

Equity and Inclusion Reference Group

An Easy Read meeting bulletin

24 August 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.

In this bulletin, we just say IAC.



The IAC wrote this bulletin.

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



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 31.



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.

What's in this bulletin?

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About this Reference Group



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



This Reference Group gives advice to the IAC 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.



The IAC use these ideas when they write their advice for the National Disability Insurance Agency (NDIA) Board.

We just call them the **NDIA Board**.



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

The IAC's Principal Member



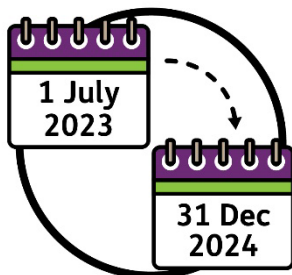
Ms Leah van Poppel is the IAC's Principal Member.

She is also the Reference Group Co-Chair.

This means she helps run the Reference Group.



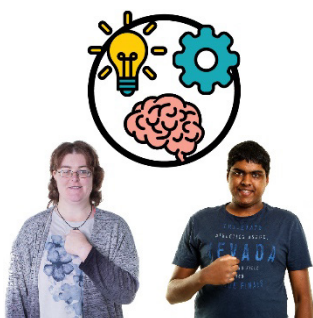
Leah welcomed old and new members to the Reference Group.



Members will work with the Reference Group from:

- 1 July 2023
- to
- 31 December 2024.

She shared that new members of the Reference Group include:



- people with intellectual disability

and



- younger people.



Leah explained the IAC will find new Co-Chairs for each Reference Group.



They will do this after the Minister for the National Disability Insurance Scheme (NDIS) shares who the new members of the IAC are.

A **minister** leads an area of the government.

Leah shared the work done since the last meeting by:

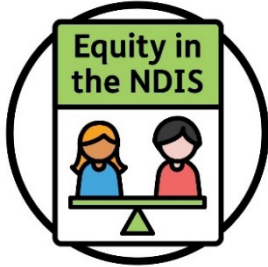


- the IAC



- the IAC Reference Group.

This includes the work the Reference Group did with:



- the IAC on their *Improving Equity in the NDIS* advice



- the NDIA on some of their **strategies**.

A strategy is a plan for how we will do things in the future.

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 plans



Reference Group members shared that some **NDIA planners** only focus on one disability.

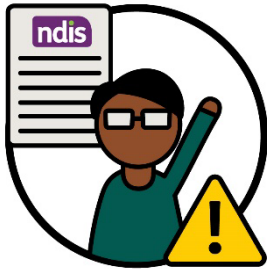


An NDIA planner is someone who:

- makes new plans
- changes plans.



NDIA planners should focus on every disability that affects a participant's life.

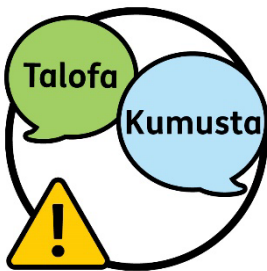


Members explained it can be hard for some **culturally and linguistically diverse (CALD)** people to take part in the NDIS.



CALD people:

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



For example, it can be hard for smaller CALD communities to find information about the NDIS in the languages they speak.

This makes it harder for these communities to take part in the NDIS.



Members also explained that less people manage their own plans when they are from:

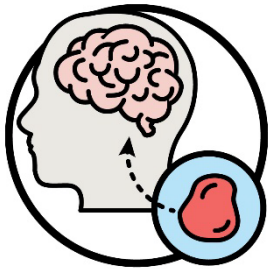
- CALD backgrounds
- First Nations backgrounds.



And members want the NDIA to share information to help them understand why this happens.



Members shared that the NDIS should be quicker to give support to people who have disability because of a **stroke**.



A stroke is when blood clots in someone's brain.

When blood clots, it gets thick.

The blood clot stops the other blood getting to your brain.

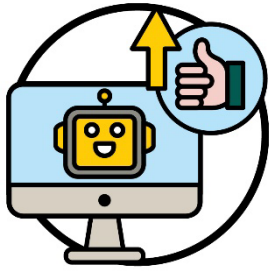


Members explained that NDIS plans should include ways participants can keep their personal **data** safe.

When we talk about data, we mean:



- facts
- information
- records.



Members also explained that the NDIS could use artificial intelligence to make NDIS plans better.

Sometimes we call it AI.

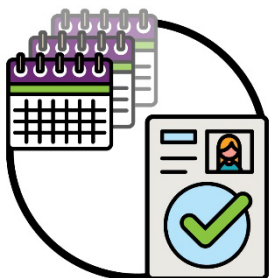


AI technology can:

- solve problems
- help the NDIS make decisions.

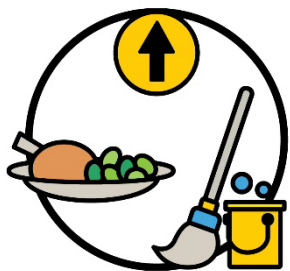


But if the NDIS uses AI, they must have a plan to keep people with disability and their data safe.

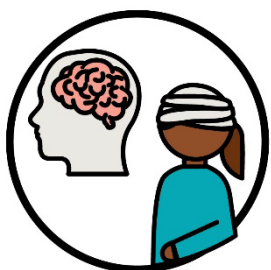


Members shared that people wait a long time to get proof of their disability from the health system.

NDIS services and supports

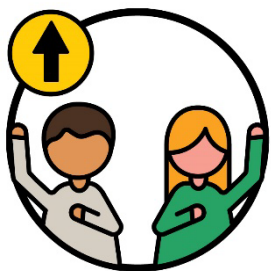


Reference Group members explained that men with **brain injuries** often get more NDIS supports for food and cleaning.



Brain injuries can happen when someone:

- has an accident
- hurts their head badly
- damages their brain.



Men often get more of these supports than women with brain injuries.



Members shared some older CALD parents find it hard to get home and living supports for their children.



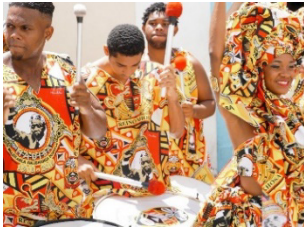
This includes children with **Down syndrome**.

Down syndrome affects how you grow and think.



Some older CALD parents find this hard because they have a different:

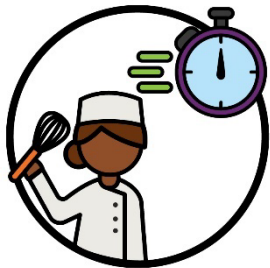
- language they speak
- **culture.**



Your culture is:

- your way of life
- what's important to you.

Members worry that **school leaver employment supports (SLES)** help young people with disability to find work that:



- is only short-term

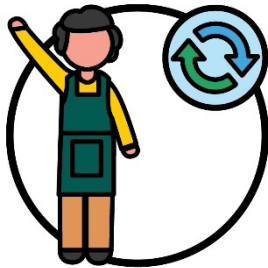


- keeps them away from the community.

SLES is for Year 12 students with disability who:



- aren't ready to start looking for a job right away
- need help to work out what job would be right for them.



Members shared that **employers** should change their jobs to suit people with disability.



An employer is a person who hires other people to work for them.



This could mean some participants will need less support from the NDIS to help them work.

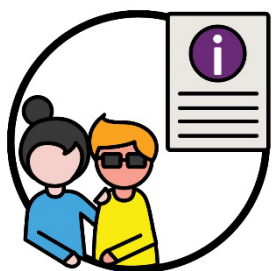
NDIS providers and the community



Reference Group members shared that some SLES **providers** use the program to support their own money goals.



Providers support people with disability by delivering a service.



Members explained that the NDIA should share information about what support Australians with disability need.



This will help providers offer services that different communities need.



Members also explained that some people might stop being support workers if it takes too long to get their **Worker Screening Check**.

A Worker Screening Check is a way to help keep people safe.



Members shared that some support workers share participant's stories with other people.

They should not share this information.



This happens when support workers:

- have no one they can talk to
- can't find or use supports at work.



Members explained that some people with disability aren't happy with some providers.

This includes providers who ask for certain information about their disability.



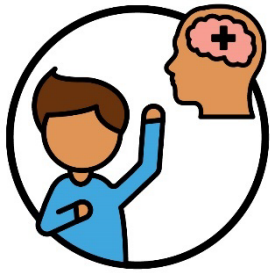
Members also explained that some participants don't think their providers can support them well in an **emergency**.

An emergency:



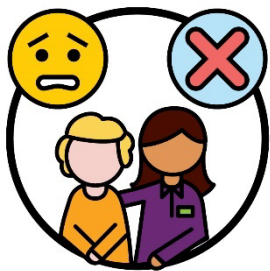
- is a dangerous situation
- is a thing we don't expect to happen
- can put our health and safety at risk.

Your **mental health** is about how you:



- think and feel about yourself
- deal with things in your life
- manage your feelings.

Members shared that participants worry they will lose some of their NDIS supports.



They worry they will lose their supports if there are better mental health services.

For example, **psychosocial disability** supports.

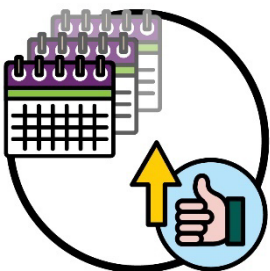
A psychosocial disability affects your mental health.

It can affect how you:

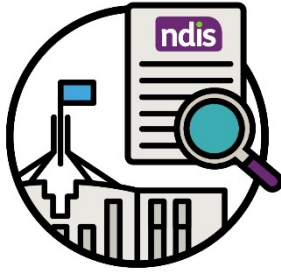


- think
- feel
- deal with other people.

Members worry that it might take the NDIA a long time to make the NDIS better.



This includes using ideas from the **NDIS Review**.



The Australian Government is checking the NDIS to find out what:

- works well
- could be better.

They call it the NDIS Review.



It also includes using ideas from the Disability Royal Commission.



A **royal commission** is how the government looks into a big problem.

It helps us find out what:

- went wrong
- we can fix.

Update on our work on the NDIA's strategies

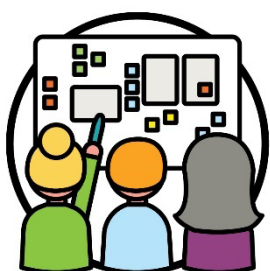


The Reference Group has been working with the NDIA on their strategies to be more inclusive.



They made these strategies using **co-design** with:

- people with disability
- people who support people with disability.



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



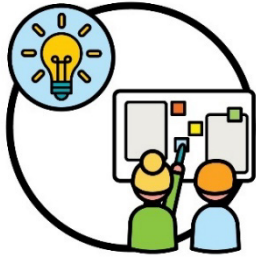
The Reference Group worked with the NDIA to make their strategy to support **LGBTIQA+** participants.



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



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



Reference Group members shared that the community want this strategy to include:

- their ideas
- co-design.



Members also shared that this strategy should include ways to support LGBTIQ+ participants with children.



This is because it can be harder for some LGBTIQ+ families to find and use government services.



Members explained the NDIS need to improve some **rights** for all participants.



Rights are rules about how people must treat you:

- fairly
- equally.

This includes participants’:



- rights to choose if they want to have children or not

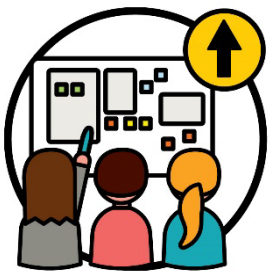


- **sexuality** rights.



Your sexuality is who you:

- love
- are attracted to.



Reference Group members are happy that the NDIA worked with people in the community to make their CALD strategy.

But the NDIA should use more of this co-design work in the strategy.



Members shared that First Nations peoples took part in a meeting about the NDIA’s First Nations strategy.



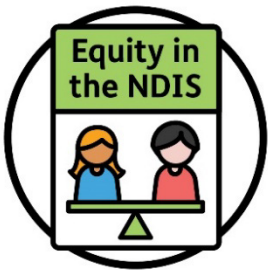
And that there were no people from the government at this meeting.



This supported First Nations peoples to:

- feel safe
- share advice to give the NDIA.

Update on our advice



Reference Group members shared how the IAC made its recent advice called *Improving Equity in the NDIS*.



And how the IAC can improve the way we give advice in the future.



Members explained that the Reference Group made 3 groups to look at one of the NDIA's strategies.

And that this made it easier to make the advice.



Members also explained that **intersectionality** needs to be a focus of:

- the work the IAC does
- the work the Reference Group does.



You can be different in more than one way.

And people might treat you differently for each part of who you are.

We call this intersectionality.



Members want the IAC's advice to help make the NDIS a safe space for all participants.

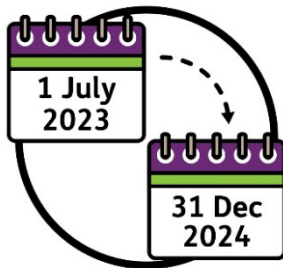
Our Work Plan



Reference Group members looked at what their Work Plan will focus on.

The Work Plan is a document that explains what the Reference Group will work on.

The Reference Group will use this Work Plan from:



- 1 July 2023
- to
- 31 December 2024.



They will also use the Work Plan to support the advice they give the IAC.



Members shared that they need a guide on how to include intersectionality in all their advice to the IAC.



Members explained that the job of the Reference Group is to support the IAC.



And the IAC looks at issues that affect many people with disability.



Members shared they want updates about the NDIA's strategies on how to be more inclusive.



And they also want updates about other issues too.

Our next meeting



Our next meeting is the 8 November 2023.



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

www.ndis-iac.com.au/meetings

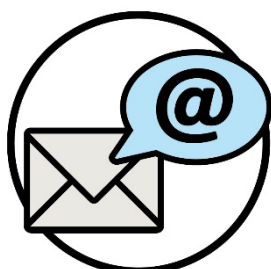
More information

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.

Brain injuries



Brain injuries can happen when someone:

- has an accident
- hurts their head badly
- damages their brain.



Bulletin

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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.

Culture

Your culture is:

- your way of life
- what's important to you.





Co-design

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



Data

When we talk about data, we mean:

- facts
- information
- records.

Diversity

Diversity is what makes people different from each other.



People can:

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



Down syndrome.

Down syndrome affects how you grow and think.



Emergency

An emergency:

- is a dangerous situation
- is a thing we don't expect to happen
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Employer

An employer is a person who hires other people to work for them.



Inclusive

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



Intersectionality

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And people might treat you differently for each part of who you are.

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LGBTIQA+



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

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Mental health



Your mental health is about how you:

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- deal with things in your life
- manage your feelings.



Minister

A minister leads an area of the government.



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NDIS Review

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Participants

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Providers

Providers support people with disability by delivering a service.

Psychosocial disability

A psychosocial disability affects your mental health.



It can affect how you:

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



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Royal commission

A royal commission is how the government looks into a big problem.

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School leaver employment supports (SLES)



SLES is for Year 12 students with disability who:

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- need help to work out what job would be right for them.



Sexuality

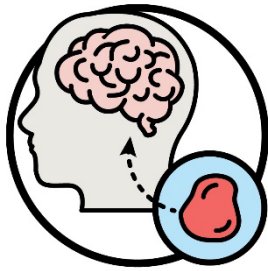
Your sexuality is who you:

- love
- are attracted to.



Strategy

A strategy is a plan for how we will do things in the future



Stroke

A stroke is when blood clots in someone's brain.

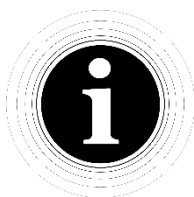
When blood clots, it gets thick.

The blood clot stops the other blood getting to your brain.



Worker Screening Check

A Worker Screening Check is a way to help keep people safe.



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**Independent
Advisory
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