

# Toolkit for Boards



DISABILITY READINESS



Appointing Directors with lived  
experience of disability



# Acknowledgment of Country

People for Purpose acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

**In the spirit of collaboration, we thank and recognise the contributions of the many people we have consulted and learnt from over the years.**

**Special appreciation goes to the seasoned Board Chairs and Directors living with disabilities, who have generously shared their experiences, feedback and recommended resources.**

**Their trust in us to shape their experiences into a useful resource for others highlights our shared commitment to fostering positive change and promoting inclusive governance within the sector.**

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# Introduction



**At People for Purpose, we are experienced in supporting Boards to successfully appoint Directors with lived experience of disability. For over a decade, working in close collaboration with our clients, we have captured market insights and cultivated meaningful relationships with the Boards we serve and with Non-Executive Directors in our network. This has provided us with a distinct perspective captured in this toolkit series, a perspective that has been endorsed by Australia's peak industry body for disability service organisations, National Disability Services.**

The landscape has been noticeably evolving, with Boards recognising the significance of diversity and inclusion practices, and more importantly, the strength and value that skilled leaders with lived experience offer as individuals. This drive to enhance Board perspectives and inclusive governance is proving to be a necessary transformative approach for Boards, organisations, and the communities they serve.

We have been at the forefront of this in our role as a bridge between purpose-led Boards and quality candidates with lived experience of disability. We have collaborated closely with clients to achieve successful executive search and placement outcomes which has informed this toolkit. At all stages we have consulted with people with disability to ensure our contribution is a meaningful one and meeting the call by advocates of "nothing about us without us."

We also acknowledge the disability sector is moving through a period of change following the final report of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission) in September 2023. We will progressively update this guide as we monitor sector developments, requirements, recommendations and receive feedback through our ongoing engagement with executive leaders, to ensure inclusive governance processes are continuously improved.

This toolkit series is designed to spark and nurture the ongoing conversation around effectively integrating a Non-Executive Director with disability onto a Board. We understand that this is a process that requires consideration and adaptability, and we are here to support you. Ultimately, our objective is to foster successful and sustainable engagement, enriching the experiences of everyone involved in this transformative journey to strengthen leadership and governance in the sector.

*"Until we address the lack of leadership, the lack of presence in decision-making spaces, we will remain unequal. It will continue to be assumed that we are not able to make decisions, that we are not able to assess risk, that we do not understand what might be best for us and our broader community, and we will therefore be subjected to appalling levels of violence and abuse."*

Disability Leadership Institute, in its submission to the Disability Royal Commission

(see page 16 of [A brief guide to the Final Report](#))

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# Preparing to appoint Directors with disability



Part 1

# Consider the context



While each organisation will consider its own needs and requirements in exploring how to attract leaders with disability, understanding the broader context is key. We have observed a continual rise in demand and increasing competition for accomplished leaders with valued skills and expertise who are living with a disability. These individuals play a crucial role in voicing consumer perspectives, contributing experiences, addressing concerns, and ensuring accountability while supporting the important agendas of the board on which they serve.

This demand is shaped by a convergence of global and local factors that particularly concern creating positive impact for people and profit. For context, here are some key national statistics:

- **1 in 6** Australians have a disability, that's about 4.4 million people
- **35%** (274,400) of First Nations people under 65 have a disability. This is nearly three times the percentage of people with disability in the general population (12%)
- **610,000** Australians receive support through the National Disability Insurance Scheme (NDIS)

In addition, for organisations committed to achieving diversity, equity and inclusion and/or incorporating reporting through environmental, social and governance (ESG) frameworks, these resources could be considered:

- **United Nations Sustainability Development Goals** identifies 11 targets that include people with disability.
- **The economic and business benefits of employing people with disability** research from IncludeAbility and the Australian Human Rights Commission outlines positive economic and social outcomes of increased labour participation.

As [research by Accenture](#) shows, the business case for diversity and inclusion is stronger than ever, with companies achieving 1.6 times more revenue, 2.6 times more net income, and 2 times more economic profit.

For organisations striving to operate as ethical and socially responsible entities, aligning with best practice diversity and inclusion principles is an important contribution. By removing physical, technological, cultural, and attitudinal barriers, organisations can create and improve opportunities for people with disability to contribute and shape strategic outcomes as leaders in Board positions. Addressing this helps organisations meet current Quality Indicators of the NDIS Practice Standards:

*"Opportunities are provided by the governing body for people with disability to contribute to the governance of the organisation and have input in the development of organisational policy and processes relevant to the provision of supports and the protection of participant rights."*

For further information we recommend:

 **[Accountable Governance - The Disability Royal Commission Recommendations on Service Provider Boards by Purpose at Work.](#)**

# Identify organisational needs



As part of succession planning, an updated Boards skills and attributes matrix is important to develop. It's ideal to align this process with existing organisational commitments including your strategic plan and diversity and inclusion strategies to ensure they are addressing current and future needs for effective succession planning. The Australian Institute of Company Directors not-for-profit governance [Principle 3: Board composition](#), provides guidance about achieving Board diversity.

While skills and attributes are essential, considering lived experience as a valuable perspective can deliver stronger outcomes for decision-making and strategic planning. Acknowledge the unique insights individuals with disabilities bring to the table, and ensure this expertise is integrated into the overall skill set.

It is also valuable to clearly communicate your organisational commitments and value proposition and make them publicly available to build trust and transparency with your stakeholders, including potential Directors and employees.

# Creating awareness



Remember that language and understanding are constantly evolving. It won't always be perfect, but creating the cultural conditions and building awareness within organisations is essential in recognising that individual experiences of disability vary widely. By acknowledging and respecting personal differences, you are building a truly inclusive environment.

Appreciating that disability encompasses a wide spectrum, and the nature, impact, and visibility of disability can vary significantly; disabilities may be physical, episodic, psychosocial, chronic, or exhibit visible or non-visible characteristics.

While some individuals disclose their disability voluntarily, we seek to understand associated barriers to support the process, referring to the social model of disability and addressing associated barriers (see page 17 of [Good Practice guidelines for Engaging with People with Disability](#)).

Language plays a pivotal role in fostering inclusivity. Recognising that individuals will have unique language preferences, it's important to ask them directly what these are. In Australia, it is widely recommended to employ person-first language. For instance, you might say "person with a disability" or "person who uses a wheelchair." Refer to the [People With Disability Australia Language Guide](#) or IncludeAbility's [resources for employers](#).

As part of the Australian Governments Disability Strategy 2021-2031, the [Good Practice Guidelines for Engaging with People with Disability](#) articulates five key principles:

- Build mutual respect,
- take responsibility,
- meet people where they are at,
- prioritise safety and trust, and;
- close the loop.

For more information, see page 4 of the [guidelines](#).



**For governance support with evaluating your Boards skills and attributes matrix, People for Purpose partner with Non-Profit Boards to improve capability and composition to optimise performance.**

**In partnership with Boards, we provide robust governance reviews and advise on succession planning, diversity and composition, to enhance organisational success.**

# Thinking flexibly



Beyond the search and appointment phase, to ensure success and sustainability are supported we encourage Boards to consider what current ways of working may need to be adapted to create or enhance an accessible and inclusive environment.

Depending on your organisation, it's likely that some existing practices may require some flexibility and time to plan and budget to organise accessibility needs.

There is no formula for this, flexibility needs will depend upon the unique individual you appoint, for example, factors to consider may range from:

- **Physical** - accessible meeting spaces, parking, transport options.
- **Financial** - budgeting for interpreters, assistive technology, transportation and compensating Directors for their time and participation costs.
- **Timing** - accommodating breaks, adapting meeting agendas and allowing sufficient time for the review of Board papers.
- **Technological** - format and volume of Board documents, ability to host hybrid\_accessible digital meetings, including annual general meetings and voting (virtual and in-person).
- **Cultural** - staff competencies or training to ensure an inclusive, accessible and welcoming professional environment.

These factors should serve as prompts to identify any organisational gaps and build an understanding of existing limitations that may need to be addressed.

Maintaining an adaptable approach throughout this process will support successful outcomes.

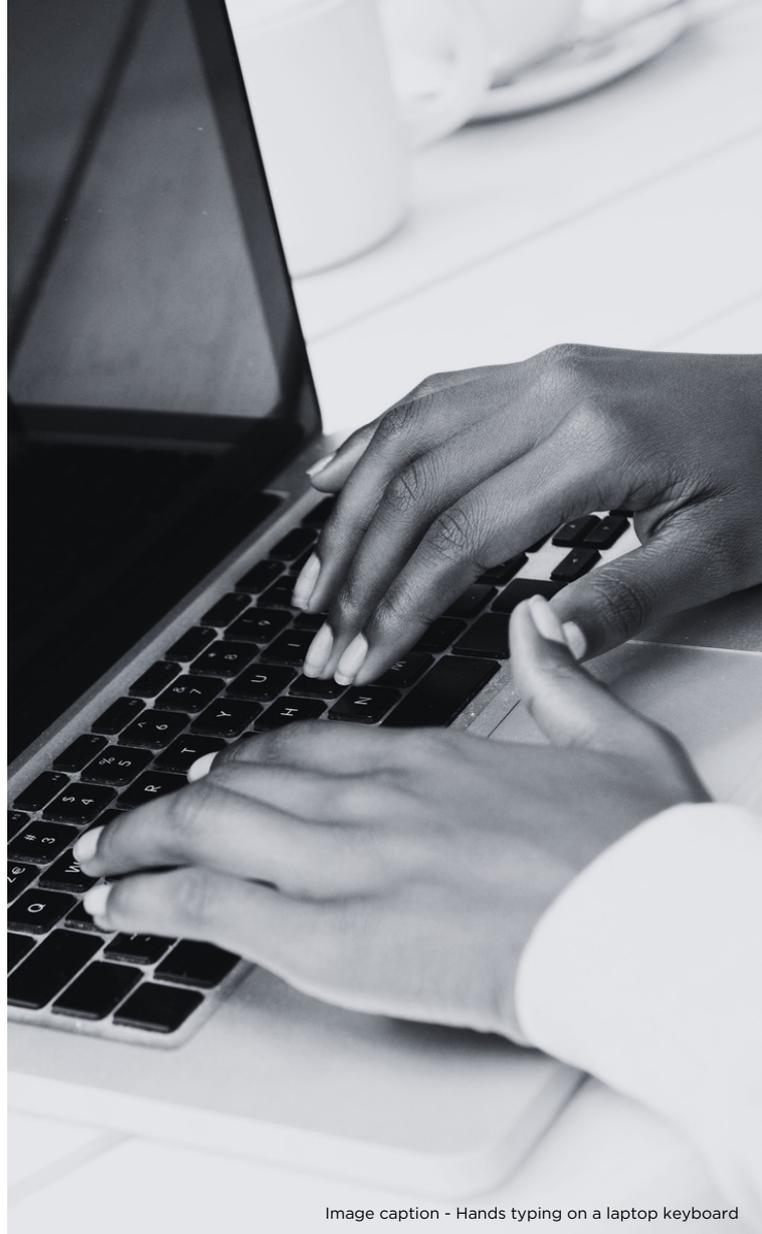


Image caption - Hands typing on a laptop keyboard



## Additional resources

For further reading and guidance we recommend:

- [Australian Human Rights Commission, About Disability Rights](#)
- [Australian Bureau of Statistics, Disability](#)
- [Article 1 of the Convention on the Rights of Persons with Disabilities](#)
- [People with disability: Tailored guidance for the recruitment and selection of people with disability to Victorian Government Boards.](#)
- [Australian Network on Disability - Making Accessibility a core principal](#)
- [Disability Leadership Institute](#)

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## Inclusive interview and meeting tips



Part 2

## Part 2 - Inclusive interview and meeting tips

Using a compilation of tips and resources that we have drawn upon in our role supporting clients to achieve inclusive outcomes, this section will assist with preparing to attract and interview Directors with disability.

It is important to remember that this guide is not definitive; rather, it serves as a tool to help prompt organisational readiness while respecting the unique needs of everyone. As we continue to engage with stakeholders and monitor the progress of the sector, including implementation of recommendations from the Disability Royal Commission, we will update this guide to incorporate relevant insights.

### Define the position



To attract Non-Executive Directors to the position, it is supportive for your Board Pack and position advertisement to be clearly written using plain English, provided in accessible formats such as Word documents and ensuring websites meet [WCAG 2.1](#) standard. Including a statement that specifically encourages people with disability to apply, and commit to implement reasonable adjustments throughout the process will increase the opportunities for participation.

Supporting applicants by identifying a responsive contact person to assist with this process demonstrates your organisations active commitment to increased participation and accessible practices.

#### Board Packs and Position Description

- When engaging with People for Purpose, we will partner with you to develop a Board Pack.
- If developing your own Board pack, it is recommended to incorporate Board Director position briefs and overview of the Board composition, tenure, meeting frequency, dates, Committee requirements and expectations.
- A profile of the current Directors, CEO, and links to key information like annual reports will assist in building an understanding of your organisation and the opportunity to contribute.

### Inviting candidates for interview



You have an opportunity to establish trust and demonstrate your organisational values when inviting people for a discussion. Understanding that each individual and their needs are unique, ensure to ask what supports and adjustments a person may need to perform at their best throughout the process.

Where applicable, action reasonable adjustments and clearly communicate to all involved for effective engagement. It is important to be mindful of privacy and only ask about the accommodations needed or requirements a candidate has, not details about their disability.

Considerations may range from the format of the meeting (in person or virtual), timing, accessible location, the need for interpreters and transportation options considered for e.g., your candidate may require a disabled parking spot to be reserved.

In our experience, most people have not required support or adjustments for interviews, however, we can never assume, and we always ask. Active efforts made to remove barriers increases disability confidence.



#### Additional resource

[Disability Leadership Institute](#) offers the option to advertise Board Opportunities within their membership newsletter.

# Prepare to interview



Ensuring the interview panel are well prepared will increase the confidence and comfort of all participants. The goal is to create an inclusive and respectful environment where all candidates, regardless of their abilities, can perform at their best. It is recommended to prioritise physical, mental, emotional, and cultural safety. In addition to understanding an individual's requirements for attending the interview, we recommend:

- **Communicate in advance** - Ensure candidates know what to expect, including who will be present. This includes confirming any requested interpreting services (see the breakout *Resources for inclusive interviews* for more information). Provide pre-reading materials like the Board pack and selection process in Word format for accessibility.
- **Manage the Time** - Keep the first interview short, ideally under 45 minutes, to support candidates performing well. Be mindful that some candidates may need short breaks during the interview. Plan flexibly to factor in time requirements and communicate availability of breaks as needed.
- **Plain English** - Use clear, plain language when preparing questions and during the interview. Avoid jargon and be prepared to explain organisation specific terms (team names, committees, project groups).
- **Check the Tech** - If the candidate needs captions, an assistive device like a screen reader or communication Board, take the time to understand how these devices work. Ensure that your room set up and any shared materials are compatible.
- **Respect for All** - For example, if the candidate has a guide dog or assistance animal, understand and respect that this is a working animal. Do not distract or pat the animal without permission, and check what the animal may need e.g., fresh water.



Image caption - Two colleagues talking in a hallway at work.

Following the interview, let the candidate know the next steps in the process and the time frame in which they can expect to hear back. When the selection process is complete, providing feedback to your consultant will support a positive experience through expert relationship management.

# Resources for inclusive interviews



For tips and further information about some potential adjustments, we have compiled these resources.

## Australian Sign Language (Auslan)

If a candidate requires Auslan it's a great idea to ask them about their preferred interpreter details. Auslan can have regional dialects, so check if the person would like to arrange the interpreter themselves or if you should do it for them.

For longer interviews (over an hour), it's recommended to book two qualified interpreters. Once arranged, email the names of the people on the interview panel and any industry-specific terms or acronyms that may come up a few days in advance. This way, the interpreter can ensure accurate spelling or check for unique signs.

Budget-wise, you can expect it to be around \$300 per hour (all costing estimated are subject to change).

Organisations to contact include:

- [\*\*Auslan Services\*\*](#)
- [\*\*Deaf Connect\*\*](#)
- [\*\*Expression Australia\*\*](#)
- [\*\*NABS - national Auslan interpreter booking and payment service\*\*](#)
- [\*\*Sweeney interpreting\*\*](#)

## Deafblind Interpreting

If a candidate requires Deafblind interpreting, ask about their preferred interpreters. Budget-wise, Deafblind interpreting services may cost approximately \$300 per hour.

Organisations to contact include:

- [\*\*Expression Australia\*\*](#)
- [\*\*NABS - national Auslan interpreter booking and payment service\*\*](#)

## Captions

Captions provide a short piece of text under a picture to describe the image or explain what people in it are saying or doing. They are essential for candidates who may need them during interviews, and again it's best to ask if the candidate has a preferred service and provide in advance information about the panel members names or industry-specific terms. It's essential to use real human stenographers for accuracy, not AI-generated captions. The budget for this service is around \$200 per hour. Use a provider in the same state or territory - or confirm the booking time zone.

Organisations to contact include:

- [\*\*AI Media\*\*](#)
- [\*\*Caption It\*\*](#)
- [\*\*Captions Live Australia\*\*](#)
- [\*\*Captioning Studio\*\*](#)
- [\*\*Expression Australia\*\*](#)

For more information about ensuring accessible and inclusive practices for hosting meetings and creating communications we recommend visiting IncludeAbility's [resources for employers](#)



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# Onboarding tips for successful Boards



Part 3

## Part 3 - Onboarding tips for successful Boards

Once you have successfully identified and appointed a Non-Executive Director for your Board, the formal onboarding process begins. This phase is pivotal in setting the stage for success, and all the groundwork laid during the selection process comes into play.

At People for Purpose, we recommend drawing on adaptability, flexible thinking, and thoughtful engagement as you embark on the onboarding journey with your new Director. This approach will help ensure that Board information and meetings are not only effective but also accessible and inclusive for everyone involved. The Chair's role is vital in building a positive board culture and running accessible and inclusive meetings. Tips for inclusive chairing include creating a welcoming environment, using clear language, ensuring everyone has a say, and seeking feedback after the meeting. It is also valuable to demonstrate flexibility and understanding due to visible or invisible health conditions and requirements.

Investing time upfront together to understand any adjustments or requirements specific to board involvement and for effective participation can pave the way for open discussion. It is important to have clarity regarding what the appointed Director permits to be disclosed or to remain confidential. Communicating arrangements as permitted to Board members and reporting staff will also increase clarity and ensure expectations are understood and met. In our experience, we've seen that a collaborative and inclusive approach sets organisations up for success, benefitting the Board, the organisation, and the communities you exist to serve.

### Identify a go-to person



Establish a direct contact person whom the new Director can confidentially communicate with regarding accommodations and supports for their successful engagement with the Board.

This may be the same person who assisted through the selection process, or it may change to the Chair or an experienced Director who will help to navigate the onboarding process or act as a mentor for the new Director. The Australian Network on Disability has information to assist with mentoring for Boards [here](#).

- 1. Assign a mentor or establish a Buddy System:** to assist the new Director in acclimating to their role and the organisation.
- 2. Create a supportive environment for questions and discussions:** to enable Directors to feel comfortable asking questions and engaging in discussions.
- 3. Schedule Regular Check-In Meetings:** to address any concerns, answer questions, and provide ongoing support to the new Directors.

### Introductions and preferences



Through the process you may have established preferred requirements or terminology with the candidate. Confirming preferences about how the new Director wishes to be introduced or described to other Directors, staff and stakeholders is an opportunity to ensure these are understood and captured correctly.

This will also assist with preparing any announcements or professional profile information that is communicated. You can refer to Part 1 of this toolkit for information about inclusive language.

At the Board level, the Chair has the valuable role in building awareness and understanding among other Board members about the unique perspectives and needs of the new Director. Embracing inclusivity as a core value of the Board highlights the importance of diversity in decision-making and the positive impact it has on the organisation.

**Feedback from newly appointed Directors consistently highlights the value of this interaction in understanding the Board's culture, strategic intent, challenges, and the role they can play in supporting the organisation. Remember, human interaction is invaluable in these processes.**

## Action requirements



Once you have selected and appointed your successful candidate, you may need to ensure adjustments are in place or barriers removed to build your culture of inclusion. Some factors to consider or prompt your conversation include:

- Confirm the best meeting format for participation (in person, online or hybrid)
- If regular services are required for interpreters, ensure these are booked and confirmed in line with preferences
- If assistive technology is required, work with the Director to capture needs and procure software and tools
- Ensure your meeting rooms and facilities are accessible (bathrooms, break rooms)
- Understand transport requirements and confirm access arrangements
- Plan meeting agendas flexibly to allow for breaks if needed.

If there is an expectation or requirement for participation at events, for e.g., annual general meetings, organisational site visits, presentations or training; capture any additional requirements. Updating the organisations event checklist to include specific accessibility requirements will help with venue selection, technology and transport arrangements.

## Accessible resources



Ensure that the Director has access to any necessary resources, tools, or support networks that can assist them in fulfilling their role effectively. We recommend you check if the existing Board management tools are suitable for your new Director.

Unfortunately, most common Board management applications do not explicitly list accessibility features. Therefore, seek advice from the new Director about preferred software. Further research or negotiation with software providers may be necessary to ensure Board papers are accessible. If in doubt, consult with software companies for accessibility information.

Readability and usability are essential. In addition to ensuring Board papers are clear and concise, complementary assistive technologies and settings may be required. Examples include:

- **Low vision** - Magnification software - ZoomText and Magnification
- **Blind or Deafblind** - Screen reading or text-to-speech software such as JAWS, NVDA, VoiceOver and tactile keyboards or braille readers
- **Low or no hand dexterity** - Speech-to-text, Dragon naturally speaking and Siri
- **Common access settings** - High contrast, captions.

### For Directors with Intellectual Disabilities:

- **The need for a support person;** a good support person helps the person with intellectual disabilities to review the papers, collect their thoughts and helps the person speak up, without influencing the person's views
- **Board agenda packs** need to be in plain English; check that financial and statistical reports are presented in easy-to-understand formats
- **The Board Chair** may need to deliberately include the director with intellectual disability in the Board's dialogue.

## Continuous improvement



Building trust and understanding amongst the Board is key to robust discussion that ensures diversity of voices and experience are factored into decision making.

When onboarding a Director with lived experience of disability, we recommend the Chair establishes a regular practice of seeking feedback after Board meetings. This will provide an opportunity to share perspectives, highlight any areas of improvement, and suggest changes.

Use these sessions to encourage the new Director to voice any concerns, questions, or suggestions they may have regarding Board meetings, processes, or accessibility.

By creating a comfortable and open environment for candid discussions you are demonstrating a commitment to accommodating the unique needs and requirements of each Director. This shows a dedication to continuous improvement and an inclusive environment.

## Succession planning



Incorporating associated recommendations from the Disability Royal Commission will assist with planning. In particular:

### Promising practice - board director skills and training

- have skills criteria to guide recruitment of Directors
- periodically review Board skills and experience to assess whether there are any gaps, and develop a plan to fill these gaps
- when necessary, provide resources to undertake Australian Institute of Company Directors' programs and other training in governance
- provide regular training and development activities across the life of a Board member's appointment, including visiting services and meeting with service recipients and staff.

(see page 118 of the Disability Royal Commissions [Final report - Volume 10](#))

Achieving genuine inclusive governance requires a commitment to change, proactive efforts in addressing barriers, and a continuous evaluation of processes. By following the insights provided in this toolkit our aim is to support Boards towards creating inclusive processes and environments where the contributions of Directors with experience of disability is valued for the benefit of customers, staff and stakeholders.



- [Australian Disability Network provides training options for Disability Confidence: eLearns for Disability Confident Organisations](#)
- [The Observership Program](#) provides emerging leaders with training and practical experience in NFP and government board leadership. Your board may like to consider participating in The Observership Program.



# List of resources and references



## Longform website addresses used in this toolkit

### Shown in order listed. Key indicates:



Document



Website



Disability Royal Commission, *A brief guide to the final report*  
<https://disability.royalcommission.gov.au/system/files/2023-09/A%20brief%20guide%20to%20the%20Final%20Report.pdf>



Australian Institute of Health and Welfare, *People with disability in Australia*  
<https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/people-with-disability/prevalence-of-disability>



Disability Royal Commission, *Listening to First Nations people with disability*  
<https://disability.royalcommission.gov.au/system/files/2023-09/Listening%20to%20First%20Nations%20people%20with%20disability.pdf>



NDIS, *Annual Financial Sustainability Reports*  
<https://www.ndis.gov.au/about-us/publications/annual-financial-sustainability-reports>



United Nations, Department of Economic and Social Affairs,  
*#Envision2030: 17 Goals To Transform The World For Persons With Disabilities*  
<https://social.desa.un.org/issues/disability/envision-2030/17goals-pwds>



Australian Human Rights Commission, *IncludeAbility The economic and business benefits of employing people with disability*  
<https://includeability.gov.au/resources-employers/economic-and-business-benefits-employing-people-disability>



Purpose at Work, *Accountable Governance - The Disability Royal Commission Recommendations on Service Provider Boards*  
<https://static1.squarespace.com/static/5f0ef3a1685b513096644fde/t/655ab24ad270c45c1c6e14bf/1700442698750/PAW+Accountable+Governance+-+Final+-+2023+10+20.pdf>



Accenture newsroom, *Companies that Lead in Disability Inclusion Outperform Peers Financially, Reveals New Research from Accenture*  
<https://newsroom.accenture.com/news/2023/companies-that-lead-in-disability-inclusion-outperform-peers-financially-reveals-new-research-from-accenture>



Australian Institute of Company Directors, *Not-for-profit governance principles summary, Principle 3: Board composition*  
<https://www.aicd.com.au/corporate-governance-sectors/not-for-profit/principles/board-composition.html>



Disability Gateway, *Good Practice guidelines for Engaging with People with Disability*  
<https://www.disabilitygateway.gov.au/document/9881>



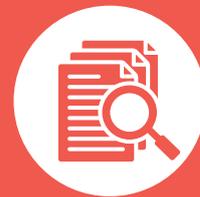
<https://www.disabilitygateway.gov.au/sites/default/files/documents/2023-10/3826-dess5092-good-practice.pdf>



People With Disability Australia, *Language Guide*  
<https://pwd.org.au/resources/language-guide/>



Australian Human Rights Commission, *IncludeAbility, Resources for employers, Creating accessible and inclusive communications*  
<https://includeability.gov.au/resources-employers/creating-accessible-and-inclusive-communications>



-  Australian Human Rights Commission, *About Disability Rights*  
<https://humanrights.gov.au/our-work/disability-rights/about-disability-rights>
-  Australian Bureau of Statistics, *Disability*  
<https://www.abs.gov.au/statistics/health/disability>
-  United Nations, Department of Economic and Social Affairs, *Article 1 of the Convention on the Rights of Persons with Disabilities*  
<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/article-1-purpose.html>
-  VIC.GOV.AU People with disability: *Tailored guidance for the recruitment and selection of people with disability to Victorian Government Boards.* <https://www.vic.gov.au/node/24097>
-  Australian Disability Network, *Making accessibility a core principle*  
<https://and.org.au/resources/making-accessibility-a-core-principle/>
-  Disability Leadership Institute, A professional hub for disability leaders <https://disabilityleaders.com.au/>
-  Centre for Accessibility Australia, *What is the WCAG Standard?*  
<https://www.accessibility.org.au/guides/what-is-the-wcag-standard/>
-  Australian Human Rights Commission, *IncludeAbility Resources for employers*  
<https://includeability.gov.au/resources-employers>
-  Disability Royal Commission, *Final Report - Volume 10, Disability services*  
<https://disability.royalcommission.gov.au/system/files/2023-09/Final%20Report%20-%20Volume%2010%2C%20Disability%20services.pdf>
-  Australian Disability Network, *Increasing board and executive representation*  
<https://and.org.au/how-we-can-help-you/increasing-board-and-executive-representation/>
-  Side by Side Advocacy <https://sidebysideadvocacy.org.au/inclusive-governance/>
-  Voice at the Table: <https://voiceatthetable.com.au/>
-  Council for Intellectual Disability: <https://cid.org.au/resource/inclusive-governance/>

## Organisations listed for services (page 11)

- Auslan Services <https://auslanservices.com/>
- Deaf Connect <https://deafconnect.org.au/>
- Expression Australia <https://www.expression.com.au/>
- NABS – national Auslan interpreter booking and payment service <https://www.nabs.org.au/>
- Sweeney interpreting <https://sweeneyinterpreting.com.au/>
- AI Media <https://www.ai-media.tv/>
- Caption It <http://www.captioning.com.au/>
- Captions Live Australia <https://www.captionslive.com.au/>
- Captioning Studio <https://captioningstudio.com/>

## Further information or feedback

We welcome you to contact People for Purpose to discuss:

- How we can partner with you through the selection and appointment of Board and Committee members.
- How we can support you to improve your Boards capability, composition and build out your succession planning.
- Feedback for consideration for the next toolkit iteration.



### Looking for your next role in for-purpose Leadership?

To be identified for potential Executive and Board opportunities, create a profile with People for Purpose by scanning the QR code or visit our website.

Our mission is to connect social purpose organisations with governance and leadership talent.



[peopleforpurpose.com.au](https://peopleforpurpose.com.au)



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