

Diversity and Inclusion

International Day of People with Disability

Proposal & Overview

International Day of
People with Disability
3 December idpwd.com.au

Celebrate diversity
and inclusion



PROPOSAL OVERVIEW

International Day of People with Disability (IDPwD) is a United Nations (UN) observed day celebrated internationally. It aims to increase public awareness, understanding and acceptance of people with disability and celebrates their achievements and contributions.

IDPwD is a national opportunity for us to make positive changes to the lives of the 4.4 million Australians with disability. Within ACMA, it's an opportunity to create a more inclusive, proactive and positive workplace culture.

The theme for IDPwD 2022 is 'Transformative solutions for inclusive development: the role of innovation in fuelling an accessible and equitable world'.

Acknowledging and celebrating significant dates that celebrate diversity fosters a culture of inclusion at the ACMA which may lead to:

- Challenging misconceptions, breaking down barriers and helping to make our workplace more accessible and inclusive for people with disability.
- Increased recruitment and retention of those from diverse backgrounds, creating a larger and stronger talent pool.
- Greater innovation and creativity.
- Improved culture, leading to stronger employee engagement.
- Celebrating and promoting diversity and inclusion in our workplace and community.

TARGET AUDIENCE

All ACMA and eSafety team members.

BENEFITS OF THIS AWARENESS DAY

- Through enhanced education and awareness, misconceptions and stereotypes are challenged. This leads to a more inclusive, proactive and positive workplace culture.
- Increase office morale, camaraderie and employee engagement, resulting in increased employee happiness, productivity and longevity.
- Building a culture of inclusion and creating a connected and safe environment, means employees bring their best to work, which leads to strong business outcomes.

VENUE

Virtual (via teams) event to enable all staff to participate. This event will be recorded.

DATE

- Official IDPwD is Saturday 3 December
- Speaker event is scheduled for Wednesday 30 November 2022, 2:00 – 2:45pm

COST

Nil financial cost.

AWARENESS ACTIVITIES OVERVIEW

A variety of inclusive interactive experiences will raise awareness of IDPwD and promote inclusiveness and connection with ACMA and eSafety team members.

The following activities are recommended:

- Host a guest speaker event with Carol Heijo - Blind from birth, Carol lives and breathes disability, is a strong advocate for people with disability and is incredibly passionate about influencing positive awareness and change. Carol is motivated by an intrinsic desire to contribute to the delivery of services for people with disability to live the life they choose.
- Publish a Hub article to promote the following:
 - The [SBS Inclusion module on Disability](#) (part of a larger inclusion package)
 - Podcast called Labelling the disabling on Spotify (co-hosted by Carol Heijo)
 - Dylan Alcott AO YouTube clip on [International Day of People with Disability](#)
 - Promote 'Pictures of You' Art Exhibition in Belconnen: Empowering and representing people with disabilities through art.
 - IDPwD 2022 '[Not All Disabilities Are Visible](#)' Online Forum – 30 Nov 1:00 - 2:30 pm
 - [Chatterbox activity](#) – provide link to enable people to print and make available copies in the lunchrooms
- Place awareness posters around the office ([free download from the IDPwD website](#)).
- Add IDPwD poster to foyer screen playlists.
- Offer a Teams background for 'IDPwD' ([available for free download on the website](#))

ENDORSEMENT AND APPROVALS

It is requested that the EM HRC:

- **Approve** the proposed awareness program.

Diversity and Inclusion

International Day of People with Disability

Proposal & Overview

International Day of
People with Disability
3 December idpwd.com.au

Celebrate diversity
and inclusion



Raising awareness for this event will take place the week prior to the event.



Mon 14 Nov
Approvals

Approvals

Approval and confirmation of event plans

Communications

Finalise communications plan for the day



Wed 16 Nov
Distribution of promotional materials

Send posters to SYD and MEL offices

Send links to IDPWD posters to SYD and MEL offices (print on site)



Mon 21 Nov
Promotion and awareness

Commence communications

Send all staff invite to the event

Promotional materials

Hub article promoting event, guest speaker and resources

Marketing/awareness posters to be placed around the office (inside lifts, lift foyers and office kitchens)

Posters added to foyer screen playlist

Inclusion in the 'corporate update' email and 'This week at the ACMA' newsletter



Wed 30 Nov
The big day!

Event

2:00 – 2:45 pm
Teams Event: Guest speaker joins us live for an engaging discussion and Q&A session

Communications

Hub article promoting the day, linking to resources etc.



Mon 5 Dec
Post-event

Finalising

Remove posters from the offices

Ensure image poster is removed from front foyer screen playlists

Remove teams backgrounds

Diversity and Inclusion

International Day of People with Disability

Proposal & Overview



International Day of People with Disability:

International Day of People with Disability (IDPWD) is held on 3 December each year, ACMA will be acknowledging this significant day on Wednesday 30 November.

IDPWD is a United Nations observed day aimed at increasing public awareness, understanding and acceptance of people with disability.

The annual theme provides an overarching focus on how society can strive for inclusivity through the removal of physical, technological and attitudinal barriers for people with disability. This has been occurring since 1992.

The theme for IDPWD 2022 is ‘Transformative solutions for inclusive development: the role of innovation in fuelling an accessible and equitable world’.

Guest Speaker Bio:

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

IDPWD Information:
Information regarding IDPWD provided in this proposal is contributed to:
[International Day of People with Disability \(idpwd.com.au\)](https://idpwd.com.au)

PROPOSAL

REVIEWED BY

[Redacted]
Manager
HR Strategy Team

APPROVED BY

[Redacted]
Executive Manager
Human Resources and Communications Branch