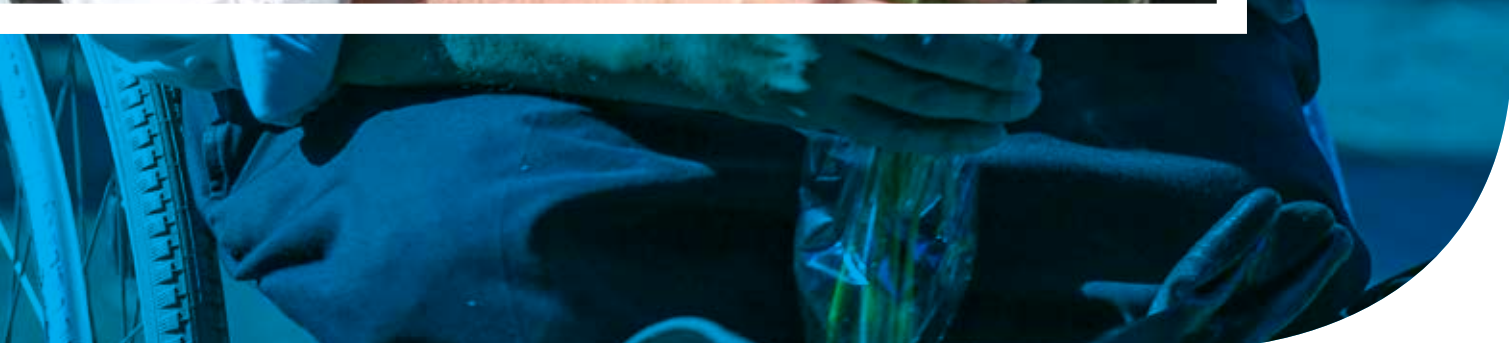


ANNUAL REPORT 2016

pwd
people with disability





People with Disability Australia (PWDA) acknowledges and thanks all of our members, supporters and staff featured in the photos in this report.

Cover photo: **Craig Wallace**, PWDA President, in a moment of reflection during the White Flower Memorial, November 2015.

PWDA has been granted consultative status with the United Nations Economic and Social Council (ECOSOC) which provides non-governmental organisations with access to ECOSOC and its subsidiary bodies, participation in the various human rights mechanisms of the United Nations and special events organised by the President of the General Assembly.



PWDA is a signatory to the Australian Council for International Development (ACFID) Code of Conduct which is a voluntary, self-regulatory sector code of good practice. On behalf of the governing body of PWDA we confirm that our organisation continues to be committed to full adherence to the ACFID Code of Conduct. If you believe PWDA has breached the ACFID Code of Conduct, you may lodge a complaint with the ACFID Code of Conduct Committee on complaints@acfid.asn.au, telephone (02) 6285 1816 or contact PWDA. To lodge a complaint about PWDA you may contact us on pwd@pwd.org.au or free call 1800 422 015.



Copies of this document are available in alternative formats from:

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PWDA acknowledges the traditional owners on whose land our offices are located. These include the Gadigal people, the Dharug people, the Tharawal people, the Ngunawal people, the Kalkadoon people, the Gureng Gureng people, the Badtjala people, the Gubbi Gubbi people and the Yuggera people. We also acknowledge elders past and present.

Contents

About People with Disability Australia	4
A Voice of Our Own	4
Our Vision and Purpose	4
Our Members	4
Our Work	4
Our Partners	5
Our Funding	5
Message from the President	6
The PWDA Board	7
Message from the Co-Chief Executive Officers	8
PWDA Staff, Interns and Volunteers	9
Membership Engagement and Outreach	10
Online Membership Engagement	10
Social Media	10
Publications	10
In the Media	10
Events	11
Individual Advocacy	12
Our Clients	12
The Boarding House Project	12
Advocates in Action	13
Disability Service Standards and Quality Assurance	13
Training, Education and Capacity Building	14
Disability Rights Education and Training	14
A Disability Support Organisation Of and For People With Disability	14
Regional Capacity Building	15
Systemic Advocacy	16
Disabled People's Organisations Australia	16
NSW Advocacy	17
Other National Advocacy	18
International Advocacy	21
Treasurer's Report	22
Director's Report	22
Independent Audit Report to the Members of PWDA	23
Financial Reports	24
Our Values	27
Our Guiding Principles	28



About People with Disability Australia

A Voice of Our Own

People with Disability Australia Incorporated (PWDA) is a grassroots, mutual support, representative and advocacy organisation of and for people with all types of disability. We were founded in 1980, in the lead up to the International Year of Disabled Persons (1981), to provide people with disability with a voice of our own. We have a fundamental commitment to self-help and self-representation for people with disability, by people with disability.

We work within the framework of, and seek to bring into reality, the rights recognised in the United Nations Convention on the Rights of Persons with Disabilities – a treaty we played a key role in bringing into force, both internationally and in Australia. We provide advice and information; individual, group and systemic advocacy; training and education; and a representative voice of people with disability in New South Wales, nationally and internationally.

Our Vision and Purpose

We have a vision of a socially just, accessible and inclusive community, in which the human rights, belonging, contribution, potential and diversity of all people with disability are recognised, respected and celebrated with pride.

Our purpose is to be a leading disability rights, advocacy and representative organisation of and for all people with disability, which strives for the realisation of our vision of a socially just, accessible, and inclusive community.

Our Members

We have a cross-disability focus – membership is open to people with all types of disability. Individuals with disability and organisations of people with disability are our primary voting membership. We also have a large associate membership of people and organisations committed to the disability rights movement. Our services are not limited to members; they are available to people with all types of disability and their associates.

We are governed by a board of directors, drawn from our members across Australia, all of whom are people with disability. We employ professional staff to manage the organisation and operate our various projects. Many of our staff are also people with disability.

Our Work

Our work addresses the discrimination, marginalisation, poverty and human rights abuses that people with disability experience. We work with all people with disability, with a focus on people with disability who are in vulnerable and marginalised situations. Our strategic aims are to empower people with disability, advocate for the rights of people with disability, effectively represent people with disability, develop the disability sector, and to build the capacity of our organisation to deliver on these goals.





Our Partners

PWDA has entered into a number of Memoranda of Understanding (MOU) with cross-disability Disabled People's Organisations (DPOs) that share the same rights-based values and principles as PWDA. Our MOUs seek to maximise the strengths of our individual organisations by retaining our autonomy within a collaborative framework:

Aboriginal Disability Network of NSW

First Peoples Disability Network

People With Disabilities ACT

People With Disabilities WA

Queenslanders with Disability Network

PWDA is a founding member of Disabled People's Organisations Australia (DPO Australia) the national cross-disability alliance of DPOs established in January 2015.

The other members are:

First Peoples Disability Network Australia

Women With Disabilities Australia

National Ethnic Disability Alliance

We are also part of an international network of DPOs through Disabled People's International and Disabled People's International Asia Pacific.

In 2015-16 PWDA provided endorsement, technical and/or secretariat support to the following organisations and campaigns:

Aboriginal Disability Justice Campaign

Australian Network for Universal Housing Design

NSW Disability Advocacy Network

White Ribbon

PWDA staff or board members are Directors of the following organisations:

Address Housing

Australian Centre for Disability Law

Australian Disability and Development Consortium

Asia Pacific DPO United

Council of Social Services of New South Wales

Newtown Neighbourhood Centre

Pacific Disability Forum

Touching Base

Our Funding

In the 2015 – 2016 financial year, our activities were supported by peak disability funding from the **Commonwealth and New South Wales Governments**, funding received under the National Disability Advocacy Program, a variety of specific project grants won through competitive government tendering processes, and from a growing number of individual, corporate and philanthropic donors including the **Reichstein Foundation**. This financial assistance is acknowledged with great appreciation.



First Peoples
Disability Network
Australia



WOMEN
WITH
DISABILITIES
AUSTRALIA
(WWDA)



Disabled
People's
Organisations
Australia



Message from the President



Dear Members,

My term as President came to a close at the end of this financial year as I stepped down in order to focus on increasing work and family commitments. However, I'd like to take this opportunity to welcome the ever increasing number of new PWDA members, and to show my support for the new board. I would also like to reflect on some of the outcomes of our work together over the last four years.

We kick-started a debate on funding to push the National Disability Insurance Scheme (NDIS) over the line and we began efforts to keep the NDIS accountable through the Citizens' Jury process.

In doing so we entered the media cycle as disability moved from the back page to the front page.

PWDA made a concerted effort to swing national opinion behind disability rights through hundreds of interviews, podcasts, opinion editorials, media releases and articles.

When the government made harsh crackdowns in the 2014 Budget, and with attacks on DSP launched on Easter Sunday and Boxing Day, we were there to turn the argument around.

We've made inroads on employment articulating a positive reform plan while rejecting low paid work, segregated employment, and harsh attacks on people with disability on welfare. We spoke up about income inequality and led a strong civil society defence of the rights of people with disability to speak to their experiences openly and without fear of retribution.

In the last four years PWDA has engaged with members as never before with free online membership, social media forums, and member events like the federal election Q&A with NDIA CEO David Bowen. We now have a reach spanning over 10,000 people.

Our individual and systemic advocacy footprint has grown across many fronts, and with the collaboration of thousands of individuals has made an impact in changing lives for the better.

We've exposed violence against people with disability by successfully calling for a senate inquiry, and by providing disability supports to the Royal Commission into Institutional Responses to Child Sexual Abuse. We also held a long overdue remembrance of those people with disability who have died as a result of violence through the White Flower Memorial.

We clawed back a Human Rights Commissioner for Disability Discrimination, Alistair McEwin, who is a long-time associate of PWDA and member of the disability rights movement.

Last year we were funded as a national peak body as part of Disabled People's Organisations Australia realising a decade long dream where any person with disability could stand for election to shape our collaborative national movement. DPO Australia has already begun to do strong work, most recently gathering all party responses to our 2016 Federal Election Platform.

Together we have changed things for the better but we cannot be complacent. We cannot assume any progress is here to stay. We need to improve the NDIS rollout while safeguarding it; the National Disability Strategy must be revived; and we cannot let up actions against segregated education, housing and employment, nor the push for UK style welfare reviews.

I'm proud of our Board and staff, especially the Co-CEOs Matthew Bowden and Therese Sands who have worked so hard on it all. PWDA is not about one person and we've been lucky to have had strong people on the board during my time as President. I also fondly remember Faye Druett and Robert Farley who were an important part of my journey with PWDA and who have passed away.

Thank you for the privilege of holding a position of trust in our community.

Maintain your rage about all that is wrong for disabled people and your faith that together we can change it.

A handwritten signature in dark ink, appearing to read 'Craig Wallace'.

Craig Wallace

The PWDA Board



Craig Wallace
Director/President

Stuart Mawbey
Director/Vice President

Faye Druett
Director

Kevin Boyce
Director

Samantha O'Connor
Director

Bonnie Millen
Director

Thomas Banks
Co-opted Director

Kristy Trajcevski
Co-opted Director

Suresh Rajan
Director/Treasurer

Justin Ray
Director

Mark Jassen Tonga
Director

Joel Wilson
Director

Alex Jones
Co-opted Director

Suzanne Keene
Co-opted Director

PWDA lost one of our founders, Faye Druett OAM

Faye was a pioneer of the disability rights movement in Australia, fighting in both her personal and professional life to ensure that people with disability could take their rightful place in the community.

She was recognised for her work in 2010 with an Order of Australia Medal for her “service to the community, particularly through executive and advocacy roles with organisations assisting people with a disability”.

Faye was a valued member of the PWDA Board and Executive for many years, a past CEO of PWDA and an early champion for our organisation when we were the Handicapped Persons Alliance and then Disabled People’s International (NSW). She was indomitable, unwavering and the stalwart of our movement. When she spoke it mattered. She pushed us to do governance well and reminded us when we didn’t.

While she was CEO in the late 1990s she was at the front of the legal fight for deinstitutionalisation in NSW which was the catalyst for the closure of a number of large residential institutions.

Faye was there at the beginning of PWDA in the 1980s, saying on our 30th anniversary that:

“If you want to work hard with committed people, who are working towards ensuring the rights and inclusion of all people with disability in an equitable community come and join us. I wouldn’t have done anything else in the last thirty years but work, in various capacities, for People with Disability Australia.”

PWDA held a memorial service for Faye in Sydney, April, 2016.



Message from the Co-Chief Executive Officers

People with Disability Australia (PWDA) saw some exciting projects develop and requests for our individual advocacy support grow during 2015-2016.

We continued to deliver high quality individual advocacy supports to people with disability across NSW and in the five regions of Queensland where we have offices with an overall **20% increase in issues handled by our advocates**. The rollout of the National Disability Insurance Scheme (NDIS) has seen a significant increase in enquiries relating to registration, eligibility, planning and complaints about the NDIS. The transition from services being delivered by the states/territories to the Commonwealth has also led to a spike in issues and complaints relating to service provision.

Our work with people over the age of 65 doubled this year, reflecting the significant problems older people with disability are experiencing with the NDIS age eligibility cut off, and problems older people are facing around housing. Responding to homelessness and housing crises, advocating for access to justice, and assisting people subjected to all forms of violence have been core areas of our individual advocacy work this year.

This year PWDA continued to contribute to the establishment and operations of Disabled People's Organisations Australia (DPO Australia), formerly known as the Australian Cross Disability Alliance, including becoming the host agency. DPO Australia sees us collaborate on national and international work with our partners in this alliance of national cross disability disabled people's organisations: First Peoples Disability Network, Women With Disabilities Australia and the National Ethnic Disability Alliance.

PWDA's project supporting people with disability affected by the Royal Commission into Institutional Responses to Child Sexual Abuse has continued to involve all units of the organisation with extensive

training roll out, engagement with people with disability and other key stakeholders in all states and territories, and a significant contribution to the policy work of the Royal Commission. Advocates have been supporting more people with disability to tell their stories of institutional child sexual abuse in private sessions.

This year saw us further develop our Disability Support Organisation (DSO) in NSW. By engaging at the grassroots level and building the capacity of people with disability our DSO promotes self-advocacy through peer support to assist a positive transition to the NDIS. Our DSO peer connectors facilitate and support groups of people who are deafblind; blind and vision impaired; people living in Hunter region boarding houses; people living with HIV/AIDS; lesbian, gay, bisexual, transgender, queer and intersex people with disability; youth with disability, and people from culturally and linguistically diverse backgrounds in Western Sydney.

There has been a jump in requests for our high quality training products and **we trained 930 people with disability, disability service providers, students, and mainstream service providers this year**. This means that on average we've had a positive impact on 20 people a week who have been educated and up-skilled in disability inclusion and human rights implementation across Australia.

This Annual Report showcases the broad range of legislative and policy reform work at the NSW, national and international levels, as we fulfil our role as a NSW peak, a national peak and a highly regarded expert within the international human rights arena.

We cannot thank the Board enough for their strategic direction and vision for the future of PWDA, and the staff, interns and volunteers for their unwavering commitment to implementing this vision in order to progress human rights of people with disability.



Matthew Bowden & Therese Sands



PWDA Staff, Interns and Volunteers

Individual Advocates

Our individual advocates are based in Redfern, Sutherland, Bowral and Queanbeyan in NSW, and Bundaberg, Hervey Bay, Sunshine Coast, Logan and Mount Isa in Queensland. Full and part time staff included Sue Barnes, David Costin, Gareth Elliott, Paulina Gutierrez, Stephin Hargreave, Leonie Hazelton, Freya Higgins, Tanya Jovovic, Cath Posniak, Lindy Rodrigues and David Skidmore in NSW; and Valerie Brown, Luke Gale, Tracey Moffatt, Rhonda Perkins, Denise Robertson, Grace Stevenson and Ilona Wildauer in Queensland.

Volunteers and Interns

PWDA is fortunate to have many people willing to contribute their time and skills to build the capacity of our organisation and in 2015-16 these included Susan Baxter and Shiny Suhanth.

pwd

Systemic Advocates

Our systemic advocacy team is based in Redfern and includes staff working on policy and law reform, government relations, communications, training, community engagement, capacity building and project coordination. Current team members include Ngila Bevan, Jessica Cadwallader, Pete Darby, Frances Quan Farrant, Samantha French, Mel Harrison, Meredith Lea, Ann Penhallurick and El Gibbs. Many thanks also to Greg Robertson, Aida Morden and Ryan Young who moved on this year.

Corporate Services team

The corporate services team keeps the PWDA engine running from the Redfern office with Chief Asare, Andrew Emmerson and Sue Strasser all playing a central role.

Membership Engagement and Outreach

The total membership of PWDA increased by over 400 members in 2015-16, fuelled by our enhanced social media presence, national community outreach, and increased media engagement advocating for the rights of people with disability.

Online Membership Engagement

PWDA held **two social media forums** on barriers to communication and sexuality. These were very well attended with people joining in the discussion from across the country and ensuring that diverse issues were covered.

We conducted a **communications review** of all our online and other publications, asking members to tell us what kinds of information they use, and which communication outlets they prefer. Members overwhelmingly said they enjoy our social media, particularly Facebook, and the Daily Media Round Up.

Social Media

Our disability rights community has continued to grow on social media. More than **3532 new fans** liked our Facebook page, bringing the total to close over 9,500 and more than **1,500 new followers** joined us on Twitter in 2015-16.

Local disability advocacy organisations from across Australia, media outlets, journalists and community organisations all shared our Facebook posts and retweeted our tweets. This made thousands more people aware of who we are, what we do and why our work is important. PWDA staff are also on Twitter, regularly sharing the wide range of work that we do.

283,872 people visited the PWDA website in 2015-16, an increase of over 100,000, gaining access to the wide range of resources that are provided, including a comprehensive guide to reporting about disability for journalists and information for students.

Publications

PWDA's E-Bulletin circulation increased from 2000 in June 2015 to 2250 in June 2016 with **4 E-Bulletins** published, including a special issue on the Federal Election. A Daily Media Round Up of disability news from Australia and overseas was produced and sent to over 1200 subscribers almost every working business day between July 2015 and June 2016. We published **19 Media Releases** - 9 from PWDA and 10 in collaboration with the Australian Cross Disability Alliance/DPO Australia.

In the Media

PWDA was quoted in more than 70 different media stories featured in outlets such as *The Australian* newspaper, ABC News, *The Sydney Morning Herald*, Pro Bono News, Sky News, *Daily Life* and the *Canberra Times*. Issues we were at the forefront of commenting on included: the NDIS, the Senate Inquiry into violence, abuse and neglect against people with disability in institutional and residential settings; speaking out about the need for a Royal Commission into violence against people with disability; the need to boost employment for people with disability; protecting the social safety net and Disability Support Pension; fair wages and conditions for people with disability working in Australian Disability Enterprises; violence against young people with disability in schools; discrimination against people with disability in immigration matters; the federal election and federal budget.



www.pwd.org.au



www.facebook.com/PWD.Australia



twitter.com/PWDAustralia



www.pinterest.com/pwdaustralia/



Events

White Flower Memorial

In November we organised a memorial march and service to acknowledge and remember the deaths of named, unnamed or forgotten people with disability who have died as a result of violence, abuse or neglect due to the actions and inactions of carers, family members, and institutional or correctional facility staff since the colonisation of Australia in 1788. The service was a deeply moving and healing experience documented at www.whiteflowermemorial.wordpress.com. PWDA is committed to founding an annual day of mourning in Australia to engage people with disability around the country, encourage other organisations and groups to hold synchronised local events, and create opportunities for dialogue with the wider community about the historical and continuing violence against people with disability.



Sydney Gay and Lesbian Mardi Gras Parade

Our Disability Under The Mirror Ball themed presence at the 2016 Sydney Gay and Lesbian Mardi Gras was one of our biggest and best Mardi Gras floats to date. Our vision sat well under the Mardi Gras' theme of Momentum as we believe that under the mirror ball everyone should be treated equally regardless of sexuality and/or disability. We marched with **more than 150 people** with disability, their staff and friends helping us to form a dynamic display of disability, gender and sexuality alongside the Cerebral Palsy Alliance, Northcott, and Touching Base.

2015 Annual General Meeting and Members Event

David Bowen, CEO of the National Disability Insurance Agency (NDIA) joined us for our 2015 Annual General Meeting (AGM) at the Mercure Hotel in Sydney. He took part in a discussion with our members about the National Disability Insurance Scheme (NDIS), his commitment to the NDIS, and his ongoing work to roll out the scheme successfully. PWDA staff from across Australia also joined us for the AGM, which was a fantastic opportunity for us to connect with members and hear their feedback.

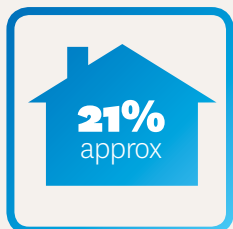


Individual Advocacy

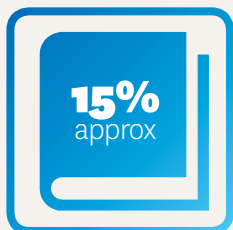
Top 3 advocacy issues



Disability Services



Housing



Legal Issues

Age ranges



People with disability remain among the most disadvantaged and marginalised members of our community. They are frequently subject to discrimination, violence, abuse and neglect. Our individual advocacy team promotes and protects the rights of individuals and groups of people with disability and works to ensure that their needs are met.

In 2015-16 PWDA Individual Advocates assisted over 2300 people with disability and their associates, an increase of over 20% compared to last year. This means that on average PWDA Advocates assist in the resolution of one issue for a person with disability, every working hour (9am-5pm), every business day (Monday-Friday) of the entire year. PWDA also continued to provide mentoring support to many individuals and groups of people with disability and their associates with rights-related problems in order to build their self-advocacy skills and personal capacity to resolve complaints themselves.

Our Clients

Individual Advocacy assistance was intensive, short term, issue-based advocacy to residents of New South Wales and Queensland in regions where we are funded through the Department of Social Services', National Disability Advocacy Program (NDAP), and through a brokerage agreement with IDEAS.

We also provided disability rights-related information, advice and referral services to over 400 people with disability and their associates who reside interstate or otherwise outside of our funded service areas, almost double that of last year.

We provided advocacy services to a roughly equal proportion of male and female clients, representing people with disability of all ages. As in previous years, accommodation, disability services and legal issues were the three areas where people with disability request assistance most frequently.

This year has seen matters relating to disability services increase by 11%, and the number of clients over 65 double to 12% compared to last year. This reflects issues regarding transition to the NDIS, the 65 year age cut-off for NDIS eligibility, and the increasing number of older people with disability facing housing stress, particularly women.

The Boarding House Project

PWDA provides individual and group advocacy to residents of Assisted Boarding Houses in NSW. Our role is to promote and protect residents' legal, consumer and human rights; to ensure their access to health, allied health and community services; to support resident participation and decision-making in transition to new living arrangements; and to provide an independent source of information in their interactions with government agencies and service providers. This service is funded by the NSW Family and Community Services, Department of Ageing Disability and Home Care.

This year PWDA provided intensive advocacy support to 135 residents of Assisted Boarding Houses, and 220 instances of information and/or advice were provided to residents during outreach and closure visits. In addition, group advocacy was provided to 382 residents through our input at interagency meetings and through our participation in case conferences.



Advocates in Action

Leah* is a woman in her early 40s with an acquired brain injury and psychosocial impairment who had been living in an acute mental health unit of a public hospital for over 5 months. Prior to her admission to hospital she had become homeless when the inappropriate and ineffective supports being provided by seven separate agencies had broken down. She was at high risk of being discharged to a nursing home or to the unsafe living conditions of a boarding house.

PWDA consulted with Leah and ascertained that her preference was to be in the same suburb as her mother and teenage children so that she could maintain these relationships and receive their support. It was also the safest place for her to live as she had retained memory of the areas geography and was comfortable in the familiar environment. However, the state government housing department would not allow her to select only one suburb as her preferred housing location.

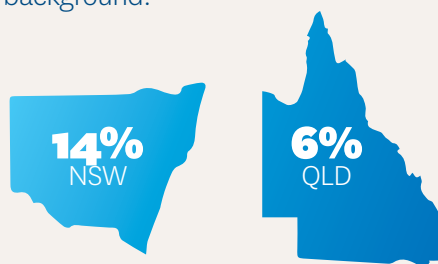
Following intensive advocacy from PWDA Leah was approved for a private rental subsidy to meet her urgent housing need, and a specialist brain injury service provider was engaged to coordinate her various supports in the community. Leah and her family are thrilled with the outcome and firmly believe that the pattern of admission and discharge to secure, acute mental health wards will now end due to her housing and support needs being adequately addressed.

**not her real name*

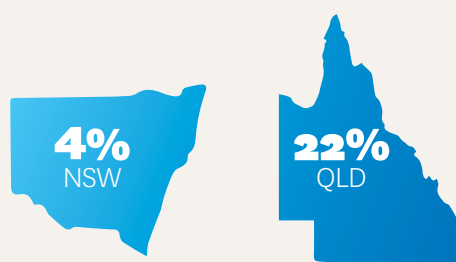
Disability Service Standards and Quality Assurance

All advocacy organisations funded under the Commonwealth's National Disability Advocacy Program, and disability peak and advocacy organisations in NSW funded through Ageing, Disability and Home Care, are required to undertake a third party verification and external certification process of compliance against the National Standards for Disability Services and NSW Disability Service Standards. PWDA has been assessed as being fully compliant with both set of standards through third party verification audits and successfully gained the Certificate of Compliance and Accreditation.

Clients who identified as from a culturally and linguistically diverse background.



Clients who identified as Aboriginal or Torres Strait Islander.



Our clients

Approximately 50% of our clients are people with cognitive disability and/or psychosocial disability.

Clients with disability

17%
Cognitive

18%
Psychiatric

27%
Physical

14%
Neurological

17%
Autism, sensory or speech

Training, Education and Capacity Building

Disability Rights Education and Training

The high quality training that PWDA provides continues to enjoy strong support from the community. **We provided training to 930 people this year, or 20 people per week, an increase of 20% compared to last year.**

Disability Awareness training is primarily provided to mainstream service providers such as local councils, government departments, museums and galleries, domestic and family violence services, homelessness services, legal centres, schools, colleges and businesses to raise their disability competence and confidence.

268 people

Responding to Sexual Assault

236 people

Disability Awareness

36 people

Sexuality, Healthy Relationships and Self Advocacy

260 TAFE students

Disability and Advocacy

130 school students

Disability and Human Rights

Sexuality and Respectful Relationships training

equips people with disability with an in-depth understanding of their human and sexual rights.

Responding to Sexual Assault training is usually provided to disability service providers or mainstream organisations who work with people with disability such as domestic and family violence services, or health centres.

PWDA training is provided on a fee for service basis, or free for many of the organisations engaged in the work of the Royal Commission into Institutional Responses to Child Sexual Abuse. **We provided training to people with disability and service providers across New South Wales, Queensland, Western Australia, the ACT and South Australia in 2015-16.**

A Disability Support Organisation Of and For People With Disability

With funding from the Commonwealth Department of Social Services, PWDA has established peer-led support networks specifically for people who are, or are likely to be, participants in the NDIS. The groups are led by a Peer Connector – a person from the community or closely allied with it – who works with PWDA to build advocacy capacity and provide organisational, resource and facilitation support to group members.

6 groups across Sydney and regional NSW have met a total of 30 times as part of this project so far. The different peer support groups include people with disability who identify as lesbian, gay, bisexual, transgender, queer and intersex, people living with HIV, people with disability living in Western Sydney who are of culturally or linguistically diverse backgrounds, people who are deafblind, people who are blind or have low vision, ex-boarding house residents and young people with disability.





Regional Capacity Building

PWDA is committed to supporting the growth and development of our sister Disabled People's Organisation (DPOs) in the Asia Pacific Region. We work to ensure that regional human rights and development mechanisms are disability inclusive and engage appropriately with people with disability. We seek to encourage the participation of people with disability, particularly women, in governance arrangements for DPOs, self-advocacy, and the design and implementation of development projects. Funding for this work is secured on an ad hoc basis.

In 2015-16 PWDA collaborated with grassroots DPOs, civil society organisations and governments from China, Indonesia, South Korea, the Philippines, and Fiji:

- Engaged with DPOs from Indonesia seeking advice regarding the development of their shadow report to the UN CRPD Committee and ways to engage and consult with people with disability using social media, including a panel presentation at the Sydney Southeast Asia Centre of University of Sydney to Indonesian DPO delegation, "Disability and the Media".
- Hosted a government delegation from the Philippines and shared knowledge about how to establish DPO networks.
- Participated in a UNICEF Workshop on the measurement of disability on behalf of the Pacific Disability Forum.
- Participated in meetings of the Pacific Disability Forum DPO Fund Committee and Pacific Women with Disability Committee, Fiji.
- Participated in the 4th International Assembly of DPO United, South Korea. Established the Women's Committee and PWDA was elected to the Executive. Delivered a presentation on "Access to Education for Women & Girls in the Pacific Region".
- Participated in Department of Foreign Affairs & Trade (DFAT) strategic planning day, "Pacific Women", and provided input to Pacific Women review of DFAT funded programs in the Pacific.
- Conducted a workshop for visiting delegates from the Chinese Ministry of Foreign Affairs and the Chinese Disabled Persons' Federation focusing on advocacy strategies, effective DPO leadership, and governance.
- Spoke on an expert panel, "Engaging with Human Rights Mechanisms" for the Chinese Ministry of Foreign Affairs, Chongqing, China, on invitation from the Australian Ministry of Foreign Affairs and the Australian Human Rights Commission.



Systemic Advocacy

Our systemic advocacy team aims to achieve fundamental positive change to social structures and processes that result in the marginalisation and disadvantage, discrimination, exclusion, neglect and abuse of people with disability. We work within a human rights framework to advocate for the full implementation of the UN Convention on the Rights of Persons with Disabilities (CRPD) in Australia. The direction of our systemic advocacy is guided by the concerns of our members, patterns of issues drawn from our individual advocacy service, and the policy and law reform opportunities of the day.

This year we made **22 submissions** to NSW, national and international inquiries or consultations, and continued to provide advice to government, the community and business sector directly and through various advisory groups. Our systemic advocacy work is focused in 4 areas: collaborative work with DPO Australia (formerly the Australian Cross Disability Alliance); other national project work; NSW advice, information, advocacy and representation; and international advocacy.

Disabled People's Organisations Australia (DPO Australia)

This year PWDA was proud to work alongside our sister Australian DPOs under the new banner Disabled People's Organisations Australia. Known as "DPO Australia" we are an alliance of national Disabled People's Organisations (DPOs) with the key purpose of promoting, protecting and advancing the human rights and freedoms of people with disability in Australia by working collaboratively on areas of shared interests, purposes and strategic priorities and opportunities.

DPO Australia was founded by, and is comprised of four national cross-disability DPOs: First Peoples Disability Network (FPDN); Women With Disabilities Australia (WWDA); National Ethnic Disability Alliance (NEDA); and People with Disability Australia (PWDA).



DPO Australia has been funded by the Australian Government to be the recognised coordinating point between Government/s and other stakeholders, for consultation and engagement with people with disability in Australia. The four founding member organisations of DPO Australia recognise and value the strength of working together in a spirit of mutual respect and trust, to proactively pursue human rights outcomes for all people with disability in Australia.

- A key theme of our collaborative work as DPO Australia this year was violence prevention and response including: follow up advocacy to the Senate Inquiry into violence against people with disability in institutions **#endtheviolence**; a call for a Royal Commission into violence against people with disability; a call for a national redress scheme for survivors of child sexual abuse; a submission and appearance at the hearing of the Senate Inquiry into indefinite detention of people with cognitive and psychiatric impairment; and participation in consultations for the National Plan to Reduce Violence Against Women and their Children (3rd Action Plan) and the National Framework to Protect Australia's Children (3rd Action Plan).
- The second area of intense activity was our work on behalf of DPO Australia on the National Accessible Public Transport Advisory Committee (NAPTAC) including separate working groups on whole of journey, information technology, bus standards, rail standards, marine and ferry standards, and taxis. Additionally, we provided a comprehensive submission to the Department of Industry and Science Review of the Disability (Access to Premises) Building Standards.
- DPO Australia also developed a campaign platform for the 2016 Federal Election outlining 13 areas where reform is needed and seeking responses from candidates and existing elected representatives. All the major parties responded in detail to our issues and committed to supporting the full roll out of the NDIS and to improving employment outcomes for people with disability.



NSW

In 2015-16 we continued our role as a NSW peak disability organisation providing information, advice and representation of and for people with disability across the state. Much of this advocacy work is done at the committee level, where we advocate for disability rights, inclusion and accessibility to be at the heart of all legislative and policy development relevant to people with disability.

As a NSW peak PWDA is committed to assisting the NSW government to uphold its commitments to realise the UN Convention on the Rights of Persons with Disabilities and the National Disability Strategy while also transitioning successfully to the NDIS.

In 2015-16 PWDA contributed to the following reference and advisory groups in NSW.

Housing

- Coalition for Appropriate Supported Accommodation
- Boarding House Expert Advisory Group
- NSW Public Housing Repairs Coalition
- NSW Social and Affordable Housing Fund Expert Advisory Group
- NSW NGO Housing Partners Reference Group
- Housing Connect

Transport

- NSW Accessible Transport Advisory Committee
- NSW Transport Way Finding Project Consultative Committee
- City of Sydney Council Way Finding Committee
- Transport for NSW Train Station Signage Testing Advisory Group
- Joint Transport for NSW and City of Sydney Council Access Advisory Group (Sydney Light Rail and Pedestrianisation of George St)

Violence prevention and response

- NSW Apprehended Violence Orders Legal Issues Coordinating Committee
- NSW Women's Alliance
- Women NSW Sexual Assault Strategy Expert Advisory Group

Consumer

- NSW Pharmacy Council Advisory Group
- NSW Sydney Water Customer Council
- NSW Health Care Complaints Commission Consumer Consultative Committee
- NSW Insurance Regulatory Authority

Sector coordination

- NSW Disability Network Forum
- NSW Disability Advocacy Network
- NSW Ombudsman Disability Roundtable

Rights and Justice

- ENABLE NSW
- Guardianship Tribunal Stakeholder Reference Group
- NSW Electoral Commission Equal Access to Democracy Disability Reference Group
- NSW Department of Justice Disability Advisory Council

Therefore, we also prioritise advocacy aimed at implementation and monitoring of the NSW Disability Inclusion Act. This year this included ongoing consultations and feedback on the preparation of Disability Inclusion Action Plans for a variety of NSW Departments including health, human services, justice, education and family and community services.



Key submissions and activities highlighting the diversity of our NSW work included:

- Presentation on the right to live in the community to the NSW Community Housing Federation NDIS Network
- Submission to NSW Legislative Committee Inquiry into Vocational Education and Training regarding children with disability
- Oral evidence at the NSW Legislative Committee Inquiry Hearing into Elder Abuse
- Participation in Trial of “I-beacon” Transport Navigational Technology
- Presentation to the NSW Ombudsman Reportable Conduct Forum regarding violence against children with disability
- Advisor on the NSW Council of Social Service Report, “Plan First, Don’t Retrofit: Delivering on the promise of the NDIS for Aboriginal and Culturally and Linguistically Diverse People in NSW”
- Interview with NSW Department of Finance, Innovation and Services regarding procurement support for non-profit organizations
- Holding an information and engagement event with people who are blind or have low vision, “Rock the NDIS in the Rocks”
- Participation in Budget Briefing on housing and disability with the Minister for Social Housing
- Presentation about barriers to access to domestic and family violence services for women with disability to 150 frontline workers at the Domestic Violence NSW Conference

Other National Advocacy

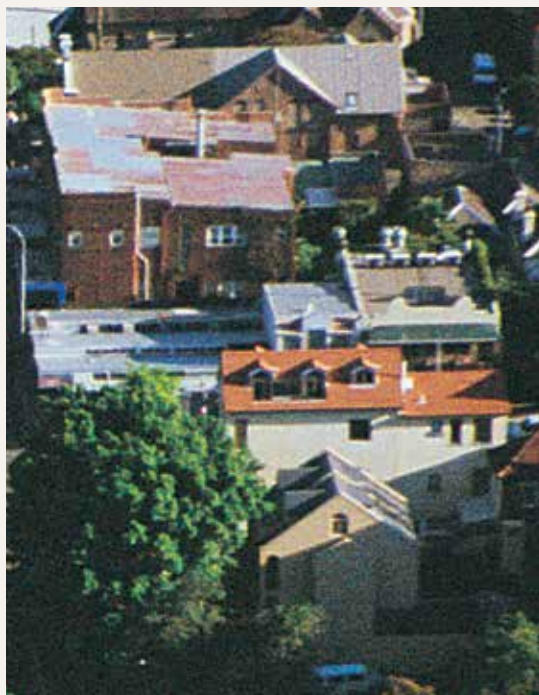
Supporting the Royal Commission into Institutional Responses to Child Sex Abuse

Throughout 2015-16, PWDA continued our work supporting the Royal Commission into Institutional Responses to Child Sexual Abuse by: providing individual advocacy to support people with disability who wish to engage with the Royal Commission; delivering training in disability awareness, responding to sexual abuse, and respect for healthy relationships to people with disability and service providers; conducting research; and contributing to policy development aimed at exploring how institutions make children with disability vulnerable to abuse and making recommendations for reform.

The Royal Commission Project achieved a remarkable amount this year:

- 5 responses to Royal Commission consultation papers on complaint handling and response, police and prosecutorial responses, redress, and child sexual abuse in out of home care and schools
- Participation as an expert witness in the Royal Commission Public Hearing into Disability Services
- Publication of research project, “Feeling Safe, Being Safe – What Makes Organisations Safe for Children with Disability?” in partnership with Southern Cross University.
- Training delivered to over 450 people
- Over 50 stakeholder meetings





Advocating for Accessible and Affordable Housing

At PWDA we fearlessly advocate that all people with disability have a right to live in the community. However, for many people with disability finding accessible and affordable accommodation is a significant barrier to living in the community. Despite widespread recognition that Australia is in the midst of a housing crisis, there has been no increase in the supply of social or affordable housing. Additionally, the NDIS estimates that over 30,000 more people with disability will be seeking access to private, public and social housing for the first time as a result of the scheme, yet the unmet need is approximately 122,000 NDIS participants.

“Persons with disabilities have the opportunity to choose their place of residence and where and with whom they live on an equal basis with others”.

*CRPD
Article 19*

This year we focused our housing work on building the research evidence base to support policy reform that realises the right of all people with disability to live in the community:

- PWDA contributed to the Disability Housing Futures Working Group publication, “Accommodation for People with Disability and the NDIS”, sponsored by the National Affordable Housing Consortium
- PWDA co-authored two reports “Moving to My Home: Housing Aspirations, Transitions and Outcomes of People with Disability”, and “Accommodating NDIS: Maximizing Housing Choice in a Reformed Disability Sector” with the Social Policy Research Centre, funded by the Australian Housing and Urban Research Institute
- PWDA made a submission to the NDIS opposing the Specialist Disability Accommodation (SDA) Framework
- PWDA made a submission to Commonwealth Treasury re “Affordable Housing” Discussion Paper
- PWDA sponsored and participated in the NDIS Symposium run by Griffith University, “A Place to Call Home”
- PWDA authored an article in Shelter NSW magazine regarding new housing opportunities and challenges presented by the NDIS transition
- PWDA continues to partner with the Australian Network of Housing and Universal Design (ANUHD) to advocate for mandated accessibility components in the Australian Building Code



Fighting for Economic Security and Employment

Removing barriers to employment for people with disability, campaigning for a fair social safety net, and ensuring that people with disability have equal access to education and training remained key advocacy priorities this year and we achieved a number of successful outcomes:

- Following strident advocacy from PWDA and partners Inclusion Australia, Disability Advocacy Network Australia, and AED Legal Centre the Commonwealth government announced that they would back-pay employees with intellectual disability who worked in sheltered workshops and had been discriminated against in the assessment of their wages. Originally the government had offered only 50% but finally agreed on 70% linked to a number of other tax benefits.
- Many of PWDA's reform suggestions were recognised and recommended in the Australian Human Rights Commission Inquiry Report "Willing to Work: National Inquiry into Employment Discrimination Against Older Australians and Australians with Disability".
- A consultation process was established with the Department of Social Services, Disability Employment Taskforce about the development of a New Disability Employment Framework.
- Intensive advocacy opposing social security measures saw Bills proposing cuts to the Pensioner Education Supplement and Disability Support Pension Portability Requirements blocked by the Senate.

People with disabilities have a right to a "work in an environment which is open, inclusive and accessible"

*CRPD
Article 27*

- Positive response from members and supporters to our Anti-Poverty Week campaign which outlined the effects of barriers to employment and inadequate income support payments on the lives of people with disability.
- Recommendations made in our submission to the Senate Inquiry into Educational Attainment of Children with Disability were reflected in the Committee report.

Supporting the NDIS roll out

Our work on the NDIS in 2015-16 focused on highlighting potential problems and offering solutions. We achieved this through our on the ground individual advocacy services offering pre-planning support and assisting people to navigate the complaints system; capacity building including the NSW DSO Project; and contribution to higher level processes such as the National Disability Insurance Agency (NDIA) CEO Forum, the NDIS Practice Reference Group, and consultations to develop the Quality and Safeguarding Framework, and the Information, Linkages and Capacity Building Framework.

Our rising concerns with the political direction of the Scheme including proposals to refresh the NDIA board with people without disability from the corporate sector, and attempts to link funding of the NDIS to social security cuts, led to the cross sector social media campaign **#handsOffNDIS** and a multitude of media releases calling for a renewed commitment to the values and principles of the Scheme.



#HandsOffNDIS



International advocacy

PWDA continues to represent people with disability on the international stage through our engagement with the United Nations. This ranges from participation in consultations and at conferences, hosting public events and speaking at seminars, making submissions on topics of key concern, and supporting young people with disability from Australia to have their voice heard on the international stage and build their leadership potential.

Highlights from our international work in 2015-2016 include:

Contributed to the Australian **Child Rights Task Force Progress Report**, celebrating 25 years of the Convention on the Rights of the Child in Australia.

Participated in the DPO Australia delegation to the UN Conference of State Parties to the Convention on the Rights of Persons with Disabilities (CRPD), New York, including participation in the launch of a **Global Youth with Disabilities Program**. Several delegates, including PWDA Board members, provided daily video diaries and written reports of their activities as part of the delegation.

Collaborative work on a joint disability sector campaign with Autistic Family Collective, Children and Young People with Disability Australia, Bendigo Autistic Advocacy and Support Service, Australia and New Zealand Autistic Self Advocacy Network and United Voices for People with Disabilities to collect stories on restrictive practices in schools for the **UN Special Rapporteur on the Rights of Persons with Disabilities**.

Submissions to the UN Committee to the CRPD responding to draft **General Comments** on Article 6, Women with Disabilities, and Article 19, Living Independently and Being Included in the Community.

Participated in Youth & Disability Expert Group Meeting on invitation from the UN Population Fund, Uruguay. Convened a follow up **Youth with Disability Forum on Sexual and Reproduction Rights** in Melbourne in conjunction with Youth Disability Advocacy Network and Women With Disability Australia Youth Network.

Endorsement of the International Disability Alliance's **"No-One Left Behind"** submission to the 2016 Session of the High-Level Political Forum at United Nations Department of Economic and Social Affairs Division for Sustainable Development.

Submissions to the **UN Special Rapporteur on The Human Rights of Migrants** regarding discriminatory health provisions in the Migration Act; and to the UN Special Rapporteur on the Rights of Persons with Disabilities regarding mechanism in Australia for the political participation of people with disability.

Treasurers Report

I present the audited financial statements for the 2015/16 financial year. For the information of Members, People with Disability Australia Incorporated (PWDA) achieved a surplus of \$197,798 in 2015/16, which was a positive turnaround on the loss of \$266,763 reported in 2014/15.

The overall strengthening of financial position was a purposeful intention of your Directors and CEO's to ensure PWDA is well positioned to carry on its activities and grow into the future.

The Statement of Financial Position shows that cash at bank and fixed deposits amount to \$835,606. These cash reserves, along with the confirmed funding for 2016/17, are the basis for the Directors declaration in the audit report that PWDA can meet its debts as they fall due. Our auditors LBW and Partners have provided an unmodified audit opinion, removing the qualification from last year's report (due to PWDA's strengthened accounts).

Income

In the 2015/16 financial year, PWDA received government funding and other income as follows:

- Funding of \$3,926,877 from commonwealth and state governments
- Other income of \$218,083

Income increased by around 20% (or \$701,305) compared to 2014/15.

The key contributors were:

- funding for our work supporting people to engage with the Royal Commission into Institutional Responses to Child Sexual Abuse increased; and
- funding of PWDA as a national peak and member of Disabled People's Organisations Australia (DPO Australia), formerly the Australian Cross Disability Alliance, by the Commonwealth Department of Social Services.

Expenditure

Following the operating losses of previous years, a financial management focus for 2015/16 was to increase our efficiency. Whilst still maintaining full and effective program delivery and acquittal of grant funding, costs were controlled including through the following measures:

- adoption of video conferencing to reduce travel and telephone costs; and
- reduction of employment costs from 65% of income in 2014/15 to 61% on 2015/16.

The management of costs through the year, in addition to the increase in funding, were important factors in improving the financial health of PWDA.

In closing, I would like to take this opportunity to thank the commonwealth government, the NSW state government and our other funding partners for their continued support of the work of PWDA.



Suresh Rajan

Directors Report

The directors submit the financial report of People with Disability Australia Incorporated (the Association) for the financial year ended 30 June 2016.

Directors

The names of directors throughout the year and at the end date of this report are listed at page 7 of the Annual Report.

Principal Activities

The principal activities of the Association during the financial year were to provide a range of disability rights related advocacy and consumer protection services for people with disability and their associates either at the New South Wales or national levels.

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Results

The surplus of the Association for the financial year amounted to \$197,798 (2015: Deficit \$266,763).

Signed in accordance with a resolution of the board of directors:



Acting President
Bonnie Millen



Treasurer
Suresh Rajan

Dated this 17th day of November
2016

Independent Audit Report to the Members of People with Disability Australia Incorporated

Report on the Financial Report

We have audited the accompanying financial report being a special purpose financial report, of People with Disability Australia Incorporated, which comprises the statement of financial position as at 30 June 2016, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the responsible persons' declaration.

Directors' Responsibility for the Financial Report

The directors of People with Disability Australia Incorporated are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the Associations Incorporation Act (NSW) 2009 and Australian Charities and Not-for-profits Commission Act 2012 and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Association's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the

circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the Australian Charities

Opinion

In our opinion, the financial report gives a true and fair view of the financial position of People with Disability Australia Incorporated as at 30 June 2016, and its financial performance and its cash flows for the year then ended in accordance with accounting policies outlined in Note 2 to the financial statements and the requirements of the Associations Incorporation Act (NSW) 2009 and Australian Charities and Not-for-profits Commission Act 2012.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report which describes the basis of accounting. The financial statements have been prepared to assist People with Disability Australia Incorporated to meet the requirements of Associations Incorporation Act (NSW) 2009 and Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial statements may not be suitable for another purpose.



Rupaninga Dharmasiri,
Partner
LBW & Partners,
Chartered Accountants
Level 3, 845 Pacific Highway,
CHATSWOOD NSW 2067
Dated 17th of November 2016

Financial Reports

The information on the following pages has been extracted from the audited financial statements of People with Disability Australia Incorporated for the year ended 30 June 2016 and is included here for information purposes only. A complete set of financial statements and Independent Audit Report is available at www.pwd.org.au and can also be provided upon request. With reference to the ACFID Code of Conduct, PWDA confirms that during the year the Association did not receive any international aid and development revenue.

Statement of Profit or Loss

	Notes	2016	2015
Revenue	3	4,144,960	3,443,655
Employee benefits expense		(2,566,553)	(2,271,765)
Depreciation and amortisation expense		(212,841)	(246,203)
Audit fees		(14,000)	(26,756)
Motor vehicle expenses		(40,068)	(43,529)
Computer/website costs		(48,551)	(65,015)
Consulting and professional charges		(40,099)	(119,446)
Electricity		(21,256)	(20,587)
Grants refunded		-	(7,943)
Meeting expenses		(21,818)	(31,933)
Printing & stationery		(23,602)	(33,797)
Program costs		(25,404)	(29,077)
Rental and operating lease expenses		(316,781)	(304,488)
Repairs and maintenance		(33,625)	(34,737)
Telephone and internet		(108,695)	(113,614)
Travel and accommodation		(292,025)	(277,018)
Other expenses		(181,844)	(84,510)
SURPLUS/(DEFICIT) BEFORE INCOME TAX		197,798	(266,763)
Income tax expense	2(a)	-	-
SURPLUS/(DEFICIT) FOR THE YEAR		197,798	(266,763)
Other comprehensive income, net of income tax		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		197,798	(266,763)

Statement of Financial Position

	Notes	2016	2015
CURRENT ASSETS			
Cash and cash equivalents	4	181,851	233,832
Trade and other receivables	5	92,810	21,526
Other financial assets	6	653,755	647,311
Prepayments		36,857	35,894
TOTAL CURRENT ASSETS		965,273	938,563
NON-CURRENT ASSETS			
Property, plant and equipment	7	148,768	361,609
TOTAL NON-CURRENT ASSETS		148,768	361,609
TOTAL ASSETS		1,114,041	1,300,172
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	456,662	424,412
Provisions	9	91,643	38,160
Other liabilities	10	311,661	769,381
TOTAL CURRENT LIABILITIES		859,966	1,231,953
NON-CURRENT LIABILITIES			
Provisions	9	42,756	54,698
TOTAL NON-CURRENT LIABILITIES		42,756	54,698
TOTAL LIABILITIES		902,722	1,286,651
NET ASSETS		211,319	13,521
EQUITY			
Retained earnings		211,319	13,521
TOTAL EQUITY		211,319	13,521

People with Disability Australia

Our Values

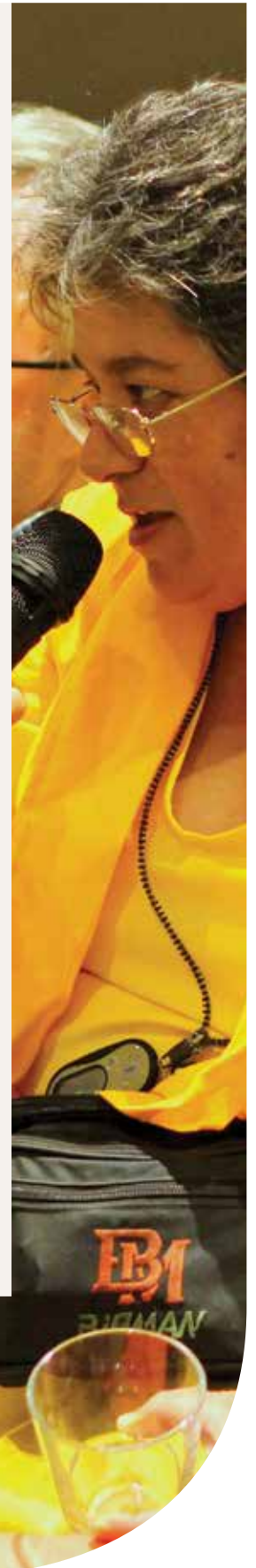
We believe that people with disability, irrespective of age, gender, cultural or linguistic background, religious beliefs, geographic location, sexuality, or the nature, origin or degree of our disability:

- Have a right to life and to bodily integrity;
- Are entitled to a decent standard of living, an adequate income and to lead active and satisfying lives;
- Are people first, with human, legal and service user rights that must be recognised and respected;
- Are entitled to the full enjoyment of civil rights and responsibilities;
- Are entitled to live free from prejudice, discrimination and vilification;
- Are entitled to social support and adjustments as a right, and not as the result of pity, charity or the exercise of social control;
- Contribute substantially to the intellectual, cultural, economic and social diversity and well-being of our community;
- Possess many skills and abilities and have enormous potential for life-long growth and development;
- Are entitled to live in and be a part of the diversity of the community;
- Have the right to participate in the formulation of those policies and programs that affect our lives, and to any decision making support we may need to do so; and
- Must be empowered to exercise our rights and responsibilities, without fear of retribution.



Our Guiding Principles

- We will be passionate, innovative and fearless in the promotion and defence of the rights and interests of people with disability.
- We will be accessible and responsive to our community and inclusive of its diversity.
- We will recognise and support all means and modes of communications of choice, including via sign languages, augmentative communication, communication technologies and live communication support, so as to ensure our voices are heard and understood.
- We will actively facilitate and value the involvement of people with disability in our organisational governance and policy and program development.
- We will encourage, empower and support the civic participation of people with disability.
- We will be collaborative and supportive in our relationships within the disability rights movement as a whole, at the local, regional, state, national and international levels.
- We will be accountable for our activities to our members, to people with disability generally and to the public.
- We will always act with honesty and integrity.
- We will be resourceful and efficient in obtaining and managing the resources needed to undertake our work.
- We will recognise and value the contribution of our members, our Board, our staff and volunteers towards the achievement of our vision.



For individual advocacy support contact the
Disability Rights Information Service (DRIS)
 between 9:00 am and 5:00 pm (AEST) Monday to Friday
 on (02) **9370 3100** or Toll Free on **1800 422 015** or
 TTY Toll Free on **1800 422 016** or email **dris@pwd.org.au**

Join us!

Become a member of People with Disability Australia (PWDA) and show your support for human rights and equality!

As a PWDA member -

- You receive our E-Bulletin and Media Releases as they are published;
- You can participate in membership events, activities and PWDA Advisory Groups;
- You will be standing up for the human rights of people with disability;
- You have a voice as a member in our social media forums, consultations and feedback;
- You can be kept up-to-date on policy and government programs which directly affect people with disability.

FULL MEMBERSHIP

A. Individual Full Membership

To be an individual full member, you must be a person with a disability and you must live in Australia.

Individual full members are entitled to:

- Receive notice of, attend and vote at general meetings
- Nominate for election or appointment to the Board
- Nominate (or second or endorse) eligible people for election to the Board
- Receive information about PWDA's activities and disability issues

B. ORGANISATIONAL FULL MEMBERSHIP

To be an Organisational Full Member, the organisation must be incorporated in Australia and have a governing body made up of at least 75% of people with disability. Organisational members must appoint up to two delegates to exercise its membership rights.

Delegates of full organisational members are able to:

- Receive notice of, attend and participate at general meetings
- Exercise one vote on each motion at general meetings
- Nominate (or second or endorse) eligible people for election to the Board
- Nominate for election or appointment to the Board (provided the nominee is an Individual Full Member)
- Receive information about PWDA's activities and disability issues

ASSOCIATE MEMBERSHIP

A. Individual Associate Membership

Open to any person or organisation interested in supporting the disability rights movement and the aims and objectives of PWDA.

Individual associate members are entitled to:

- Receive notice of and attend general meetings
- Address general meetings with the agreement of the person chairing the meeting
- Receive information about PWDA's activities and disability issues

B. ORGANISATIONAL ASSOCIATE MEMBERSHIP

Open to any person or organisation interested in supporting the disability rights movement and the aims and objectives of PWDA.

Delegates of full organisational members are entitled to:

- Receive notice of and attend general meetings
- Address general meetings with the agreement of the person chairing the meeting
- Receive information about PWDA's activities and disability issues

