

Women's Health Services

Disability Audit Tool

**Services and Participation: Attitudes
and Capacity**



Published by Women with Disabilities Victoria
Level 9/255 Bourke Street, Melbourne, Victoria 3000
©Women with Disabilities Victoria 2020.

This document and all its components (including images, audio, video, text) is copyright. Apart from fair dealing for the purposes of private study, research, criticism or review as permitted under the Copyright Act 1968, no part may be reproduced, copied, transmitted in any form or by any means (electronic, mechanical or graphic) without the prior written permission of Women with Disabilities Victoria.

The Workforce Development Program on Gender and Disability is supported by the Victorian Government.



Women's Health Services Disability Audit Tool

Acknowledgements

Women with Disabilities Victoria acknowledges:

- The Victorian Aboriginal people as the First Peoples, Traditional Owners and custodians of the land and water on which we rely.
- The contribution of Women's Health Services and Women with Disabilities staff to the development of this tool.
- The Victorian Government, through the Office of Women, for funding the development of this tool and for its commitment to progress towards violence prevention in Victoria.

Introduction

Women with Disabilities Victoria (WDV) is the peak body of women with disabilities in Victoria.

Women with Disabilities Victoria:

- Provides systemic support, advocacy and resources to women with disabilities in leadership roles.
- Works with community services and organisations to ensure they are inclusive of women with disabilities.
- Ensures services for people with disabilities consider a gender perspective that is responsive to women with disabilities.
- Works in partnership with other disability and women's organisations.
- Encourages and undertakes research on issues affecting women with disabilities.
- Provides a voice for women with disabilities to influence government policy and legislation.

Our Vision, Mission and Values

We are an organisation of women with disabilities in Victoria with a diverse and growing membership. Our members have a range of disabilities, backgrounds, lifestyles and ages.

Our Vision

A world where all women are respected and can fully experience life.

Our Mission

To advance real social and economic inclusion for women with disabilities in Victoria, we will:

- Be a voice for women with disabilities.
- Create opportunities for women with disabilities to be visible and to be heard in their communities.
- Build partnerships to deliver the best results for women with disabilities.
- Engage the community to challenge attitudes and myths about women with disabilities.

Contents

Women’s Health Services Disability Audit Tool	2
Acknowledgements	3
Introduction	3
Our Vision, Mission and Values	4
Women with Disabilities Victoria’s Prevention of Violence Capacity Building Project	6
Context	6
Key Facts About Disability and Gender	7
Who Are Women with Disabilities?	7
What Barriers Do We Face?	7
Key Facts About Disability and Violence Against Women.....	8
The Women’s Health Services Disability Audit Tool	10
Guiding Principles	10
Audit Scope.....	12
Data Collection and Presentation.....	14
Audit Instructions	14
Prevention of Violence Against Women Disability Audit	15
Services and Participation	15
Attitudes and Capacity.....	15
Questions	15
Summary.....	18
Key Learning	19
References	20

Women with Disabilities Victoria's Prevention of Violence Capacity Building Project

Context

Women's Health Services (WHS) are required to develop the capacity of local and regional partners (for regional WHS), and relevant state wide and other relevant sector partners (for state wide WHS), to further strengthen their current work in preventing family violence and all forms of violence against women.

The Victorian strategy on violence prevention, 'Free from Violence' (2017) notes that while violence against women and family violence have their origins in gender inequality and discrimination, "inequalities resulting in racism, ageism, ableism and heterosexism can also, on their own or in combination, influence patterns of violence perpetrated in society" (State of Victoria 2017). Women with Disabilities Victoria (WDV) observes that geography can further exacerbate these patterns, due to differential availability of infrastructure and social isolation.

WDV is undertaking a project to increase the capacity of women's health services (WHS) to include the rights, perspectives and participation of women with disabilities in to their current and future prevention of violence against women (PVAW) activities. The project responds to three key issues in relation to PVAW and women with disabilities:

1. Intersecting factors of gender and disability inequality are key drivers for women with disabilities who experience violence at a higher rate than women without disabilities.
2. Regional primary prevention of violence against women strategies and plans can be strengthened to address both the gender and disability drivers of violence and avoid marginalising women with disabilities.

3. Women with disabilities and disability organisations can be engaged in regional primary prevention planning efforts, increasing the effectiveness and reach of strategies.

The project undertakes capacity-building work with identified WHS and their local government partners. WDV in partnership with WHS project participants supports shared learning across the remaining women's health services through communities of practice (CoP) and networks, resources and other activities, including the piloting of tools and resources for subsequent sharing with Victoria's women's health sector and their local and regional organisational partners.

Key Facts About Disability and Gender

Who Are Women with Disabilities?

Nearly one in every five Victorian women has a disability. We are every woman. We are doctors, lawyers, health and community service workers, playwrights and teachers.

We are mothers and carers, actively sexual and celibate, lesbian, bisexual, transgender and heterosexual. We live on farms, in regional communities, in urban high rise and in the suburbs. We follow football and dance, go to TAFE and university. We value public transport and accessible buildings.

We are religious, from many faiths and non-religious, from many perspectives. We are diverse in our ideologies, but passionate about our right to be recognised as ordinary women... with a disability.

What Barriers Do We Face?

We encounter discrimination on many levels, each of which restricts our opportunities for equal participation in economic, social, educational and political life.

Some women with disabilities experience multiple layers of discrimination based on their race, age, gender and sexual orientation, as well as their disability. We are often ignored in government legislation, policies and programs and our needs are not adequately recognised within community organisations and services.

We have traditionally been excluded from the mainstream women's social movement, whilst issues of concern to women with disabilities have not been addressed by the broader disability advocacy movement.

On all measures of social and economic participation (housing security, income, employment and education), women with disabilities are disadvantaged compared to women and men without disabilities. We also experience higher levels of disadvantage than men with disabilities when it comes to employment and income levels. As women with disabilities, we lack access to adequate health care and other services for ourselves and our children, particularly when health centres fail to provide a welcoming, inclusive environment with accessible parking, accessible toilets and accessible examination tables.

Women with disabilities are targeted by people who use violence, including by intimate partners. We are also less likely to know about or have access to services responding to violence against women.

Key Facts About Disability and Violence Against Women

- Gender-based and disability-based discrimination doubles the risk of violence for women and girls with disabilities as compared to women without disabilities.
- Women with disabilities experience all types of violence at higher rates, with increased severity and for longer than other women.

- Men who use violence often target women who they see as less powerful, such as women with barriers to communicate to others what has happened to them and those restricted in their physical movement.
- Over one-third of women with disabilities experience some form of intimate partner violence.
- Many women experience social isolation as both a risk factor for, and a consequence of, violence. Some perpetrators use social isolation as a form of controlling behaviour in itself.
- Isolation can be compounded for women living rurally or remotely, women who are culturally isolated and for older women.
- Women with Disabilities Victoria's research and contribution to the recent Royal Commission into Family Violence ensured the voices and experiences of women with disabilities were heard. Women with Disabilities Victoria continues to work with community organisations and all levels of government to ensure the recommendations of the Royal Commission are implemented.

The Women's Health Services Disability Audit Tool

The Women's Health Services Disability Audit Tool presented below is part of a suite of resources produced by Women with Disabilities Victoria to support women's health services to build their capacity to include the rights and perspectives of women with disabilities in to PVAW initiatives. In tandem with accompanying disability and Prevention of Violence Against Women (PVAW) needs analysis tools, it has been designed for use by staff of women's health services engaged in the design, implementation and review of programs to prevent violence against women initiated by their organisations or region. It has been piloted by Women's Health East and Women's Health Loddon Mallee through their participation in the Violence Prevention Capacity Building Project in partnership with WDV, funded by the Victorian Government's Office for Women, for whose assistance WDV is very grateful.

Guiding Principles

The Women's Health Services Disability and PVAW Capacity Building project is grounded in a gender transformative approach to change gender norms, structures and practices for a more equal society (Our Watch 2015; Keel et al 2016). It takes an intersectional approach to address the drivers of violence against women and the multiple systems and structures of oppression and discrimination which affect women with disabilities by upholding a human rights approach to disability, as required by the Commonwealth Disability Discrimination Act 1992 and the United Nations Convention on the Rights of people with Disabilities 2006.

The Women's Health Services Disability and Prevention of Violence Against Women project frames its activities within essential actions to prevent violence against women, as advocated by Our Watch (2015). In undertaking the disability audit below, women's health services can shift their communications, processes, operations and physical infrastructure in ways which will:

Women's Health Services Disability Audit Tool

- Challenge condoning of violence against women.
- Promote women's independence and decision-making in public life and relationships.
- Foster positive personal identities and challenge gender stereotypes and roles.
- Strengthen positive, equal and respectful relations between and among women and men, girls and boys.
- Promote and normalise gender equality in public and private life (Our Watch 2015).

In 2017, WDV produced the Inclusive Planning Guidelines for Prevention of Violence Against Women. These guidelines specify a series of actions conducive to inclusive PVAW activities and processes by women's health services. The auditing toolkit addresses the first guideline, Organisational Readiness through Planning and Development (Women with Disabilities Victoria 2017).

Organisational readiness requires focus and reflection on internal processes, systems, culture and work plans. It involves critical examination of the internal environment and external messaging, as well as recognition of the long-term nature of change to transform social structures, organisational culture and processes and physical infrastructure. Similar to gender equality, disability inclusion within organisations will only be achieved by deliberate actions to implement long-term change. It is suggested that the auditing tools and needs analysis tools inform an ongoing process of disability inclusion, using the following strategies:

- Enlisting the support of senior leaders.
- Researching current inclusion activities, systems and resources.
- Developing a vision of what your inclusive organisation and PVAW activities will look like.
- Accessing resources, information and support.
- Communicating throughout your organisation about disability inclusion.
- Building knowledge of disability, barriers to inclusion and prevention of violence against women with disabilities within your organisation.

- Determining priorities for action and incrementally removing barriers to inclusion.
- Improving policies and procedures to reflect disability inclusion.
- Making small changes which will achieve large impact.
- Maintaining momentum and reinforcing the message.
- Role modelling inclusion.
- Building disability inclusion in to expectations of organisational performance.
- Promoting inclusion through internal events and activities.
- Evaluating progress to guide future action (adapted from VicHealth 2018).

The auditing toolkit has been designed to enable reflection on women's health services capacity to create an environment in which disability inclusive PVAW initiatives can occur, as well as identifying existing barriers to inclusion and planning for their removal. In tandem with the needs analysis tools, the auditing tools can assist women's health services to research existing inclusion activities and systems, guide policy development, future planning and evaluation. In undertaking the audit, women's health services can not only increase the inclusivity of their own organisational practices but also role model inclusion for regional partners with whom they work.

Audit Scope

The auditing tool includes material covering an organisation's interactions with staff, partners and the community through events, communications and its role as employer and agent of change, and on the accessibility of an organisation's physical infrastructure and event spaces. The audit structure reflects a staged approach to the transformation necessary for the creation of truly inclusive cultures, practices and environments, with shifts in organisational operations and communications requiring less financial outlay than changes to physical infrastructure, and thus likely to receive greater organisational support in the short to medium term. Furthermore, the suggestions and resources offered throughout the text invite the examination by women's health services staff of

aspects of inclusion through a gender lens, assisting organisations to determine priorities for change and implement short-term changes while devising strategies for longer-term transformation.

The auditing tools present a series of questions on themes of physical access, events, communications, personnel practices and attitudes towards disability. The responses of users of these tools can be used to assess each women's health services' current disability inclusion capacity, strengths and needs, and guide the design of requests for tailored technical assistance and resource provision from WDV if requested in the future.

Disability inclusion is multi-faceted, covering a wide scope of physical infrastructure, organisational processes, and systems. It is suggested that rather than tackling the audit in its entirety, women's health services review the topics covered in the auditing tool and identify areas which they wish to address as part of a staged process of accessibility review, planning and change. This will ensure manageable and realistic action over time. The tool's checklist format allows for multiple forms of utilisation by WHS and other organisations. The audit can be undertaken as an individual written exercise, or via a workshop format. Questions within the toolkit can also be used as guides to organisational discussion, planning and evaluation of disability inclusion.

By responding to the questions within the toolkit, WHS staff can generate an overview of the current state of inclusiveness of their organisation or events in a range of criteria, including physical access and inclusive attitudes and practices. The tool can be used to produce base-line data and to monitor and plan progress towards inclusivity over time, in recognition of the long term nature of much disability inclusion and PVAW work.

The auditing toolkit has been produced in both printable pdf and in accessible MS Word format, the latter to enable its completion electronically by all users, thus modelling an example of accessible document creation.

Data Collection and Presentation

Users of the auditing tool are able to generate their own snapshot report using the template provided in each section of the toolkit, and determine and plan to fill gaps in current organisational systems, processes and infrastructure according to their organisational and regional strategic priorities and resources.

Audit Instructions

The auditing toolkit comprises a series of self-contained topic areas, in which questions on various aspects of accessibility for people with disabilities are posed, alongside suggestions and resources to improve accessibility in the area under discussion. These topic areas are listed in separate resources for convenience. The resources have been derived from freely available online Australian government and non-government sources, with information from commercial publications only being cited if deemed to contain material applicable to the Women's Health Services context. All links were operable at the time of this toolkit's compilation.

Answers to each question can be entered in to the first column below each question, with N/A entered if the question does not apply to your organisation. If applicable, in the second column, please enter a response indicating a timeframe for the issue's resolution.

The reflective questions in each topic area are designed to encourage thinking about your organisation's current level of accessibility. They do not need to be answered within the tool. Rather, responses to the questions in the checklist will allow an assessment of the organisation's actual accessibility compared to respondents' initial reflections.

Respondents are also invited to develop a summary of findings derived from the completed topic areas, and complete the sections asking about the current situation and future planning to enhance disability inclusion.

Prevention of Violence Against Women Disability Audit

Services and Participation

This tool covers inclusive engagement, interactions, service delivery and participation of women with disabilities within the context of your organisation. The questions apply to the multiple contexts in which women with disabilities may interact, including accessing events and consultations, as visitors, volunteers and employees.

Attitudes and Capacity

Questions

The questions below relate to the knowledge and skills of staff in your organisation to create and maintain a disability inclusive environment.

Reflective question:

How knowledgeable and inclusive of people with disabilities are your organisation's staff, volunteers and directors?

Question 1:

How often do your staff receive initial and updated training on disability and intersectionality?

Notes:

Considerable information and training exists online or delivered via disability organisations regarding disability, human rights and inclusion. Free e-learning resources are available from <https://disabilityawareness.com.au/elearning/>. Women with Disabilities Victoria makes available resources to inform partners and the community regarding the experiences, rights and needs of women with disabilities, especially relating to violence against women, sexual and

reproductive health, human rights and the impact of government policy on the lives of women. On-site training can also be delivered to organisations.

Response:

Timeframe for Resolution:

Question 2:

How often is the organisation’s accessibility action plan used?

Notes:

An accessibility action plan is a document stating an organisation’s commitment to accessibility and inclusion, and strategies to measure progress towards identifying and eliminating barriers to access and inclusion. Documenting goals, strategies and progress indicators relating to the equality of women with disabilities within an accessibility action plan demonstrates your organisation’s commitment to the promotion of gender equality in public life and the strengthening of positive, equal and respectful relationships between and among women, men, girls and boys. Accessibility action plans are not compulsory for non-government organisations but can be a useful means of actively committing and demonstrating accountability in reducing barriers to inclusion. Some of your organisation’s partners, such as local governments may be implementing their accessibility action plans, and you can engage in joint

activities as part of this process in the short or longer term. Further information is available at <https://providers.dhhs.vic.gov.au/disability-action-plans>.

Response:

Timeframe for Resolution:

Question 3:

Which organisational policies and action plans make reference to disability?

Notes:

Written statements are an easy and useful means of stating commitment to disability inclusive practice, disseminating knowledge to staff and partners and creating a basis for accountability towards which progress can be measured. Featuring disability in the PVAW action plan is essential to best practice and working intersectionally.

Response:

Timeframe for Resolution:

Accessibility occurs when people with disabilities can engage fully with your organisation as community members, staff, volunteers and partners in ways upholding and promoting their human rights to gender and disability equality. Further guidance is available through the resources at the end of this tool.

Summary

The questions above relate to the knowledge and skills of staff in your organisation to create and maintain a disability inclusive environment.

Audit Response Summary

Future Actions

Recommendations

Short Term:

Medium Term:

Long Term:

Key Learning

For (name organisation):

For other partner organisations (if relevant):

References

- Access Central, n.d. *Luminance Contrast of Doorways: Do you See it? You Should*. [online] Disability Access Consultants. Available at: <<https://accesscentral.com.au/2018/08/19/luminance-contrast-of-doorways-do-you-see-it-you-should/>> [Accessed 21 Jan. 2020].
- Architecture and Design, 2015. *Architecture, Building & Construction Suppliers | Architecture & Design*. [online] Architecture & Design. Available at: <<https://www.architectureanddesign.com.au/suppliers/dormakaba-australia/ncc-compliance-a-guide-to-door-control-and-opening>> [Accessed 14 Jan. 2020].
- Association for Children with a Disability, 2020. *Changing Places - Campaign for accessible public toilets*. [online] Changing Places. Available at: <<https://changingplaces.org.au/>> [Accessed 16 Jan. 2020].
- Association of Consultants in Access Australia, 2019. Association of Consultants in Access Australia. [online] Access.asn.au. Available at: <<https://www.access.asn.au/>> [Accessed 23 Feb. 2020].
- Australian Disability Clearinghouse on Education and Training, 2020. e-Learning - Disability Awareness. [online] Disability Awareness. Available at: <<https://disabilityawareness.com.au/elearning/>> [Accessed 30 Jan. 2020].
- Australian Government, 1992. *Disability Discrimination Act 1992*.
- Australian Government, 2002. *Disability standards for accessible public transport 2002*. [online] Canberra: Australian Government. Available at: <<https://www.legislation.gov.au/details/f2005b01059>> [Accessed 8 Oct. 2020].
- Australian Human Rights Commission, 2015. *Disability Discrimination*. [online] Humanrights.gov.au. Available at: <https://www.humanrights.gov.au/sites/default/files/GPGB_disability_discrimination.docx> [Accessed 13 Nov. 2019].

Australian Human Rights Commission, 2019. *Assistance animals and the Disability Discrimination Act 1992 (Cth)* | Australian Human Rights Commission. [online] Humanrights.gov.au. Available at: <<https://www.humanrights.gov.au/our-work/disability-rights/projects/assistance-animals-and-disability-discrimination-act-1992-cth>> [Accessed 20 Feb. 2020].

Australian Human Rights Commission, 2019. *Special Measures* | Australian Human Rights Commission. [online] Humanrights.gov.au. Available at: <<https://www.humanrights.gov.au/quick-guide/12099>> [Accessed 20 Feb. 2020].

Australian Network on Disability, n.d. *A beginner's guide to accessible content*. [online] And.org.au. Available at: <<https://www.and.org.au/pages/a-beginners-guide-to-accessible-content.html>> [Accessed 4 Nov. 2019].

Australian Network on Disability, 2014. *Design for Dignity Guidelines: Principles for Beyond Compliance Accessibility in Urban Regeneration*. [online] And.org.au. Available at: <https://www.and.org.au/data/Design_for_Dignity/Design_for_Dignity_Guidelines_Aug_2016.pdf> [Accessed 6 Jan. 2020].

Australian Network on Disability, n.d. *Evacuation procedures*. [online] And.org.au. Available at: <<https://www.and.org.au/pages/evacuation-procedures.html>> [Accessed 12 Nov. 2019].

Australian Network on Disability, n.d. *Event Accessibility Checklist*. [online] And.org.au. Available at: <<https://www.and.org.au/pages/event-checklist.html>> [Accessed 4 Nov. 2019].

Australian Network on Disability, n.d. *How to write more accessible social media posts*. [online] And.org.au. Available at: <<https://www.and.org.au/articles.php/43/how-to-write-more-accessible-social-media-posts>> [Accessed 23 Jan. 2020].

Australian Network on disability, n.d. *Interviewing People with Disability*. [online] And.org.au. Available at: <<https://www.and.org.au/pages/interviewing-people-with-disability.html>> [Accessed 28 Jan. 2020].

Australian Public Service Commission, 2018. *Checklist — How disability friendly is your agency?* [online] Australian Public Service Commission. Available at: <<https://www.apsc.gov.au/checklisthow-disability-friendly-your-agency>> [Accessed 4 Nov. 2019].

Australian Public Service Commission, 2019. *Tips for 'disability confident' recruitment*. [online] Australian Public Service Commission. Available at: <<https://www.apsc.gov.au/tips-disability-confident-recruitment>> [Accessed 8 Jan. 2020].

Australian Sign Language Interpreters Association, 2018. *ASLIA | Australian Sign Language Interpreters' Association | Home*. [online] ASLIA. Available at: <<https://aslia.com.au/>> [Accessed 28 Jan. 2020].

Commonwealth of Australia, 2010. *Disability (Access to Premises - Buildings) Standards*. [online] Legislation.gov.au. Available at: <<https://www.legislation.gov.au/Details/F2010L00668>> [Accessed 17 Nov. 2020].

Commonwealth of Australia, n.d. *Telecoils and hearing loops*. [online] Hearingservices.gov.au. Available at: <http://www.hearingservices.gov.au/wps/portal/hso/site/eligibility/abouthearing/telecoils_hearing_loops!/ut/p/a1/04_Sj9CPykssy0xPLMnMz0vMAfGjzOK9A03NDD0NjLwtwvzdDBwd_UJ9vNxMjAwcDYEKIvEoMDAITr8BDuBoQEi_FxEWGBX5Ovum60cVJJZk6GbmpeXrRyQm5ZeWZKQmFmXmpetHIKTmpCbnZ-YUx00F4nPy8wuK9cP1o_AaD_IeWAEe9xfkhkZU-XgYZDoqKgIAkhLqvg!!/dl5/d5/L2dBISEvZ0FBIS9nQSEh/> [Accessed 28 Jan. 2020].

Commonwealth of Australia, n.d. *Writing style - Content Guide*. [online] Guides.service.gov.au. Available at: <<https://guides.service.gov.au/content-guide/writing-style/#plain-english>> [Accessed 17 Dec. 2019].

Criterion Industries, 2017. *Understanding Disability Access - Spatial Dimensions*. [online] Criterion Industries. Available at: <<https://www.criterionindustries.com.au/blogs/blog/understanding-disability-access-spatial-dimensions>> [Accessed 15 Jan. 2020].

DDA Access Consultants, 2012. *Braille & Tactile Signage to AS1428.1 AS 1428.1 Compliance*. [online] Equal Access. Available at: <<https://www.disabilityaccessconsultants.com.au/raised-tactile-and-braille-signage/>> [Accessed 14 Jan. 2020].

DeafBlind Australia, 2020. *Communication methods | Deafblind Australia*. [online] Deafblind.org.au. Available at: <<https://www.deafblind.org.au/deafblind-information/communication/communication-methods/>> [Accessed 20 Feb. 2020].

Deafness Forum of Australia, 2019. *Signage Guide for hearing augmentation systems | Deafness Forum of Australia*. [online] Deafnessforum.org.au. Available at: <<https://www.deafnessforum.org.au/resources/signage-guide-for-hearing-augmentation-systems/>> [Accessed 17 Dec. 2019].

Design for Dignity, n.d. *Design for Dignity - Directional and category signage*. [online] Designfordignity.com.au. Available at: <<https://designfordignity.com.au/retail-guidelines/dfd-06-06-directional-and-category-signage.html>> [Accessed 14 Jan. 2020].

Design for Dignity, n.d. *Design for Dignity - Passenger Lifts*. [online] Designfordignity.com.au. Available at: <<https://designfordignity.com.au/retail-guidelines/dfd-06-09-passenger-lifts.html>> [Accessed 14 Jan. 2020].

Design for Dignity, n.d. *Design for Dignity - Ramps, Landings and Walkways*. [online] Designfordignity.com.au. Available at:

<<https://designfordignity.com.au/retail-guidelines/dfd-06-10-ramps-landings-and-walkways.html>> [Accessed 21 Jan. 2020].

Design for Dignity, n.d. *Design for Dignity - Stairs*. [online] Designfordignity.com.au. Available at: <<https://designfordignity.com.au/retail-guidelines/dfd-06-08-stairs.html>> [Accessed 14 Jan. 2020].

Design for Dignity, n.d. *Design for Dignity - Tactile Ground Surface Indicators*. [online] Designfordignity.com.au. Available at: <<https://designfordignity.com.au/retail-guidelines/dfd-06-11-tactile-ground-surface-indicators.html>> [Accessed 13 Jan. 2020].

Disability Access and Egress Consultants, n.d. *How Many Disabled Car Parks Do I Need? - Equal Access*. [online] Equal Access. Available at: <<https://www.disabilityaccessconsultants.com.au/faq/how-many-disabled-car-parks-do-i-need/>> [Accessed 9 Jan. 2020].

Disability Access Consultants, 2015. *Australian Standards - 1428 - SUMMARISED | Disability Access Consultants Melbourne Premises Standards Access Audits DDA Consultant Disability Access Consultants*. [online] Disability Access Consultants Melbourne Premises Standards Access Audits DDA Consultant Disability Access Consultants. Available at: <<https://asnpl.com.au/australian-standards-1428-summarised/>> [Accessed 22 Jan. 2020].

Disability Access Consultants, 2013. *What Is An Ambulant Toilet?* [online] Equal Access. Available at: <<https://www.disabilityaccessconsultants.com.au/need-ambulance-toilet-ambient-toilet-actually-ambulant-toilet/>> [Accessed 15 Jan. 2020].

Egressibility, n.d. *Refuge Areas: An Australian Experience*. [online] EgressAbility™ Disability Access Consultants. Available at: <<https://egressability.com.au/2018/12/08/refuge-areas-an-australian-experience/>> [Accessed 20 Jan. 2020].

Equal Access Group Pty Ltd, n.d. *Braille & Tactile Signage to AS1428.1 AS 1428.1 Compliance*. [online] Equal Access. Available at: <https://www.disabilityaccessconsultants.com.au/raised-tactile-and-braille-signage/> [Accessed 17 Nov. 2020].

Equal Opportunity Tasmania, n.d. *Equal Opportunity Tasmania : 5. Toilet facilities*. [online] Equalopportunity.tas.gov.au. Available at: https://equalopportunity.tas.gov.au/resources/information_on_improving_building_access_for_all/5._toilet_facilities [Accessed 16 Jan. 2020].

Government of South Australia, 2019. *Online Accessibility Toolkit*. [online] Online Accessibility Toolkit. Available at: <https://www.accessibility.sa.gov.au/> [Accessed 17 Dec. 2019].

Government of Western Australia, 2011. *Creating Accessible Communities WITH CHECKLISTS TO IMPROVE ACCESS FOR PEOPLE WITH DISABILITIES*. [online] Disability.wa.gov.au. Available at: <http://www.disability.wa.gov.au/Global/Publications/Understanding%20disability/Built%20environment/Access%20Resource%20Kit.doc> [Accessed 4 Nov. 2019].

Horsham Rural City Council, n.d. *Accessible Events Guide*. [online] Hrcc.vic.gov.au. Available at: https://www.hrcc.vic.gov.au/files/assets/public/document-resources/community-services/aged-care-and-disability-services/hrcc-accessible-events-guide_final-3.4.19.pdf [Accessed 8 Jan. 2020].

Keel, M., Torney, J., Fulu, E., McCook, S., Holmes, S., Hunt, M., Lay, Y. and Warczak, K., 2017. *Putting the prevention of violence against women into practice*. Melbourne, Vic.: Our Watch.

Microsoft Corporation, 2020. *Make your PowerPoint presentations accessible to people with disabilities*. [online] Support.office.com. Available at: <https://support.office.com/en-us/article/make-your-powerpoint-presentations->

accessible-to-people-with-disabilities-6f7772b2-2f33-4bd2-8ca7-dae3b2b3ef25> [Accessed 7 Jan. 2020].

Our Watch, 2015. *Change the story: A shared framework for the primary prevention of violence against women and their children in Australia*. [online] Ourwatch.org.au. Available at: <<https://d2bb010tdzqaq7.cloudfront.net/wp-content/uploads/sites/2/2019/05/21025429/Change-the-story-framework-prevent-violence-women-children-AA-new.pdf>> [Accessed 18 Feb. 2020].

People with Disability Australia, n.d. *Plastic straw ban – People with Disability Australia*. [online] Pwd.org.au. Available at: <<https://pwd.org.au/plastic-straw-ban/>> [Accessed 23 Feb. 2020].

Signbank, n.d. *Auslan Signbank*. [online] Auslan.org.au. Available at: <<http://www.auslan.org.au/>> [Accessed 28 Jan. 2020].

State Government of Victoria, 2018. *Accessible Information for All: Victorian Government Standards for Making Information Easy to Read and Understand*. [online] Vic.gov.au. Available at: <<https://www.vic.gov.au/sites/default/files/2019-02/Accessibility-guidelines.pdf>> [Accessed 7 Jan. 2020].

State Government of Victoria, 2017. *Approaches, onsite roadways and pedestrian crossings - Sport and Recreation Victoria*. [online] Sport.vic.gov.au. Available at: <<https://sport.vic.gov.au/publications-and-resources/design-everyone-guide/index-elements/approaches-onsite-roadways-and>> [Accessed 6 Jan. 2020].

State Government of Victoria, 2019. *Disability action plans - DHHS Service Providers*. [online] Providers.dhhs.vic.gov.au. Available at: <<https://providers.dhhs.vic.gov.au/disability-action-plans>> [Accessed 9 Jan. 2020].

State Government of Victoria, 2017. *Lighting and contrasts - Sport and Recreation Victoria*. [online] Sport.vic.gov.au. Available at:

<<https://sport.vic.gov.au/publications-and-resources/design-everyone-guide/index-elements/lighting-and-contrasts>> [Accessed 6 Jan. 2020].

State Government of Victoria, 2019. *Toilets and change rooms - Sport and Recreation Victoria*. [online] Sport.vic.gov.au. Available at:

<<https://sport.vic.gov.au/publications-and-resources/design-everyone-guide/index-elements/toilets-and-change-rooms>> [Accessed 16 Jan. 2020].

State Government of Victoria, 2017. *Tracks, pathways, ramps and stairs - Sport and Recreation Victoria*. [online] Sport.vic.gov.au. Available at:

<<https://sport.vic.gov.au/publications-and-resources/design-everyone-guide/index-elements/tracks-pathways-ramps-and-stairs#>> [Accessed 6 Jan. 2020].

State of Tasmania, 2018. *Accessible Events Guidelines and Checklists*. [online] Dpac.tas.gov.au. Available at:

<https://www.communities.tas.gov.au/csr/people_with_disability/_accessible_events_guidelines_and_checklists> [Accessed 4 Nov. 2019].

Sydney Access Consultants, 2015. *Sydney Access Consultants™ - Issue 2: Handrails on Stairways*. [online] Sydneyaccessconsultants.com.au. Available at: <<https://sydneyaccessconsultants.com.au/en/bloopers/96-issue-2-handrails-at-stairs>> [Accessed 14 Jan. 2020].

UNCRPD, 2006. *Convention on the Rights of Persons with Disabilities and Optional Protocol*. New York: United Nations General Assembly. [online] Un.org. Available at: <<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention-on-the-rights-of-persons-with-disabilities-2.html>> [Accessed 8 Oct. 2020].

University of Technology, Sydney, 2017. *Accessibility 101: Doing your part to make UTS accessible and inclusive*. [online] Uts.edu.au. Available at: <<https://www.uts.edu.au/accessibility-resource-guide>> [Accessed 7 Jan. 2020].

VicHealth, 2018. *Equal Footing toolkit*. [online] Vichealth.vic.gov.au. Available at: <<https://www.vichealth.vic.gov.au/>

/media/ResourceCentre/PublicationsandResources/PVAW/Equal-Footing-Toolkit_booklet_1.pdf?la=en&hash=CACE2494A86415D04A1A60AE991F32F868A51C57> [Accessed 10 Feb. 2020].

Vichealth, n.d. *Positive Portrayal of People with Disabilities*. [online]

Vichealth.vic.gov.au. Available at:

<<http://www.vichealth.vic.gov.au/~media/ResourceCentre/PublicationsandResources/Physical%20activity/EveryoneWins-ssa/OFD35%20-%20Positive%20portrayal%20of%20people%20with%20a%20disability.aspx>>

[Accessed 19 Feb. 2020].

Victorian Equal Opportunity and Human Rights Commission, n.d. *Volunteers and the Equal Opportunity Act 2010 - Discrimination fact sheet*. [online]

Humanrightscommission.vic.gov.au. Available at:

<http://www.connectwarrnambool.com.au/sites/default/files/documents/Volunteers_and_the_Equal_Opportunity_Act_2010___discrimination_fact_sheet_WEB.pdf> [Accessed 8 Oct. 2020].

Victorian Trades Hall Council, 2015. *Fire Escapes - what are the rules?* [online]

OHS Reps. Available at:

<https://www.ohsrep.org.au/fire_escapes_what_are_the_rules> [Accessed 20 Jan. 2020].

Vision Australia, n.d. *Further tips | Vision Australia. Blindness and low vision services*. [online] Visionaustralia.org. Available at:

<<https://www.visionaustralia.org/information/living-independently/further-tips>> [Accessed 8 Oct. 2020].

Worldwide Web Consortium, 2019. *Tutorials Overview • WAI Web Accessibility Tutorials*. [online] W3.org. Available at: <<https://www.w3.org/WAI/tutorials/>>

[Accessed 17 Dec. 2019].

Women with Disabilities Victoria

Level 9, 255 Bourke Street, Melbourne VIC 3000

Postal: GPO Box 1160, Melbourne VIC 3001

Phone: 03 9286 7800

Email: wdv@wdv.org.au

www.wdv.org.au