**Building inclusive workplaces: the benefits Transcript**

**Jess:** People with disability are one in five of us. You can’t discount one n five people out of a workforce. We’re very resilient, and that resilience and that learning to overcome difficulty is really valuable in the workplace.

**Maree:** I work and live in a world that’s built for average height adults. So every part of my day outside of my home can be a challenge. I’ve got to think all the time the way to do that, because the world is not built for me. And that’s the same with someone may have a vision impairment or hearing, other physical or sensory disabilities.

**DJ:** We are people that need jobs as much as anybody else. We are people that want to work. It got to a point where I did 18 months of job hunting. They were looking at my wheelchair, not even looking at me, and I just got disheartened with it, I started to go to job interviews on crutches. Beautiful, thank you.

**Gary:** We are natural born problem solvers. We’re just as dedicated to our jobs as anybody else. It’s good for your workplace culture to be inclusive, and it speaks loudly to your customers …

**Cody:** … because it sends a clear message to the broader community that we care about people.

**Abbie:** Often I’ll have a wall up when I’m having to talk about my child with a disability. So when I meet other people who have that experience or might have a disability, I find my wall drops a little bit. And I’m more likely to share about what’s going on and be more honest and open about what I need.

**Tony:** Increasingly, people with disability are asserting their right, and it is a right, to see the diversity of their lives reflected in the workforces, in the businesses that they support.

**Drakkar:** To know there are businesses out there and there are employers that are willing to give people with disabilities the same equal opportunity as people who do not have a disability, it just makes me feel great.

**Sam:** It makes fantastic sense, because the communities within which we operate are diverse. So it makes absolute sense that our staff who are assisting communities are diverse as well.

**Gary:** There’s that thing about stigma and fear and what actually addresses that best is just hanging out alongside those people and realising just exactly how they’re not so different. That affects everybody’s culture and attitudes.

**Maree:** It’s exciting. It’s interesting. You know, we’re all ding similar jobs, but we all come from a diverse background and it all makes it so much richer.

**Scott:** I have a lived experience of vision impairment. I play blind cricket. Sometimes we in the office push a few chairs aside and have a bit of a bowl … Ok guys, who’s up for blind cricket? Come on girls

**Staff Member:** Me!

**Scott:** Oh, yes! Lucky you’re not getting paid by the run! [laughs]

**Tony:** The reward for us as an employer is that we will have dedicated, hardworking staff. People are creative, committed, amazingly ingenious at finding solutions to problems and just an incalculable lift and benefit to our workplace culture.

**Jess:** We’re not all the same but we all have different perspectives, we all have different ways of making things happen. We all have different resiliences.

**Maree:** What I’m saying to employers is be open, be flexible and let the person with the disability tell you what they can bring to that job. Don’t make the decision for them.

**DJ:** The Sports Ability program has taken off amazingly. In just 12 months, we’ve got sixty schools to go visit. They modified it. They looked for a person with a disability. And I got the job. [laughs]

**Sam:** At Social Futures, our values are integrity, inclusion and learning. Employing people with disabilities allows us to meet all of those values and actually put them into action.

**Maree:** We’ve got different ideas, values, perspectives to offer. If everyone was the same, it’d be pretty boring. [laughs]

**Workplace inclusion is everybody’s business**