# Transcript – Inclusive Employment. Video 1 of 5. It’s Time.

[Opening Titles] Inclusive Employment. Video 1 of 5. It’s time.

[Trish] My name is Trish Spargo, and I'm a Senior Policy Adviser in disability.

[Mike] I'm Mike Taggert. I work for the Local Government Authority City of Salisbury.

I coordinate council's disability access and inclusion plan.

[Gavin] My name is Gavin Burner. My job is educate people with intellectual disability to believe in themself.

[Ronnie] My name's Ronnie Ware. I'm an activity assistant at ECH.

[Daniella] My name is Daniella. I've been in the accounting industry for ten years. I'm a director in business services at BDO.

[Lauren] My name is Lauren. I work as a mentor and a disability inclusion trainer.

[Mike] I've been really disappointed through most of my adult life at the way people living with disability are unemployed far more than their counterparts without disability, underemployed- less hours, and undervalued in employment- less career development.

I actually think that many of those people, because of their experience living with disability, have extra skills, extra problem solving capacities, extra resilience than many people not living with disability. So the fact that they are so unemployed and underemployed is doubly baffling to me.

[Trish] I know so many colleagues and friends who have gone to university, had the skills and experience and talents, but can't get the opportunity. So I guess I would say to employers, have a really deep dive into your feelings and thoughts about people with disabilities.

What is it that's holding you back about employing somebody with a disability? What is your greatest fear?

[Lauren] Fear is massive, you know, not just in the workplace, but just in the wider community too. It's fear of saying or doing the wrong thing. We don't want to hurt someone's feelings. We don't, yeah, we don't want to embarrass ourselves as well.

We don't want to ask the wrong thing, so we won't ask anything.

[Trish] The only way you achieve inclusion is by having people with disability in your workplaces. You see cultural change happen in a workplace that would never happen

just by having an inclusion policy or a disability access and inclusion plan. Because the reality is that's just a piece of paper. The greatest learning comes from sitting side by side alongside your colleagues.

[Ronni] Not wanting to look into something new and develop- I think it's worth it.

But if you're not into that, that's a shame- Like shame for you because you don't

get to meet people like me.

[Gavin] We have... are moving. I think we, like today, I am a person with intellectual disability, I am in front of a camera. There's been a change of ways the government are thinking. They are putting more money into it. They are talking to people with a disability, asking them. So I think from five years time things will be different.

[Daniella] We're going to see a lot more representation in organisations for people with

all different experiences in life, because we are a diverse community,

that's the reality. And that's what we're embracing, encouraging. We see it on social media

 now more than ever. And if we're not really walking that walk and practicing that, we're not going to really be able to authentically connect with the community.

[Closing Title 1] Inclusion is coming. Don’t let your organisation be left behind.

[Closing Title 2] This is the first video in a five-part series.

The next videos provide practical inclusion tips you can easily implement

for the following employment stages:

Job Advertisements

Job Interviews

Work Induction

Workplace Culture

[Closing Title 3]

We thank Trish Spargo, Michael Taggert, Ronnie Ware, Gavin Burner, Daniella Biagi and Lauren Spear for sharing their time and expertise.

[Closing Title 4] This video is a Purple Orange production.

Get in touch to learn more.

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