberly Clark, Melbourne Tigers Basketball Club, the World Basketball Championships, and the Commonwealth Safety Rehabilitation and Compensation Commission as Chairman.

Peter Wilson was made a Member of the Order of Australia in 2005 for services to workplace relations and safety, and community service, and was awarded a Centenary Medal in 2004.

**David Davies, Secretary**

David Davies is a partner in Sparke Helmore’s Workplace Relations and Safety team. He has more than 18 years experience acting for private sector and government clients in workplace relations matters, including unfair dismissals, industrial disputes, discrimination law and workplace agreements.

A former chairman of the Australian (Employers’) Network on Disability, David has a keen interest in discrimination issues. A significant area of David’s practice is bullying, harassment and discrimination. David appears regularly in court on these issues. He is an expert advocate and regularly appears as counsel before the Australian and NSW Industrial Relations Commissions.

Clients have praised David for his timely delivery of high quality work and the consistency of his advice on exposure to risk and liability. David also presents at industry seminars and provides training to private and public sector clients and has previously lectured in employment relations at UTS and UWS.

**Bronwyn Grantham, Treasurer**

Bronwyn is currently Financial Controller of IBM Australia/New Zealand and a CPA with over 20 years of experience. After completing a Bachelor of Commerce at Melbourne University, she soon built her own accounting and planning foundation, which saw her undertake various Finance Professional roles in London.

Bronwyn returned to IBM Australia in a pricing role, where she assisted IBM and its customers to financially structure service contracts. This role led her back to the UK as the commercial pricing lead, where she played an instrumental role in significant signings of large outsourcing contracts.

Other recent roles Bronwyn has undertaken include Software Group Financial Controller, Business Controls and Risk Manager, and more recently, CFO of Global Business Services Division.
At the core of what Bronwyn enjoys in business is bringing businesses, individuals or teams together to find mutually beneficial solutions and outcomes.

**John Bennett**

John is one of the founders of Employers Making A Difference, now the Australian Network on Disability.

In 1986 John started Benbro Electronics with his elder brother Steven and in 1988 they employed their first person with a disability. This became a highly successful ongoing strategy for their business which resulted in nominations for the Prime Minister’s Employer of the Year Award in 1994, 1996 and 1998 for leadership and achievement in the employment of people with a disability.

In 1998 Benbro was announced as both State and National Winner of the Prime Minister’s Employer of the Year Award in the small business division. As a direct result of receiving these honours John and Steve, along with Suzanne Colbert, then Manager of Shore Personnel in Sydney, got together and formed Employers Making A Difference (now the Australian Network on Disability).

Benbro won the Prime Minister’s Employer of the Year Award again in 2003, 2005 and 2006 when they were inducted into the “Hall of Fame”. John has met with many senior government ministers to discuss issues affecting the barriers to employment of people with a disability and is frequently asked to speak to employer groups regarding the employment of people with a disability.

John has been active in the community through Apex where he has been a club Secretary and Treasurer, he has been a President 3 times and a Deputy District Governor and in 1992 he was nominated as Apexian of the year.

In 1994 Benbro was awarded Local Employer of the Year at the Manly Daily’s Small Business of the Year Awards. John was Chairman of the Australian Network on Disability for seven years and is a former Board member of Shore Personnel.

He is a Justice of the Peace in NSW and in January 2007, John was awarded the Order of Australia. He retired in February 2015.

**Frank McManus**

Frank recently held the position of Senior Vice President and Director of People Resources for McDonald’s Australia and HR Lead for Africa and Pacific, and was responsible for developing and guiding the company’s strategies on human resources, industrial relations, talent management and executive development.

Frank had 35 years experience with McDonald’s both in Europe and Australia. He started his career working in its restaurants in Germany. Frank retired in 2010 and now supports his wife Keryn is a franchisee of two McDonald’s restaurants in Sydney.
Kevin Figueiredo

Kevin is the General Manager Health, Safety and Wellbeing and is on the Executive Leadership Team at Woolworths Limited. Woolworths Limited is one of Australia’s largest employers, employing over 190,000 people, serving over 26 million customers per week through its retail network of over 3000 Stores.

Prior to Woolworths, Kevin worked for Westpac as the Group Head of Health, Safety and Wellbeing and in various Safety, Health and Environmental roles at Goodman Fielder.

He has a Bachelor of Arts in Chemistry and Master of Science in Safety Management from West Virginia University in the US and is a member of the American Society of Safety Engineers and the Safety Institute of Australia.

Kevin has over 15 years experience in safety management in Airport Safety, Food Manufacturing, Logistics, Retail Operations and Banking.

Belinda Curtis

Belinda has worked in human resources for over 15 years in a range of HR and Organisational Development roles with responsibility for leading diversity, OH&S and engagement strategy.

Belinda is currently People and Performance Director at Tip Top and has held senior HR roles at Qantas, State Bank, Commonwealth Bank, AMP and Colonial State Bank. Whilst at AMP, she led the development of that organisation’s Work, Family and Diversity strategies.

Belinda has held leadership roles in EEO and diversity professional networks, and began her career as an occupational therapist with the Commonwealth Rehabilitation Service.

Richard Barnett

Richard has over 20 years of experience in senior management roles for two of Australia’s largest recruitment and HR services companies, as National Director of Sales for Paxus and National General Manager of Sales for Chandler Macleod. He has overseen the placement of many thousands of people into new roles, and has detailed first-hand knowledge of the national employment market.

He has been on the AND board since 2008, and has been actively involved in marketing AND’s services to many new organisations, resulting in a number of significant new corporate memberships. He has successfully assisted with lobbying at Government level to increase workforce participation by people with disability in the public sector, and has been heavily involved in developing AND’s ‘Disability Confident Recruiter’ program.
CORPORATE GOVERNANCE

He also has substantial experience as the Australian representative on the global diversity council of a major international IT corporation, giving him a good understanding of a wide range of employment diversity issues.

Richard brings solid sales, networking and recruitment management experience to the AND board, is a passionate advocate for both AND and its stakeholders, and looks forward to continuing the great work of AND in the future.

Rachel Slade

Rachel was appointed General Manager, Global Transactional Services, Westpac Institutional Bank, in September 2014.

Throughout her career in both consulting and at Westpac, Rachel has focused on creating and executing successful strategies to drive business transformation.

Rachel holds a Bachelor of Economics (Hons) from Macquarie University, is a graduate of the Australian Institute of Company Directors and a graduate of the Harvard Business School’s Women’s Leadership Program. She serves on the Global Board of Directors for BAFT, as the BAFT Asia council Co-Chair, as a director for NPPA Ltd, as a member of the Australian Payments Council, as a director on the Board of Australian Network on Disability, a director on the board for Richmond PRA and until September 2014 served as director and treasurer on the Board of the Global Banking Alliance for Women.

Rania Saab

Rania Saab works as a family law solicitor with Legal Aid NSW. She was born with a moderate to severe hearing loss that has progressively deteriorated over time. She hears with the assistance of a hearing aid and a speech processor and has the luxury of silence at the flick of a switch. Rania is passionate about levelling the playing field for people with a disability.

Through her work as a solicitor, she advocates for equal access to justice. Rania believes that we are all different, irrespective of our abilities, and she would like to live in a society where everyone is included and has equal access to entertainment, education and employment. Rania is an Ambassador of the Catherine Sullivan Centre which is an early learning centre for babies and young children who are deaf or have a hearing impairment. Rania attended this centre in her pre-school years.

Rania was a past mentor for Hear For You, an organisation that provides a mentoring program which gives guidance and support to hearing impaired teens at a vitally important stage of their lives. Rania was also previously a Director with Deafness Forum of Australia, an organisation that represents and promotes the interests and wellbeing of people who are Deaf or hearing impaired or have a chronic ear disorder.
Paul O’Connor
Paul is CEO of the Victorian Managed Insurance Authority, a public sector risk manager and insurer. Paul has extensive leadership experience in insurance, risk management and business regulation in Australia, the United States and Asia, both in the public and private sectors.

Paul has been active in disability, rehabilitation, mental health and public sector insurance reforms. Previously, Paul served as CEO and sole director of Comcare, a federal workplace regulator and insurer. He was also Deputy Chair of the Seacare Authority a federal regulator of the offshore maritime industry. Paul was a member of the Military Rehabilitation and Compensation Commission that oversees the work of the Department of Veterans Affairs. He was also a member of the federal Safety Rehabilitation and Compensation Commission. Paul has also served as CEO of Victoria’s Transport Accident Commission.

Paul’s commitment, passion and advocacy to prevent harm and improve people’s health, well-being and recovery have been the common threads throughout his working life. His ideas for helping people and workplaces thrive have been adopted by many agencies across Australia and overseas.

Samantha Palmer
Samantha is well known for her role as Diversity Champion at the Department of Health and received the 2013 AHRI Diversity Champion HR Award as well as being named as one of 2013’s 100 Women of Influence by the AFR and Westpac Group. Her work in Disability lead to the Health Department winning the Inaugural Australian Public Service Diversity Council’s Disability Employment Award in 2014. Samantha also received an Australia Day Award (Individual) from the Department of Health for her significant contribution to the development of staff.

Samantha is currently the First Assistant Secretary of Regulatory Practice and Support Division for the Department of Health’s Regulatory Services Group. In this role she manages regulatory reform, business improvement, compliance, regulatory education, stakeholder engagement, planning and revenue services for the Department’s regulators including the Therapeutic Goods administration.

Donna Purcell
Donna Purcell is Diversity and Inclusion Manager at Commonwealth Bank. Her role involves developing an equitable, inclusive and accessible environment for customers, employees and the community.

Recently Donna has returned to study to undertake a Certificate IV in Access Consulting. She is keen to use her newly acquired knowledge to continue advocating for a more accessible community for people with disability.

As a person who is blind, Donna is passionate about creating opportunities for people with a disability to be part of an all-inclusive society with equity of access to education and employment. She has been an ambassador for the NSW Government Don’t Dis My Ability campaign for two years.
Platinum Members
- The Australian National University
- Benbro Electronics Pty Ltd
- Compass Group
- Children’s Hospital at Westmead
- IBM Australia Ltd
- McDonald’s Australia Ltd
- Sparke Helmore Solicitors
- The Westpac Group

Gold Members
- ACT Chief Minister’s Office
- ANZ
- Australian Customs & Border Protection Service
- Attorney-General’s Department
- Australia Post
- Australian Federal Police
- Australian Taxation Office
- Coles
- Crown Resorts
- Cummins South Pacific Pty Ltd
- Department of Agriculture
- Department of Defence
- Department of Education
- Department of Employment
- Department of Finance Services & Innovation
- Department of Foreign Affairs & Trade
- Department of Health
- Department of Human Services
- Department of Industry
- Department of Immigration & Border Protection
- Department of the Prime Minister & Cabinet
- Department of Social Services
- EPIC Assist
- George Weston Foods Limited
- Lend Lease
- Manpower Services Australia
- Medibank
- National Australia Bank
- National Disability Insurance Agency
- Northern Territory Government
- NSW Family and Community Services
- NSW Department of Police & Justice
- NSW Department of Trade & Investment
- Office of Environment & Heritage
- PwC
- Stockland
- Telstra Corporation
- Transport Accident Commission
- Transport for NSW
- Uber Australia Pty Ltd
- University of Sydney
- Victorian WorkCover Authority
- Woolworths Ltd

Silver Members
- AGL
- Australian Federal Court
- Australian Fisheries Management Authority
- Brisbane City Council
- Bureau of Meteorology
- Carnival Australia
- City of Greater Dandenong Council
- Comcare
- CSC Australia Pty Limited
- Department of Communications
- Department of Finance
- Department of Infrastructure & Regional Development
- Employers Mutual Management Pty Ltd
- IP Australia
- Legal Aid NSW
- Macquarie University
- Max Employment
- Microsoft Pty Ltd
- National Maritime Museum
- Norton Rose Fulbright
- NSW Department of Education & Communities
- NSW Department of Premier & Cabinet
- Origin Energy
- Paxus
- Programmed
- QBE Insurance
- Queensland Treasury Corporation
- Suncorp
- VIC Department of Human Services
- VIC Department of Premier & Cabinet
- Victoria Police
- City of Yarra

AND MEMBERS
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Bronze Members

- 2discover
- ABC
- ACT Human Rights Commission
- Austrade
- Australian Competition and Consumer Commission
- Australian Council of Trade Unions
- Australian Financial Security Authority
- Australian Human Rights Commission
- Australian Human Resources Institute
- Australian Public Service Commission
- Australian Red Cross
- Australian Securities Exchange (ASX)
- AustralianSuper
- BEST Employment
- Break Thru People Solutions
- Chandler Macleod Group
- City of Canterbury
- City West Water
- Clayton Utz
- Commonwealth Bank
- CrimTrac
- Deaf Society of NSW
- Deakin University
- Department of Veterans’ Affairs
- Diversity Council Australia
- Ernst & Young
- Fair Work Ombudsman
- Food Standards Australia New Zealand
- Holroyd City Council
- ITCRA
- KMO
- LBF Consulting
- Life Without Barriers
- Macquarie Group Limited
- Maxima Group Incorporated
- MEGT
- Mission Australia
- National Library of Australia
- National Museum of Australia
- National Relay Service
- State Training Services
- NSW Public Service Commission
- NSW Ombudsman
- Office of National Assessments
- Oracle Corporation Australia Pty Ltd
- Penrith City Council
- PepsiCo Australia and New Zealand
- PWD Australia
- Randstad
- Reserve Bank of Australia
- RMIT
- Royal Australian Mint
- Safe Work Australia
- St Laurence Community Services
- Swinburne University of Technology
- Sydney Opera House
- Taste Creative
- Telecommunications Industry Ombudsman
- The ORS Group
- Transdev Australasia
- University of New South Wales
- University of Technology Sydney
- University of Western Sydney
- University of Wollongong
- William Angliss Institute (TAFE)
- WISE Employment
- WorkFocus Group
- Work Solutions Gippsland
- Victorian Managed Insurance Authority
- Vision Australia
- Xpand Group
- Yarra Trams