

# Inclusive Co-Design in Practice

**Seven ways Women with Disabilities Victoria supports accessible and inclusive co-design of resources, services and programs**

## 1. Creating safe and accessible co-design spaces



As women with lived experience of disability, we know we can communicate our ideas in ways that are comfortable and accessible for us.

Information we need is produced before each co-design session, and communicated in ways that meet the needs of everyone.

Co-design groups come up with ways to interact which are respectful and safe for everyone, and we review these regularly.

## 2. Empowering each other in co-design teams

As experts by experience, we are involved in the co-design process from beginning to end, and our input is included in the final resources.

It is ok for any person to speak up and say what they think during our co-design sessions.

Meeting in co-design teams is an empowering experience, because our members and facilitators share with and support each other.



## 3. Supporting participation through valuing diversity



Our group facilitators, whether they have lived expertise or not, know women with disabilities are experts in their own access requirements.

Each member of a co-design group is valued for their unique knowledge, skills and strengths.

Women with Disabilities Victoria show that they value lived expertise by paying all group members fairly for their time and contribution.

## 4. Developing relationships based on authenticity, empathy and trust

Women with Disabilities Victoria genuinely want our input, and co-design groups take time to explore lived experiences, perspectives and values.

Group members who share hard experiences and different points of view are respected and valued for their contribution.

Group facilitators know that valuing diverse life experiences and identities is important.



## 5. Building capacity through continuous learning

Co-design groups undertake learning together so that we have knowledge, understanding and language that is shared.

We all learn from each other, and each co-design group member has expertise that is different but equal.

We plan learning experiences throughout our co-design journeys, based on what group members want and need.



## 6. Improving through continuous feedback



Our group members are able to give feedback at any time during a co-design process.

Co-design group facilitators ask for feedback about accessibility, and group members can communicate about access in different ways.

Women with Disabilities Victoria prioritises access, and empowers co-design facilitators to address barriers as soon as they are identified.

## 7. Ongoing monitoring and evaluation

Evaluation reports have the voices of women with disabilities at their centre.

All co-designers participate in evaluation in ways that are accessible.

An inclusive and accessible co-design experience is an important measure of the success of the work of Women with Disabilities Victoria.



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empowering women

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