**Our Voice, Our Future Co-Design Symposium**

Audio Transcription

Welcome and open

>>: Welcome, welcome everyone to Our Voice, Our Future, WDV Co-Design Symposium, we’re delighted to have everyone here, so many of us have gathered today, it is amazing, exciting and wonderful. I hope we have a really inspiring day together. My name is Helen Freris, I am the Health Services Program Manager at Women with Disabilities Victoria WDV and it is a great pleasure to welcome you to this Symposium. In doing so I would like to particularly welcome our funders, anyone from the Department of Families, Fairness and Housing, State Government and the Commonwealth Department of Social Services, representatives from other peak bodies of people with disabilities it is really nice to be spending time with you and other organisations with whom we work closely with and I would like to welcome everyone who is passionate about co-design which is all of us. Someone who is very passionate about co-design is our CEO Nadia Mattiazzo who unfortunately is unwell and couldn’t be with us today and is very disappointed to be missing this, we acknowledge her enormous commitment to co-design at WDV. So this event is being recorded as we’ve heard, if you would like to participate in the session but not be recorded you are most welcome to turn off your video, video camera and you can do so using the relevant icons for stop and start video if you are using a screen-reader you can do so on Windows by Alt + V and on Mac by Command + Shift + V. So there will be a series of plenary sessions that weld together, there will be break-out rooms, where we are not being recorded so just to be aware of that. We have some other accessibility features as well, I would like to welcome our Auslan Interpreters Cheryl Sandilands and Priscilla Young who you will see on screen and our Live Captioner, Donna Rumpf as well. Meeting Support is very efficiently offered by our staff member, Dee Henry so if you need support with connecting or any technical issues relating to Zoom you are very welcome to contact Dee using the private Chat ‘Meeting Support’.

I would like to begin by respectfully acknowledging the Wurundjeri Woi Wurrung and the Bunurong peoples of the Kulin Nation as the Traditional Owners and Custodians of the lands and waters from which we are presenting today. I would also like to pay my respects to their Elders, past and present, and Aboriginal and Torres Strait Islander Elders of other communities who may be here today.   ​

Women with Disabilities Victoria recognises the histories, diversity of cultures, and identities of all Aboriginal and Torres Strait Islanders peoples. We also acknowledge that sovereignty has never been ceded, and support reconciliation, justice and the recognition of the ongoing living culture of all Aboriginal and Torres Strait Islander peoples. ​

As you have heard Today you may hear people discuss experiences associated with medical, health, discrimination and violence. ​These topics can be distressing.​

If you feel distressed at any time, please feel free to use whatever self-care strategies work for you, so that might be moving around, it might be going off camera, it could be something particular for you. Take a break if you need to, we don’t mind. And I am available, Helen Freris for any debrief support that you might find useful as well if you’d like that and you can speak to me throughout the event via the Private Chat function and next to my name you will see Debriefing Support if you need that. You’ve also been sent a link to key referral services and that link is available in the Chat now as well as in your Programme.

I’d like to thank everyone who has been involved with this event, the Speakers, my colleagues, Bianca Evans our event organiser and my wider colleagues from WDV operations, Foy’s Arcade.  It's really wonderful to be working and in fact co-designing this event with everyone.  In terms of co‑design, this is fundamental to everything that we do at WDV.  It means Women with Disabilities are included and represented in policy, in organisations, in services, in resources that are for and about us.  Really, it's part of WDV, I believe from the very beginning where we emerged from a group of women wanting far better representation and resources for Women with Disabilities and that's where we began.  So, we know through our practice, as we engage in our work every day directly with women and with service providers as partners and with policy makers that co‑design promotes human rights, it involves the meaningful engagement with everyone and connection and change, which is really fundamental to the work that we do at WDV.  We build co‑design into every aspect of our practice and our organisation at WDV through all our programs, through the services that we offer, through the research that we engage in, either ourselves or with partners, and through all the resources that we develop of which there are many.  You'll be hearing about that today.  Co‑design is not only vitally important to centralise the experiences of people who are actually affected by a service, but it also challenges power and inequality.  It rights the wrongs of the past.  It speaks truth to power, I guess as a concept.  So today you're going to have the opportunity to learn more about co‑design, the way that we do it, different ways that co‑design can happen.  There will be opportunities for you to share some of your experiences too in the break‑out space and much more about how we practice co‑design ideas so that you can bring it into your work as well.  Please feel free to join the conversation in the breakout rooms and in social media.  I would like now to introduce Bianca Evans from Aspire Change, our event organiser who is going to talk much more about co‑design and the event today.  Thank you, Bianca.

Co-Design – Set the scene

>>:  Thank you very much Helen.  It is a shame about Nadia, but I know that she was very excited about the event, so I'd like to welcome everybody as well.  I'd like to let you know that I'm coming from stolen Wurundjeri land, and anybody that wants to pop in the chat what lands they're coming from, please feel free to do so.  A little bit about me.  You're going to see me coming in and out multiple times today so I think you should probably know what biases I hold, what positions I hold, what power, what privilege and what disadvantage I'm coming from.  For me I identify as a queer woman with a psychosocial disability.  I'm a survivor of violence and trauma.  I have a Masters in Teaching, like three days ago so yes, very excited by that, not studying for once.  I have a certificate 4 in training and assessment, a psych degree, diploma in counselling, bunch of random little certificates.  I work as a counsellor, external supervisor gender equity and educator at aspire change as Helen said, and previously I worked for WDV as a manager of their prevention programs.  That is one of the reasons why I'm connected to WDV and of course one of the reasons why I'm so excited by co‑design.  I'm pretty excited to be here today talking to you all.  Let me talk to you a little bit about what to expect for today.  I'm just going to convince my slides to do sliding things.  Brilliant.  Okay.  The program for today is pretty exciting.  I could have written ‑ and you'll see in the programs that we sent out to you by email that there's a much bigger descriptive table in there.  If you want to have a look at everything that's happening today, but I also condensed it down for brevity.  So, we've got a couple of sessions.  I'm going to talk a little bit more about co‑design and kind of talk further on what Helen was talking about with co‑design.  We've got a session called amplifying voices and representation, co‑design in practice, partnerships and resource developments.  That will be a really exciting session.  Then at 11.15 we're going to have a break.  When we come back from the break, we're going to have a discussion breakout because it's not only fun for us to talk to you about co‑design, we really want you to engage in the idea of how to make co‑design effective for your work.  After the breakout session we're going to come back and we're going to be talking about a session called embedding representation:  co‑design in training by consultation and in project and evaluation design.  That will be our second session.  There will be a lot of speakers in each of these sessions, so hopefully you will not be like I wonder when this is going to end, you'll be like I just want to see more and more.  Then we'll have another break.  For about 15 minutes and come back to our second discussion group.  After that we'll have a fantastic panel with six panel members that will talk about their perspectives on co‑design and then we'll be finishing up at around 2 o'clock.  That's a little bit about today.  As I said you can have a look in the program that we sent out to everybody and you'll see some more information there.  Fantastic.  I see that a whole bunch of people are putting in different lands that they're coming from so that's fantastic.  It's great to see everybody kind of engaging in the chat.  Alright.

A little bit more about co‑design.  Because co‑design can be one of those terrifying words.  Somebody says oh we need to co‑design this and everybody goes what does that even mean?  What does it mean to co‑design?  Really co‑design is a movement.  It's a mindset, it's an evolving practice, and it's fundamental to good co‑design ‑ well, to good design.  Whether it be organisations, policy, programs, resources, services or supports, co‑design has a place in all of it.  There are some principles about co‑design.  It's not as simple as saying take step 1, 2, 3, 4 and we've co‑designed.  It's actually about engaging in these principles and thinking about how you can bring them into your work.  So, it's a little bit about sharing power and thinking about whose voices are at the table, whose voices are unheard.  It's really about this idea of nothing about us without us, of like including people in the design of programs and policies that are about them.  It's about prioritising relationships.  It's about building and engaging with people about hearing what they've got to say, hearing what their needs are, hearing what they want to say, seeing the change that they want to see and really understanding that.  It's about participatory means.  It's about engaging with people and getting them in, getting them talking about what they want, about everything that they want to kind of change about the world.  And it's about building capability.  So that's always a really important space there.  Sometimes people that we're working with, people with lived experience of disability, for example, we know that there's a lot of disadvantage in that space.  I know from my own experience, and I know from many others, that sometimes the educational experiences are not necessarily common experiences.  There's a lot of people with great educations that have disabilities, but they have to fight for it, yeah?  They have to really work at it.  It's not necessarily the role that they're always seen as having.  So sometimes we need to make sure that we're building capacity as we're working.  I think that's really important.  Coming back to this idea of co‑design is really about challenging power and inequity, it's about creating change and doing better.  I'm just going to swap slides just one moment, and I'm just going to talk a little bit more about the tools of co‑design, because you're like okay that's all good, here are these cool principles.  How do we get that happening?  I guess the example I'm going to use is this symposium.  What would a co‑design symposium be without implementing co‑design in the process of developing it.  So that was one of the jobs that I kind of came in to do.  The tools that we kind of used in this co‑design is (1) the co‑design symposium is being held by a peak body organisation for Women with Disabilities, so it's an organisation that already has a lot of the capacity to co‑design embedded.  It's got a lot of staff, the majority of staff have lived experience of disability, there's a lot of staff that have different backgrounds and different experiences to bring into the space.  But we don't stop there.  They brought in me, which I could say some cool things about me, but they wanted to bring in somebody that had a lived experience with disability and also possibly the resources and knowledge to pull this stuff together and make it really, really inclusive.  So that was a really great idea.  We had co‑design team meetings, so that included staff and all of the people that were kind of going to be presenting in this space, got a say in what it was going to look like, how it was going to be developed, what they wanted it for, what the target was for, what we wanted to change, and that was really important.  We also went to Experts by experience which is teams within WDV of Expert women that have lived experience with disability that come from all different backgrounds that consult or talk to or create resources for Women with Disabilities.  So, we spoke to them.  The whole process was about ongoing collaboration and feedback.  So, it wasn't about just consulting with one person or one group, it was reiterative.  We kept going back, kept checking in, kept talking to all of the people through the process including the presenters, what do we want this to look like, how do we want to do this.  The presenters, many if not most have lived experience of disability, they're a specialist in co‑design, they have a range of experiences, Expertise, backgrounds, and demographics, and a lot of them work together collaboratively to come up with the stuff that you'll be looking at today.  So, it was really important.  There was a lot of sharing of power, there was a lot of prioritising relationships, there was a lot of participation coming back and going forward instead of just being like this is what everyone is going to do and we're off.  It was really about a collaborative process.  And it was about building capability.  It was about working with people that may not have necessarily felt confident in these spaces to build their confidence and assist them on their journey as well.  So that was a little bit about the exciting process of developing this symposium.  There was many other elements that I'm sure that I've missed out on, but I'm sure that you'll hear about other areas of co‑design.  Before we move on to our next session, I'm going to tell you some of my thoughts about co‑design very briefly.  I took all of these thoughts from all of the people that I've spoken to during this journey over the last couple of months.  So, this is not really my thoughts, it's their thoughts.  So co‑design is an act of trust and an act of courage.  It requires a safe and brave space for everyone that's involved in order for people to feel that they can speak out you need to create a space where they feel that they can be heard.  Co‑design amplifies voices, it engages hearts and minds, and it perpetuates opportunity.  It creates change, equity, empowerment, innovation.  It ensures targeted meaningful outcomes.  Co‑design is an act of social justice, but it should be standard practice in everybody's practice.  It is the responsibility of everybody in a true representative world.  Most of all co‑design is about relationships.  It's about everyone here doing their best together to create a better world.  So I think it's a really important thing.  That all being said, I'm really excited that we're running a little bit early today.  I'm just going to prepare our next panellists to jump in because I'm sure that we're going to need this time.

Up next, we are going to start our amplifying voices and representation:  co‑design in practice, partnership and resource development session.  We've got four presenters that will be part of this session, four sessions that will be part of this overall session.  I would like to introduce the first presenter who will then introduce her co‑presenters for our first presentation.  Recognising lived experience as Expertise.  Vicki Kearney will be our first presenter and I just lost what I was looking at because the screen changed for me.  Hang on.  Just one second.  Vicki Kearney lives in Warrnambool and uses her lived experience with multiple sclerosis to advocate for accessible communication, she is a member of the Experts by Experience Health team and will introduce her co‑presenters now.  I'm just going to stop sharing my slide.  Just one moment.  How did I lose all of my control bar.

>>:  Are we ready to go Bianca?

>>:  Absolutely.  Sorry about that.

>>:  No worries at all.

>>:  My screen changed and I was like I've lost all control of the situation.

Technology at its best.

>>:  Fantastic.

Recognising Lived Experience as Expertise

>>:  Thank you very much for the introduction Bianca.  As Bianca said, we'll be speaking today about recognising lived experience as Expertise.  I am an Expert by experience working on the WDV health project and I've been employed as one of a group of 12 diverse women living with disability to share my personal experience with the health system, outlining the barriers, misconceptions and successes that I have encountered.  My colleagues all have differing experiences as they come from different cultures, age cohorts and socioeconomic backgrounds.  This diversity in experience has allowed us to bring a multitude of ideas and solutions to the table.  With me today are other members of the Experts by experience health group, Kerrie Forber, Renee McCarthy and Andrea Woodberry.  I would like to start our session by playing the trailer to the video we are the Experts in our health.  This trailer is a really good example of co‑design in practice.  All the Experts were involved in all aspects of the video from key messaging to the scripts to the visual presentation to the colour combinations of our outfits.  Thank you Lucas.

\*\* video played with text and captions <https://youtu.be/UfbmXfaIxNU>

>>:  Asking the consumer, in this case a woman with disability, what they need is vital.  It could be as simple as do you have any access issues?  Or are there things that we can do to help you use our service more easily?  Asking questions and allowing time for the response is the foundation of respectful communication.  The language that you use can demonstrate your sincerity in accepting Expertise outside of the commonly acknowledged.  It is important to recognise that jargon and acronyms can be exclusive and increase power dynamics, decreasing participation and sharing ideas and information.  Active listening is the important first step in understanding and accepting the importance of lived experience, asking questions, listening to the answers and confirming understanding.  Co‑design is incorporating the knowledge and lived experience of the consumer in the development of the feature that you're wanting them to use or buy.  It just makes sense.  It saves time and money by getting it right the first time.  From design to development to implementation, lived experience Expertise can help to keep the project relevant and effective.  The ladies with me today have been advocates for a long time and as such have been asked to be involved in many advisory committees.  Few have been paid positions.  Most have required voluntary involvement requiring time and additional personal expenses.  Commitment to the cause of nothing about us without us encourages continued voluntary participation, but lived experience Expertise deserves to be recognised and paid for as you would any other Expertise.  Kerrie, can I call on you now and ask you to tell us about some of your experiences working on advisory groups?

>>:  Thanks Vicki.  I've been involved in a number of consultation and co‑design projects and would like to talk about some of the common mistakes that organisations make.  I've been a gender and disability Expert by experience with Women with Disabilities since the program began five years ago and we use the consultation model and organisations are able to come to us and consult with us, usually for an hour.  Initially organisations came to tick a box and with low expectations, however I'm pleased to say they never left disappointed and found the sessions really valuable.  Co‑design is another level up.  It's when you design with Women with Disabilities from the beginning to the end.  Too often women with disability are consulted one week before a report or a plan is due to be submitted and we need to be consulted much earlier in the process so changes can be made.  The health Experts have also designed a fact sheet which is also in poster format which identifies seven key areas of best practice co‑design.  I'm just going to highlight a few of them.  It's really important to have a diverse range of Experts and you need to consider things like age, background and disability.  When the gender and disability Experts by experience started we recognised that women with disabilities like today can't always attend meetings so we increased our number of Experts and then insured we always have a quorum.  I've been on committees where I was the only representative or the only representative that attended the meeting and many organisations have struggled to have a quorum.  Secondly, it's important that meetings are inclusive and accessible for women with disabilities.  Every workplace has their own acronyms and jargon and this is not an accessible practice.  We need to assume there is always someone in the room that doesn't understand what we're talking about.  Lastly, best practice co‑design is about designing with women with disabilities from the beginning to the end and it benefits the organisation, the Experts and your clientele.  It's a win/win for everyone.  Thanks Vicki.

>>:  Thanks very much Kerrie.  You raise some really good points there.  Thank you so much.  Now I'm going to go to Renee McCarthy now.  Renee, you have been involved with quite a few co‑design committees.  Would you be able to tell us some of your good experiences?

>>:  Sure can.  Thanks Vicki.  I've worked with women's health Goulburn office and Yarrawonga Health co‑designing accessible resources along with other organisations.  Being on co‑design committees is a great experience in being able to find the right mix of people to make up the committee with lots of different skills is great, and to provide all feedback necessary and working together to produce a resource document being able to voice and share the changes has a good impact on the resource and getting the final product made and distributed.  It's great being a part of the process of being able to be on these committees and being able to utilise my skills and knowledge and being able to collaborate with a great bunch of people.  It gives you a step into leadership.  Using my IT skills to help to create flyers, posters, brochures and booklets which are in an easy format and is accessible, keeping the layout plain and not so busy with all the words and putting the quotes in a double, depending on the layout of the document or resource that you are creating.

>>:  Thank you so much Renee.  That actually just went to the point that Kerrie made that it's a win/win situation for the organisation and for the woman with disability because everybody actually gets something out of it and they grow together.  So fantastic.  Thank you so much for that.  Now I'm going to go to Andrea Woodberry now.  Andrea is going to talk to you about some of the resources that our health Experts by co‑design group have developed within our project.  Thanks Andrea. Quarterly

>>:  Yes Vicki and we have designed a lot of resources.  I use a screen reader so I ask not to use the Chat while I'm reading, thank you.  Okay.  So we have made a video featuring six ‑ sorry.  We have made a video we saw the Trailer before featuring six disability advocates.  We have created health, we have created sheets fact sheets to support health professionals to help support women with disabilities better.  We have created a health, an Experts in Our Health Guide for women with disabilities, we have created a co‑design and practice poster and we have created We Are Experts in Our Health poster which has our key values.  Rosie could you please bring the slide up?  We are Experts in our health.  Nobody knows more about our health than us listen to women with disabilities ask what support we need and if we need help and don't just hear our responses, listen to us.  Women with disabilities are individuals.  Everyone, disabled or not, is different.  WDV are no exception.  See us on a case-by-case basis rather than putting us in the too hard basket.  Accessibility is everybody's business.  Every staff member is responsible for working with us to make healthcare environments accessible and comfortable, so ask us prior to making a decision for us and include us when making adjustments.  Partner with women with disabilities.  It is our right to make decisions about our health, and if you partner with us rather than making decisions for us you will have much better outcomes.  Value the voices of women with disabilities.  Take the time to listen to us.  We are very capable, and we know more about us and our needs than anybody else.  Can you please take the slide down Rosie. Going back to accessibility, we have produced resources in braille, audio mp3, plain English and Easy English formats.  We have also translated the health poster in Chinese, Simplified Chinese, Arabic and Vietnamese.  Over to you Vicki.

>>:  Thanks Andrea.  I'm wondering now whether you would be able to talk a little bit more about the co‑design process that we went through as our health group and actually what worked.

>>:  Sure, thing Vicki.  Hang on.  Okay.  Vicki we made sure our space was accessible to all people involved.  As we mentioned people have different needs so it's very important that everybody's needs be approached, whether it be documentation in different formats so members of the group can access the information or giving people time and space so they can just relax and feel free to say what they need to without fear of being, I guess, looked down upon.  We were involved in design and resources from the very beginning to the very, very end and everyone had a chance to say what they wanted to contribute without fear of being judged.  We are a group of women with diverse experiences and as said before we're all individuals.  We all put a different take on things to the whole situation, the whole co‑design process.  We also were paid for our time which was really fantastic.  Our values and ideas are at the centre of the resource which means everything we said was all our core beliefs and values were put into our resources.  Thank you Vicki.

>>:  Thanks Andrea.  I can see that you've had a bit of problem with your screen reader program there today.

>>:  Yeah, yeah.  I got there in the end.

>>:  You've done a great job.  Thanks so much for that.  I particularly like the discussion process of the whole co‑design activity that we did.  Having different voices and experiences in the room enriched the opportunity to view things from different perspectives.  This also allowed me to extend and review my own ideas about things, because you do get sort of stuck into one little train of thought so it's nice to have different perspectives in the room.  But a large part of the success of the discussion process was the inclusion of a supportive facilitator who is able to promote discussion without leading the consideration or impacting inclusion.  So, again, power dynamics can have serious consequences in the co‑design process.  So we start each session by reiterating that we are allowed to be inarticulate ‑ see, I'm allowed to do that ‑ that everybody's idea is important and that you do not have to agree with everything, but respect is the most important thing.  Thank you for your time today and I will now pass back to Bianca.

>>:  Thank you so much Vicki, Kerrie, Renee and Andrea.  Technology is always fun, as I've already showed, so I totally understand that.  That was a great presentation on co‑design and different ways that people can bring that into their work and some of the pitfalls of co‑design as well.  If anyone wants to have a look at those posters and resources you can go to WDV's website and have a look at resources and it will be under Health in the resources there.

Co-designing from the Margins to the Mainstream – Partnerships and Resources

>>:  Our next presentation I would like to introduce Soizic Brohan, Avega Bishop and Julie‑Ann Bachelor.  They will be discussing co‑designing from Margins to the Mainstream, partnership and resources.  Soizic works for WDV as the Gender and Disability Workforce Development Manager.  She has an international development and social research background.  Avega has been working for Women’s Health East in the Co-ordinator role for Margins of the Mainstream since July 2020.  Avega has worked in international development as well and has a focus on women's rights and gender equality.  Julie‑Ann is a member of the Experts group with Margins to the Mainstream.  She's a victim survivor advocate with the Regional Family Violence Partnership.  Welcome to you all.  I'll let you take over from here.

>>:  Thank you Bianca.  I would like to start by providing some brief information about the project before Soizic and Julie‑Ann talk about the co‑design process for the 16 days of Activism campaign.  Central to the project is partnership.  Firstly, the Together for Equality and Respect partnership (TFER) which has been working together since 2012 on preventing violence against women in Melbourne's east and metropolitan region.  The project was developed in response to the partnership identifying the need to strengthen the intersectional primary prevention practice, specifically to prevent violence against women with disability.  This also included a recognition that we needed to build our skills and capacities by drawing on the specialist expertise of Women with Disabilities Victoria.  Women’s Health East has really appreciated the partnership with WDV which has been really central to this project.  First of all, I'd just like to mention very briefly the project has five objectives and I'd like to highlight two of these briefly.  The first is elevating the voices of women with disabilities and promoting their leadership and status in society.  The third objective, which is building the capacity of partners to embed into the prevention work a focus on gender inequality and ableism as intersecting drivers of violence against women with disabilities.

Now, we have a very busy slide on the next screen, but very briefly I would just like to highlight that there are three main groups of participants in the projects.  There's obviously the TFER partnership which brings together over 30 organisations.  We have a project advisory group which has been really central to the governance and the outreach of the project and the strategies we've used which have built on existing TFER mechanisms for coming together and collaborating.  But also, the project Experts group, and you can see this is represented by a big cog or a big circle because central to the project has been the project Experts group of women with lived experience of disabilities.  Soizic and I have worked with the project Experts group over the 20/21/22 year on co‑design and I would like now to hand over to Soizic to tell you more about this.  Thank you Soizic.

>>:  Thank you Avega.  Now I would like to share a couple of messages and illustrations that the Experts have co‑designed as part of the 16 Days of Activism social media campaign.  First, I would like to go back to the process of co‑design.  On this slide you can see that we have a group of women around the table who are all working on co‑design and the message is equality is having women with disability valuing lived Expertise in co‑design, consultation and advisory roles.  On this image you can see a white board with the message ask the Experts, that's women with lived experience of disabilities.  That message is important because it's...the lived Expertise of women with disability.  This illustration has been co‑designed by the Experts as well, but what you realise after a while is it wasn't really representative of the way we co‑designed the social media campaign because during the pandemic we were all working from home.  So, the whole group decided to have another illustration to be more reflective of the reality of co‑design.  This is what you can see on this slide, where you can see sketches that represent all the Experts, and you can see lots of Experts on Zoom because it depicts the reality of co‑design during the pandemic.  We would be working on Zoom as well.  Zoom has proven to be quite acceptable for women with disabilities, especially for women who have mobility issues for example or some anxiety issues to come back...but when we co‑design on Zoom it's important to be mindful of Zoom fatigue, because Zoom can be tiring when we stay there for a long time, especially when we...and when we share our lived experience, because this can be triggering.  Enough from me.  I would like now to invite Julie‑Ann to share a little bit about her experience.  Julie‑Ann, could you please tell us how the Experts' group co‑designed the 16 Days campaign?

>>:  Thanks Soizic.  After getting to know each other on Zoom meetings we had many more Zoom meetings, training and discussions in the co‑design process.  We started with brainstorming what equality and inequality meant to us.  We needed time to share about our experiences of discrimination and inequality.  We had a lot of different experiences as well as similar ones among members of the group.  Then we flipped our experience to think about what equality should be and feel like when ableism and gender inequality did not impact us.  It was difficult working out what to share.  It took a number of sessions and a lot of thought to work on a set of messages we felt were important for other people and organisations to hear.  Eventually, we settled on 16 key messages.  An important part of co-design was thinking about ideas for the images that would fit our messages.  A group of illustrators including women with disabilities created concept sketches drawing on their ideas and ours.  They refined the illustrations with feedback from us.  We had a lot of discussions to agree on our feedback on each round of changes to make sure that the illustrations matched the messages.  It was important to us to show strong diverse women with visible and invisible disabilities.  The illustrations have their own personalities.  The Experts' group also made presentations to regional events and partner organisations where we spoke about particular messages and illustrations.  I'm so proud of our work and what we achieved as a group.  It was wonderful hearing the feedback from people who came to the events and seeing the social media tiles we co-designed being used.  I loved the process of developing the 16 Days Campaign last year and I'm even more excited about it this year.

>>:  Julie‑Ann, it's wonderful to hear about your excitement and enthusiasm.  We don't have time to hear much, but could you share about two messages and illustrations that you really want to highlight?

>>:  Yep.  First, I'd like to talk about the message ‑ sorry, frozen ‑ equality is when gender and disability stereotypes do not limit who I can be or what I can do.  The illustration shows three women, a judge, a drummer and a woman dressed for a graduation at university.  It took us and the illustrators a lot of thinking to come up with this group of women who are challenging gender and disability stereotypes and expectations.  My second choice is the illustration that shows a woman with a disability breaking down a glass wall.  Next to her are two people who are allies who are there to assist her if she needs it.  The illustration reminds me of me.  Before my involvement with Margins to the Mainstream I had dreams of doing advocacy work, but I felt there were too many barriers to even try.  Being able to take part in the skills development and co‑design meetings on Zoom was wonderful for me.  It helped me deal with the anxiety about going to in‑person meetings.  Being in the Experts' group a whole new world has opened up for me.  Now I feel that I can make a difference and that I have allies and people on my side just like the illustration.

>>:  Thank you so much for sharing that Julie‑Ann.  Maybe one question for you, could you please tell us a little bit what the Experts have been working on for the 16 Days this year?

>>:  I sure can.  Earlier this year we started preparing for what we'd like to share in short videos, building from our work on the 16 days campaign.  We didn't have a script to follow and could decide for ourselves which message and examples to share on video.  We had time to prepare support of the group and a safe and comfortable environment.  Six of us were able to take part in the filming.  Being involved in the filming had a huge impact on me.  The fact that I retold some of my experience in the filming highlighted how far I'd come on my journey to be free and recover from violence.  It's lovely to be on the other side.  We now have a set of six short videos completed five videos each feature an Expert.  The longest video runs for 20 minutes and has six Experts speaking about the 16 messages.  We're so excited the videos are to be shared at events in the lead-up to and during the 16 days campaign period this year.  We have also been updating 16 messages for social media campaign and other uses for this year.  We think they're even stronger and better this year.

>>:  Thanks Julie‑Ann.  Just to emphasise this message of please get involved in the 16 days campaign this year, a set of social media tiles that will be available in three formats.  We will also have some events coming up being held in person in the EMR and online and also, we will have the videos available for people to access from a website.  So please do get in touch with me if you'd like to hear about what's coming up.  We would love for people to share the messages, whether it's on their own social media pages or in their groups and organisations and to spread the word about the importance of using the 16 Days this year to have those conversations about addressing ableism and ending gender inequality so women with disabilities can live free from violence.  Thanks very much.  I'll pass back to Bianca now.  Thank you.

>>:  Thanks so much.  That was fantastic Soizic, Avega and Julie‑Ann.  It was really wonderful hearing more about the Margins to the Mainstream and promoting 16 days of action.  I think that's fantastic.  It will be really exciting to see the resources and videos.  Up next, we have Stephanie Sayer and Dr Lena Molnar.  They will be presenting on prevention of violence against women resource development and co‑design.  Stephanie has lived experience of disability, works as the Prevention Resource Development Officer at WDV.  She is passionate about gender equality, violence prevention and disability advocacy and has a Bachelor of Business majoring in public health.  Dr Lena Molnar, which I know embarrasses her a little bit because it's a new thing, identifies as a queer woman, a survivor of violence and lives with chronic illness.  Lena works at WDV as the Women's Health Capacity Building Officer, passionate about supporting systemic action for social change.  Welcome Lena and Steph.

>>:  Thank you.

Prevention of Violence Against Women (PVAW) Resource Development & Co-Design

>>:  Thanks Bianca.  Steph and I are here to talk to you about how co‑design has been implemented to develop resources for primary prevention of violence against women and as Bianca mentioned I am the Women's Health Capacity Building Officer and am Zooming in from stolen Wurundjeri land.  Steph, would you like to say anything?

>>:  I'm Steph, the Prevention Development Resource Officer and I'm zooming in from Dja Dja Wurrung land.

>>:  As you will have seen all the resources that we create at WDV use co‑design values which ensure the prevention principles to stop violence against women and girls are in place.  So, on this slide you can see the prevention principles from Our Watch and Women with Disabilities Victoria Changing the Landscape, and these make sure that lived experience is represented in all the materials as well as the process of design through consultation, including that of the staff members who contribute to the creation of these resources.  This helps to challenge stereotypes about women and girls with disabilities and we can see that was all across the Margins to the Mainstream resources that were just talked about before.  The sources of knowledge that we use in our primary prevention resources come both from consultation with our Experts by Experience teams as well as the experiences of staff who are prevention Experts living with disability, as well as feedback and advice from primary prevention and women's health services sectors.  So, this process provides leadership in decision‑making, amplifying the voices of women and girls with disabilities who we seek knowledge, Expertise and experience from to structure our work.  We incorporate this knowledge to provide usable primary prevention materials to strengthen the prevention workforce.  Steph and I will be demonstrating how co‑design is being used to create and update two resources in particular and those are the taking action guide as well as the facts and violence fact sheet.  Just a content warning again, these resources do talk about violence and how it can be prevented.

>>:  Okay.  When we were developing the Taking Action Guide it was built on the Change the Story framework and then we placed the disability lens over those gender drivers and essential actions.  So, by incorporating and amplifying the voices of women with lived experience of both disability and gender‑based violence the resource had immediate value and utility for anybody that was familiar with the change the story.  It meant that people could pick it up and it could be applied to intersectional prevention practice.  There was real value in the fact that it contained examples of what the drivers and actions look like in everyday contexts as it was shaped by lived experiences of women with disabilities who were a part of that co‑design process, and these examples help to make something contextual and academic into something more practical.  So, on the slide you can see this is actually a page taken from the taking action guide and many of the ideas were drawn from conversations with the Experts by experience groups and example could be having things such as accessible health services that support choice and also resist coercive practices, or something like ensuring that the NDIS and disability planning increases independence and encourages women's decision‑making.  Those are just two examples from that page.  We've actually since updated or are in the process of updating this resource in light of the new framework changing the landscape which was co‑designed in itself with partnership between WDV and Our Watch.  This is something we'll continue to do so as further research is presented and new iterations of that framework are published.  So, this process of design inherently supports those essential actions that are needed to prevent violence against Women with Disabilities.

>>:  Part of the beauty of co‑design is it is the continuing process...and response to both a growing pool of evidence and the shared Expertise of those with lived experience as well as industry demand.  So, we are aware that there are always more people to include and that we continual reflect on our experiences as well as the feedback of others to update our resources and centre the experiences of Women with Disabilities into primary prevention.  So, when we update our fact sheets and resources like the facts on violence resource that you can see page 1 of on this slide, we have included both the...sources such as that from the Australian Bureau of Statistics as well as research that has been appropriately co‑designed from lived experience and drawing on intersectionality.  So, when we update these resources we also rely on the Expertise of lived experience in our staff as well as responding to industry need to create materials that not only raise awareness but support prevention practice.  This way we can share our values about what contributes to violence against women with disabilities and how it can be prevented from the perspective of women with disabilities with lived experience.  This process demonstrates the leadership of women with disabilities to challenge discrimination within the sector.

>>:  The way that our prevention resources have been built by and with the experiences of women with disabilities can be seen in contrast to ways in which services use lived experience as sort of additional to the material or programs.  As women with disabilities and lived experience, as well as Expertise in prevention, we know the strengths and limitations of our programs and how they often unintentionally exclude us, so by amplifying the voices and experiences in not only consultation, but in the design and response as well as the review process of our resources, we've built the resources that not only ‑ they don't tokenise us, but build upon a collective strength to prevent violence against women and girls with disabilities.

>>:  So we hope showcasing how using co‑design from the ground up can help us to continually develop these resources in incorporating expertise and voice of women with lived experience of disability and gender‑based violence and shows how essential it is that there is nothing about us without us in preventing violence against women with disabilities.  Thanks Bianca.

>>:  Thank you, Steph and Lena.  That was fantastic.  I love the tie‑in of violence prevention and co‑design.  I think that is important for us all to take away.  Alright.  Next up we have Dee, Helen and Samantha and they will be presenting on the Mental Health Podcast and co‑design.  Dee is a proud Maori woman born in Aotearoa...sorry if I got that wrong.  Dee has a Bachelor of Psychology, science and counselling.  She is a Disability Ally and has worked in disability and human rights sector for the last 10 years.  Dee is the health project officer at WDV.  Helen Freris we've already heard from Helen, our wonderful introductory jump‑in this morning so you already know a little bit about her, but Helen is the health service program manager at WDV, professional background in community services with qualifications in social work, community sector, management and family dispute resolution.  Sam Gagliardi is a member of the prevention of violence against women Experts by experience team at WDV and she has worked as an advocate, facilitator, consultant and public speaker.  Sam is a passionate advocate who believes that everybody deserves a fair go and the right to have their voices heard.  Exciting to be hearing from all of you in just a moment.  I will ask for this session if people can hold back on putting comments in chat just while they're speaking, just to manage screen readers and the interference of wonderful words of wisdom going in there.  Welcome Sam, Helen and Dee.

Women with Disabilities Victoria, Mental Health Pod Cast

>>:   Thank you.  Thank you Bianca.  It's really nice to be presenting with my colleagues Sam and Dee.  This presentation is going to take you back a little bit to COVID.  Sorry about that.  But COVID was a reality and still is for us all, and like everything that happens in the lives of women with disabilities there were many discussions at WDV about the impacts of COVID on women with disabilities, particularly impacts on mental health as we navigated the strange environment ‑ I don't have COVID, by the way ‑ that that brought.  I'm trying to avoid using the word "unprecedented".  As we navigated our way through as an organisation and as women with disabilities we thought there really needs to be some attention paid to the mental health of women and we were very fortunate that funders in the State Government also thought that and we were able to benefit from some funding to do the work that we're now going to describe.

The making our voices heard podcast emerged from lots of discussion which Sam and Dee and I are going to reflect on together and share that with you.  The series was co‑designed by women with disabilities and it shares the impacts on the mental and physical health of women with disabilities as they navigate policy and service responses to the COVID‑19 pandemic.  Given that what we were hearing from women about their experiences of being left out of COVID‑19 policy, service responses and how they were designed and how this impacted on their mental health and sense of security, it was important to WDV that we modelled a different approach when we developed our podcast series.  So all the themes of content of the podcast that are presented in the episodes were co‑designed by project staff with disabilities and WDV's lived experience Experts of whom Sam is a representative.  I would like to introduce Sam Gagliardi, one of our podcast presenters who is part of our Experts' group and we're going to share some ideas on the whole co‑design process that we used and some things the podcast revealed when we spoke to our guests.  Welcome Sam.  Sam do you want to start off maybe by sharing with us about the series, making our voices heard, and just about the way it was co‑designed with lived experience Experts.

>>:  Sam, you're on mute.  Sorry, just jumping in there.

>>:  You there Sam?

>>:  She's just getting the mute off.  I'm just going to ask to unmute.  I don't think I can unmute for her.  No.

>>:   Technology sometimes poses challenges.

>>:  Hello.  Can you hear me?

>>:   Yes, welcome Sam.

>>:  Sorry about that everyone.  My computer is being a bit temperamental.

>>:   That's alright.

>>:  To go back to ‑ because I heard Helen ask me about the ‑ how I went with the podcast.  I'd never done one before so it was a very interesting position to be in because we also had COVID going on as well so we had to be so careful, and the podcast was so people could hear about how people were feeling about COVID.  We had three different sessions on the podcast.  I was talking to a colleague of mine about how she was dealing with having to wear a mask, having to have new people in the environment because people weren't being vaccinated.  It was very interesting situation to be in because it was my first conversation with someone by computer.  I hadn't done a podcast before, so it was a very interesting conversation to have with one of my colleagues to know that I wasn't the only one going through some of those difficult things.

>>:   Thanks Sam.  You mentioned how important it was for you to feel that we're all navigating this really strange experience that was COVID, but you weren't the only one given your experiences of making the podcast.  Do you want to talk a little bit ‑ because you were involved not only as a presenter but part of the discussions to design the content.  Can you share your thoughts about why we codesigned it?

>>:  The content design, we all had input to ‑ I was, of course, putting my interest forward about co‑design, but I was also putting it from different perspectives.  So, I was able to put my own perspective on co‑design because we were able to communicate with each other and make sure that the messages got out with co‑design because if we don't have co‑design we've only got ‑ you don't have ‑ you have many ‑ with co‑design you have many voices and many ways of people communicating the same message.  So, with co‑design you have different opinions from different people also, and by doing the co‑design with the podcast it was a really good idea because we had not only my perspective, everyone's perspective went out on the podcasts.

>>:   Thanks Sam.  Thank you for emphasising the fact that it was so important for us to get as many voices and perspectives heard as we could in that process.  The podcast series making our voices heard features stories of women with disabilities about their experiences of COVID‑19 and we used it ‑ it was very important to amplify the voices of women, but it also became a tool for us to model good co‑design practice and promote listening to women's suggestions for how policy and practice can improve, which is one of the fundamental, I guess, tools of co‑design, listening to women's experiences.  We've heard ‑ I think every speaker prior to us mentioning that today.  Coming now to what we actually learned from the podcast series itself and listening to the women who were our guests in the episodes, Sam do you think the needs and views of women with disabilities were presented in policy and service responses to the pandemic?

>>:  Helen, I have to say my answer would be no to that because we were put in the same category as elderly people to begin with.  We weren't put in our own little‑ ‑ ‑(interrupted by Auslan Interpreter)

>>:  Excuse me Helen, I'm sorry, I missed that question that you asked of Sam.  This is the interpreter speaking.  Would you mind repeating it?  Apologies for the interruption.

Helen:  Sure.  The question is do you think the views and needs of Women with Disabilities were represented in policy and service responses to the pandemic?

>>:  My answer to that was no, unfortunately there isn't enough people in policy and procedure in government, people with disabilities, so we need to get the word out there that they need to do some more co‑design with us to make sure next time, if there is a next time of an emergency situation that we are included in our own little ‑ we're included in those numbers, because for example for the first two days of COVID they didn't have people signing the messages on the news or anything so people that are deaf or need more accessibility, it wasn't given a choice until two or three days after it started.

>>:  Thanks Sam.  I think that's a really important message to be sending, that accessibility wasn't built into a lot of the messages from the beginning and that had an impact on people.  Do you want to share with us more impacts of the lack of representation on the lives of women as we found out in the podcast series?

>>:  One of the things that I did find out from doing the podcast that I wasn't alone in feeling isolated because we weren't given enough information to begin with, and with wearing a mask, because a lot of us ‑ a few of us do lip read with a mask on it's very hard to do that and it made it really hard for some people to communicate with having to wear ‑ I understand we had to wear one because it was safety and we needed to all be vaccinated, but a lot of situations made it a lot harder because I had to get new staff during COVID because a lot of my staff didn't want to come back with ‑ they didn't want to be vaccinated so unfortunately I had to say goodbye to a lot of them because they didn't want to be vaccinated.  A lot of people’s choices were taken away from us.

>>:  Thank you Sam.  I think too there were concerns raised in the series that women felt that they were perhaps perceived as being less important than other people and that everyone has the same resources to cope with the pandemic when we know that everyone's situation is different.  Women with disabilities were invisible in a lot of ways.  So, thinking towards the future and other emergencies and disasters, how can we ensure that women with disabilities are included in decision‑making spaces, do you think Sam?

>>:  Making people aware that if you include us it makes your job a lot easier all the way around because we feel more comfortable to speak up and say something for those who can't or those that find it difficult to do it.  But co‑design is the most important thing when you've got emergencies because if you've got co‑design in emergencies no‑one gets left out and no‑one feels less important about being left out of a decision of their life, basically, because COVID changed a lot of people’s lives and it hasn't gone back yet.  So co‑design is most important thing with emergency things.  With emergency needed to ‑ with those things needed to be put into emergencies hopefully that will help us not feel so isolated next time or in the future.

>>:  Thanks very much Sam for making that vital point about the importance of co‑design in emergencies.  Can I now hand over to Dee just to let everybody know about the podcast and where to get it.

>>:  Thanks, so much Helen and Sam.  This has been a really short overview of some of the needs of women with disabilities in relation to COVID‑19, making our voices heard provides more detail and promotes strategies for involving women with disabilities in co‑design and responding to future emergencies and disasters.  The podcast is available on Apple podcasts and Spotify and you can listen to it directly via the WDV website.  We would like to thank the hosts of our podcast episodes Kate Ditchburn, Sam Gagliardi and Helen Freris, and we would also like to thank our guests Elle Gibbs, Akii Thanh Ngo and Jax (Jackie) Brown.  We hope you will get a chance to listen to the episodes.  There's four episodes and we would also like to acknowledge the support of the Victorian Government, the Victorian Department of Families, Fairness and Housing in producing the podcast series.  I will hand back to you Bianca.  Thanks very much.

>>:  Thank you very much Dee, Helen and Sam.  In the chat there is a link to the podcast, so if anybody wants to go and have a look at that.  We're going to take a break, but if anybody feels they need to support or anything there is a link going to be put into the chat in just a moment for support services and also you can reach out to Helen for debriefing support if needed.  In the meantime, I'm going to get everybody to go on break and I'm going to ask you to come back at 11.35 so I can make up two minutes of my five minutes out time.  Then we'll go into the discussion piece.  Thank you and I'll see you at 11.35

\*\* short break....

>>:  Welcome back everybody.  I know that people will be slowly coming back into the session.  Next up we have some discussion groups.  There will be a breakout and there will be a question that will be put up which will be how can I challenge power and privilege in my work?  I want everybody to have a think about co‑design when they're answering that question.  You'll have facilitators in each of the breakout rooms.  In breakout room 1, which Rosie will be our wonderful facilitators, the captioners and interpreters will be in that room.  Everybody that needs captioning or Auslan interpreting is being assigned to that room.  If we don't know that you need captioning or Auslan interpreting, please just come back into the main chat by leaving the breakout and just let us know and we can pop you in.  Okay.  Exciting to kind of have a think about how we use power and privilege in our work.  I will ask everybody to initiate the breakout rooms for me in the background there and I will see you in about 15 minutes, which will be at around ‑ what have we got ‑ 52 past.

**\*\* breakout rooms.... How can I challenge power and privilege in my work?**

**Disclaimer: Discussion from Breakout Rooms is not included in either the transcript or recording.**

**\*\* main room….**

>>:  Alrighty.  Welcome back from the breakout room.  I hope everybody enjoyed having a discussion about power and co‑design.  A few of the things that I collected from some of the facilitators' notes was that people were really interested in challenging systemic inequalities and some people were also talking a little bit about the challenges of feeling like they don't necessarily have power in their organisation to bring in co‑design.  There was talk about making sure that co‑design was done with proper remuneration and that there was a recognition of paying for the time of the co‑design Experts in those spaces.  I think that's really important.  I'm going to invite Soizic for just a moment into letting us know how her group went.  We can't get everybody's group to present back, but I was just going to invite Soizic if she would let us know how that went.

>>:  Thank you Bianca.  We had really open discussion in our breakout room because we had many different settings presented.  We had the disability advocacy sector, we had a couple of local...we had a response service.  We really had good discussions.  It was interesting to express some of the frustrations that practitioners can experience when they want to implement co‑design within their organisations, because it can be very difficult to change...we talked, for example, about the NDIS system.  The NDIS is a big machinery so it can be difficult to actually implement change.  Change is needed because most people drop out of the NDIS because the process is just too complicated.  That could be a good example where co‑design in practice to access the NDIS would be most needed.  That was a challenge that we talked about is the necessity to shift our own assumptions to always challenge our own privilege, but also the difficulty to shift the organisational practices because sometimes we have the best intentions, we really want to implement co‑design, but we have challenges in terms of time because it does take time of competing priorities as practitioners as well, and also in terms of the funding that we have available to actually fund a staff member...to the co‑design process and to what is needed for women with disabilities.  We stopped here, but I really hope the second part of the session is going to be an opportunity to explore this a little bit further.

>>:  That's fantastic Soizic.  It sounds like your group had a really good conversation.  I can see a couple of people have put some things in chat as well saying that they had a good time in the group and a good opportunity to talk about co‑design and power.  I love the idea of challenging it through the NDIS and those kinds of spaces as well.  I think that's really good food for thought.  Thank you very much Soizic.  I'm going to introduce the next session now.  We're going to go back into our session.  Just one moment, I've just got way too many things open on my screen, as you can imagine.  Next up we have myself, probably should have known that, and Zoe and we're going into part 2 of our session, so embedding representation, co‑design in training by consultation and in project and evaluation design.  We have four presentations in this section and first up is co‑design inclusion and sexual and reproductive health with myself and Zoe Dorrity.  Zoe I might get you to introduce yourself if you don't mind.

Co-design, inclusion and SRH

>>:  Sure.  Hi everyone.  I'm Zoe Dorrity.  I'm the Training and Education Worker at CASA House which is the sexual assault response service.  I was previously at WDV working on the axis project which is why I'm here talking today.

>>:  Thanks, so much Zoe.  It's great to have you and thank you for jumping in and being part of our session.  I'm just going to share the slides with people and I'm going to start up with our first slide.  For the project which was, as Zoe said, our sexual and reproductive health project at WDV there was a whole lot of co‑design that went into the designing of the project itself, went into the development of the program plan, the reporting, the recruitment.  I guess what I'm kind of thinking is co‑design happened from the very earliest stage of that project and so there was a number of different tools that were used in that space and there was very much thought about the relationships that we were building and the need for partnerships in the program as well as ‑ sorry, what's going on there.  Yes, I've fixed that.  As well as different aspects of the program having Expert sexual and reproductive health Expertise, but also having that lived experience Expertise as well.  So, Zoe is going to talk a little bit more about what tools we used in the program itself and talk a little bit about some of the products that were created during the time of the program.  Zoe, do you want to talk more on that?

>>:  Sure.  The sexual and reproductive health project came to Helen and myself and it didn't have a lot of structure to it so we had a lot of freedom in how we wanted to make this project.  I think the biggest strength that the project had is being created and conceptualised within WDV because WDV is a lived experience organisation you can't really replicate that outside of, you know, a bunch of focus groups and things like that, having it be so part of the identity of the organisation it's one of the biggest strengths that WDV has in all the projects that they do.  So, I guess starting from that point made it a little bit easier than some other ‑ than, you know, being outside of a disability organisation.  Then of course we had, you know, our focus group of Experts, so our Experts by experience, we consulted with them.  We were also really lucky that one of our project partners was also working on upgrading their disability kind of frameworks, so we were able to consult with their group of Experts as well.  That was really amazing to get lots of different perspectives, especially from the organisation that were going to be delivering the training and the project to.  And of course, we got to go back to these people many times.  We got to go back to our Experts' group and present to them what we wanted to do, and they said yep that sounds great, and then of course as well I ‑ could you go back to the previous slide?

>>:  Yep, it's just having ‑ my computer is having a moment.  I'm just going to see if I can fix it.  Apologies.  It's just throwing a very large tantrum in the background here so I'm just going to stop sharing everything momentarily, including my camera.

>>:  I'll keep talking.

>>:  Please keep talking and I'm just going to shut everything down that's not required.

>>:  Also creating the project within the multi‑disciplinary team of the prevention team helped with bringing in some of these frameworks around prevention of violence as well as using my experience and Expertise with sexual and reproductive health, bringing those together as well as being able to directly consult with colleagues and people within the team who have different Expertise was also really helpful.  Both the professional Expertise and the disability Expertise as well.  Then we had of course it was always reviewed within the organisation which was really important.  It was also reviewed via our partners, making sure it was fit for purpose, doing piloting of the training and then the co‑facilitation, which is probably, I guess, the most visible side of the project delivery.  There is a lot behind the scenes, but of course using a co‑facilitation model with a woman with a disability is always the way that we deliver training at WDV and it really helped with, you know, continuous refinement as well as, you know, being really clear about our messaging.  It's really powerful to directly hear from women with disability about topics around sexual and reproductive health.  The resources that we put together, so we had our training which was developed, and I frequently delivered that with Tess, which was great, and then we adapted this to be an online kind of eLearning kind of module.  So, for the Royal Women's Hospital, which was amazing and Carly who is also here with us today helped me to put together script and put together the ‑ and help present on camera as well doing the videos for that, which was extremely helpful, and also Charlie Park also contributed to the scripting of those videos as well.  So that was a very big part of the project and also involved a lot of work closely with our partner at the Royal Womens’ and that was a really great process with them.  One of the challenges that we had was that often the organisations that we worked with kind of treat us as the Experts which was great, but they didn't know what they didn't know.  So, we kind of had to be really clear about the information that we wanted to deliver to them.  We had to make sure it was based on evidence and research, our lived experience of course and making sure it met the needs of our stakeholders and partners.  We then developed some resources.  So, we've got here our fact sheet which was really helpful, kind of bringing together some of the information from the training as well as the story snapshots.  We put those together because as part of the training we kind of felt like we needed to more directly highlight the voices of women with disabilities and putting together these stories and pulling out quotes and using that in the training was really, really important.  So, we were literally representing the voices of women with disabilities and kind of making sure that those stories could be shared in a really safe way.  So, you know, the person sharing knew they were sharing their story, they gave their full consent, they could be anonymous, or they could not and that was really, really helpful because we wanted people to kind of see the challenges around sexual and reproductive health in context and represented alongside by lived experience.  That was our co‑design process.

>>:  Thanks, so much Zoe.  I'm still having major computer issues in the background here.  Was there anything else you wanted to add?

>>:  No, just a thank you to everyone involved and especially those who shared their stories and contributed their lived experience.  It was extremely valuable.

>>:  Brilliant.  Thank you today for coming in and talking to us.  I am going to apologise again for the wonders of the IT issues that I'm having in the background here and I'm going to introduce our next session and then I'm going to try and fix everything that's going on.  Our next session is with Tathra Street and Natasha.  I'm going to actually ask you if you mind introducing yourselves, just because I've lost all documents except for Zoom.  If that's possible that would be so wonderful while I fix this.

Co-Design Informs

>>:  Thanks Bianca.  No worries.  I completely understand.  My name is Tathra Street and I'm the gender and disability training coordinator for the workforce development program at Women with Disabilities Victoria and I'm deliberately slowing down because I tend to just say it really quickly.  I would like to also invite my co‑facilitator, Natasha to say hello and introduce herself.

>>:  Good reminder to slow down because I will need to as well.  My name is Natasha Siryj.  I use she/her pronouns.  I am an Expert by Experience with Women with Disabilities Victoria.  I am an autistic woman and I also have psychosocial disabilities, so I bring my lived experience to this role.  I've been working with WDV for the past year as well as working in Local Government and I have a history working in education and community services as well.

>>:  Excellent.  Thanks Natasha.  Are you able to share the slides?  We're going to talk a little bit about using lived experience to inform preventing violence against women with disabilities.  We're also going to talk a bit about what co‑design is and how there may be some things that you can ask yourself to be clear about if it actually is co‑design or not, as well as exploring some of the benefits.  Natasha and I have worked together on a few different things, so we have ‑ as Natasha mentioned she is one of the Experts by Experience and you'll hear more in the next session about that program.  The highlights of what we have done, we’ve worked together as part of the Experts by Experience capacity building program, Natasha is also on the endorsement model working group that we’re doing as part of the Workforce Development. Was there anything else you wanted to add Natasha?

>>:  No, I think that's good, but I think I'm not going to ‑ is that my sharing?  I think I'm just a bit slow.

>>:  Go for it.

>>:  It's coming along a lot slower than what I'm asking it to come along so we might not be in sync with our slides.

>>:  We'll work with it.

>>:  Thanks Tathra.  I just want to talk a little bit about what is co‑design and how it's used by us.  Co‑design is about designing with, not for.  In this example, working with WDV, Women with Disabilities Victoria, I'm here as a lived experience Expert.  I am part of the co‑design process from start to finish.  So co‑design is a process where people with professional and lived experience partner to create outcomes and we share equal, I guess, ownership in that process as well.  So power is shared.  Differences in power dynamics are acknowledged and addressed.  Shared decision‑making is integral to co‑design, which is something that Women with Disabilities Victoria does amazingly well, does that shared decision‑making, shared power.  Co‑design empowers people like myself, recognising that I'm an expert of my own experience, and it's also important to remember I think that there's a no‑one size fits all approach, rather principles that can be applied in differing ways with different people.  Let's see that we skip to the next slide.

>>:  Worked well that time.  Thanks Natasha.  Why co‑design?  What are some of the benefits?  We've heard a little bit about that in many of the examples that we've heard already today.  What we know is that it brings together lived experience and a range of diverse perspectives.  It is also informed by those who have the knowledge.  Earlier we were talking about how some programs ‑ very much the top-down approach does not incorporate that which means that the outcomes don't always meet the intended impact.  So, when we bring professionals with those with lived experience together stronger outcomes can be expected.  Innovation is likely to happen as well.  It's really good at bringing long‑term commitment, so what we might pay for now in terms of time, money, resources, is really an investment and it helps us to avoid paying later in terms of programs that just don't hit the mark or services that are inaccessible that aren't reaching who they want to be reaching or redoing things, reworking things to get by.  So, it's very relationship‑based as we heard a fair bit before.  Ultimately in terms of why we do co‑design, it's because it's the right thing to do and it's because of the ethos around nothing about us without us.  Shall we go to the next slide?  Is there anything else you wanted to add?

>>:  No.  Hopefully you can see the next slide.

>>:  Yes.  Yes, I can.  In terms of some examples, you've heard quite a few today, some of which occur on here as well.  The work that I focus on is the training, so our workforce development training.  In the early stages that was very co‑design based and we've really built on the strength of that over the years.  So, we're still consulting around different iterations of the training, so we really have that ‑ because so much time in co‑design was spent initially we now have this really solid foundation.  The Experts by Experience program, like you said, we'll be hearing from Tess about that a bit later on.  We heard some of the Health Experts programs previously.  Other examples include the disability ‑ sorry, understanding disability video and guide as well as the mental health podcast which you heard a little bit about earlier as well.  Anything else to add Natasha?

>>:  No.  Fabulous.  Thank you for covering that.  Have we moved on?  Things to consider.  Yes.  Okay.  Great.  Things to consider.  It's really important to consider a few things when we do consider co‑design.  We need to consider it takes time.  It's definitely more than consultation.  So, to do true co‑design from start to finish does take a lot of time.  Relationships and trust is essential.  It's really important to put time into building that with the targeted cohort that you're working with with those co‑design partners.  So co‑design embraces the contribution of people with lived experience so it's important that they're there, that they're present, that they're part of the co‑design process, that power is shared...it sees me at Women with Disabilities in my role here see me as an Expert in my own life and recognise that I know best about my life and my disability.  The outcomes can be far greater and have more impact, and it's important to slow down and connect also through the co‑design process.  Really important to ensure that there's enough resourcing put there to make sure that you've got the time to do it justice.  Tathra.

>>:  I think that slowing down component is really important.  We're often really driven by timelines and when we can invest the time up front it really does save time and money later.  So, the co‑design model itself sees people as capable, values professional and lived experience equally and shares decision‑making with all participants.  That was what we were talking about earlier in terms of that sharing power.  Yeah, it may need more resources than other forms of design and consultation initially in terms of time, money and actually paying people for their lived experience the same as we would pay professionals.  Is there anything else you wanted to add on that Natasha?

>>:  No, I think we'll move on to the next one.

>>:  Before you talk about the questions to ask, I think it's really important just to remember that at Women with Disabilities Victoria co‑design and centering lived experience is part of pretty much everything we do.  So, when we are ‑ these are some of the questions that we may ask ourselves in designing so go-ahead Natasha.

>>:  Great.  Thanks Tathra.  Now you're all very excited about co‑design and you're going to implement as part of your work practice and it's going to become standard part of your organisation and your day‑to‑day life, here are some questions you can possibly ask yourself about co‑design.  Is it co‑design?  Ask yourself are people with lived experience and professionals involved as active partners throughout the entire process?  Also, is power named and shared?  If so, it's probably co‑design.  Ask yourself are there a few individuals with lived experience contributing but many professionals?  If so not co‑design.  Is it unbalanced and led by professionals?  Again, not co‑design.  Perhaps consultation.  Is it tokenistic and lacking of inclusion and meaningful participation?  Again, not co‑design.  So just a few things to keep in your mind when you're using the co‑design process.  Over to you Tathra.

>>:  Yeah, so just to wrap up, and before I do that, I just want to bring in one of the things from the discussion earlier was there was a woman who shared that she was the only person with a disability on the project that she's working on as part of a committee, and as we've heard the experience is very individual.  So, the more people with disabilities that you can bring in to your project the better ‑ the more accessible and inclusive it will be.  Wrapping up, like I said, it's really ‑ co‑design is an investment.  It saves time and money and actually reduces the risk of your program in terms of the impact that you intend.  It really values the lived experience on par with professional experience.  We recognise also that the co‑facilitation model empowers and changes perceptions, and you'll see a fair bit of that being modelled today.  Co‑design can result in innovative outcomes from diverse perspectives as well as result in robust programs, services, resources etc that have their intended impact.  Ultimately co‑design informs everything that we do, especially at Women with Disabilities Victoria.  Thanks everyone.  Natasha, anything else you wanted to add before we finish?

>>:  No, just one thing.  I think it's a really great point that you said about using a range of different Women with Disabilities.  I know I'm a woman with disability, but I have learnt so much about being around other women with disabilities and it's eye opening to hear other experiences and learn from others lived experience.  Great point there.  Thank you everyone.

>>:  Excellent.  Thanks very much Natasha.  We hope you found this valuable.  Please stay connected and learn more from ‑ you will learn more about the Experts program in the next presentation so over to you thanks Bianca.

>>:  Thanks, so much Tathra and Natasha.  Next up we have another session.  I'm going to apologise again for completely dropping out.  I must admit that's not normally...but my computer for some reason was just like and I can't function anymore.  Apologies for that.  Next, we have a session called ‘We don't know everything, but together we know a lot’.  I think that's a really important message and we have Tess, Olivia and Karleen to talk about that.  Karleen Plunkett has been involved with women with disabilities forever, so since the nineties.  Karleen is an inductee to the Victorian Women's Honour Roll, currently Karleen is a member of the Experts by Experience Health and G & D, so part of the Gender and Disability Experts team as well and her contribution has always been very much favoured at WDV.  We also have Tess Karambelas.  She is a social worker with a lived experience of cerebral palsy who has worked for Women with Disabilities Victoria in the Gender and Disability Workforce Development Program for four years.  Tess is passionate about gender equity, inclusion and human rights, and we also have Olivia.  Olivia is coming to us from Safe and Equal today.  She previously worked at WDV.  She has experience in frontline family violence response, international development and gender and disability advocacy.  Olivia is undertaking a Masters in Gender Studies.  Welcome Olivia, Tess and Karleen.

We don’t know everything, but together we know a lot

>>:  Thanks Bianca.  Thank you for that.  I would like to say we don't know everything, but together we know a lot and I guess that speaks to the importance of coming together in the co‑design process.  Co‑design is an ongoing collaboration with stakeholders.  Co‑design is a tool of consultation, more like a stepping stone, and meaningful consultation needs to do with a range of stakeholders that are representative of the type of group.

>>:  Sorry Tess, it's Natasha speaking here.  We can't see your presentation.  We can only see a copy of your share drive at the moment.  Sorry to interrupt Tess.

>>:  Thank you.  I will stop sharing and reshare.

>>:  It might be just a matter of finding the right screen.  It's always a bit tricky, I think sometimes.

>>:  Can everyone see that?

>>:  Absolutely.

>>:  I'll just go with where I left off.  In 2018 WDV co‑designed a prevention of violence against women and inclusion initiative for Gender and Disability Experts by Experience to provide specialist advice, feedback and opinions on internal and external prevention of violence against women content.  Since then, the program has evolved and we'll be going into more detail later on.  The Gender and Disability Experts team includes 12 women with disabilities.  They have expertise in disability, inclusion, gender equity and prevention of violence against women with disabilities.  They are paid for their work, really important, together with a Facilitator and they are provided professional development in Changing the Landscape Prevention Framework, public speaking and co-facilitation, they have provided consultation to a range of organisations including Safe and Equal, Victims of Crimes Commission and Safe & Equal have been accessible and inclusive, conferences and victim participation in the justice system and accessible and inclusive volunteering.  The scheme aims to prevent violence against women with disabilities and values respect, inclusive participation and lived experience.  If you want to know more about the EBE or want to book a consultation please contact me at tess.karambelas@wdv.org.au.  I'm just going to bring in Olivia and Karleen to the conversation and ask Karleen what are some of the benefits of being part of the consultation team?

>>:  Thank you Tess.  Hello to everyone here today.  I would like to begin by saying consultation is only one part of co‑design.  Consultation is not a community engagement exercise.  Co‑design can and does create levers and it can be a stepping stone to further employment opportunities for those who are wanting to make change.  The previous speaker, Tathra, talked about that.  Co‑design brings together diversity, experiences and knowledge in sharing a common goal.  Co‑design will not only enhance projects, but it will also enable the decision‑making to be a collective one.  It also makes sense for organisations that want to be inclusive to use co‑design as a flexible and evolving practice.  Tess, back to you.

>>:  No worries Karleen and thanks for telling us about some of the benefits of being part of the consultation team and co‑design. Olivia, why did Safe and Equal seek consultation?

>>:  Thanks Tess.  Hi everyone.  I just want to begin by saying ‑ acknowledging that I am not a person with lived experience of disability so I'm coming into this seeking the Expertise of the Experts by experience group and all of my wonderful former colleagues at WDV.  I'll start by just giving a very brief overview of what we were seeking consultation on which was our conference, Prevent X.  Prevent X has been running for quite a few years.  It's a conference for primary prevention practitioners, formerly only in Victoria, but this year because we partnered with Our Watch which is a national prevention organisation.  The conference itself was also national so we were looking to get participants from all around the country, which we did.  As part of the development of the event we consulted with a few stakeholders.  Probably not as many as we would have liked, but we had some time constraints and that kind of thing, as anybody who has organised an event of that size will appreciate, but from the beginning we had time and budget put aside for consultation with the Experts by Experience group, and the purpose of that consultation was kind of two‑fold.  We wanted to get the group's perspective on accessibility because we were running an online event and using a platform that was really new to us.  So, we wanted to run through the structure and what the platform would look like and the experience of that and get the group's perspective on whether that would be accessible for women with disabilities and people with disabilities more broadly who might be accessing the event.  In addition, we also wanted to access the group's incredible knowledge of primary prevention of violence against Women with Disabilities and their understanding of that intersection of gender and disability to get their feedback on if the program contained enough of the disability lens over the two days of sessions that we had laid out.  I'll talk a little bit later about some of the barriers and the timing in particular, but the questions that we brought to the group were how do you think the structure worked from an access perspective and what improvements could we make, how can we make sure our communications are open and accessible to everybody, so communications in the lead‑up to event like promotion, also the communications with the delegates and how to use the platform and what session you're in and all those kinds of logistical things, as well as some accessibility supports that we had already laid out, what other ways can we make sure this event is accessible to everybody.  What are some ways we can ensure the disability lens is carried throughout the whole event, and are there any other key considerations with relation to access and inclusion that we haven't thought about yet that the group might be able to bring to our attention.

>>:  Thanks Olivia.  I might just ‑ thank you.  That was a very good consultation indeed.  Karleen, what was some of the feedback given to Safe and Equal?

>>:  The Experts team had been consulted by a number of organisations who work in the area of family and domestic violence and prevention of violence.  When Safe and Equal approached WDV to ask if they could come along to one of our meetings, as you heard they were in the process of organising the Prevent X conference.  I congratulate Safe and Equal for wanting Prevent X to be accessible for all people, including folks who have a disability.  During the meetings with Safe and Equal, the Experts came up with a number of suggestions to ensure accessibility.  Some of these were the creation of a plain English guide, a delegate connect team to assist with any technical issues that may arise, keeping in mind that this was during the time that we had full lockdown of COVID.  Having a quiet place where people can chill out but still remain at the conference, having five‑minute breaks between each session and ensuring documents were in the Word format so that downloading could be done for people that chose to download the documents.  There's only six recommendations that we put forward to Safe and Equal.  I'll pass you back to Tess.

>>:  Thanks Karleen.  I would like to ask Olivia what would you do differently next time?

>>:  Thanks Tess.  There are a couple of things I think we would do differently.  Like I mentioned earlier the timing of the consultation was probably not ideal.  In some ways it worked and in some ways it didn't and what I mean by that is the consultation was quite close to the actual event and I would say that all our timelines for putting this event together were quite condensed, but by the time that we consulted with the group we did really have the program mostly laid out already.  So, I think that we had a couple of sessions focused on prevention of violence against women with disabilities, but there wasn't really a lot of space for flexibility in terms of content, like if the group had come back and said you need to have a disability lens on this session, you need to have a woman with disability on this panel, that kind of thing.  It was kind of already a little set.  But on the flip side, from the structural, logistical perspective and thinking about accessibility of the platform, it was good to do the consultation on that element closer to the event because by the time that we reached that juncture my colleagues and I had a really good understanding of the platform so we could actually take the feedback that the group gave us and we could think about how we might apply that within the constraints of the platform that we were using, which was delegate connect, as Karleen said.  I think as well when we fed back to the group, we did hear that a couple of the Experts had had difficulties accessing the platform.  So, I think maybe some more holistic user testing from women with disabilities would have been a really good call and that's something that we can really easily build into our project plans for next time we run the event, which will be year after next.  But overall, it was such a great consultation.  It's always so fantastic consulting with this group and, you know, groups like this in general I think sometimes you can come into these consultations wondering how exactly those groups are going to be able to contribute to a project like yours that might be less related to their specific area of Expertise, but in my experience, like you'll always be blown away by the inputs that you get because you just don't know what you don't know, and they really do.  So, I would just absolutely encourage everybody to seek these kinds of consultations, if not consultation with the Experts directly, because it's really a privilege and it makes your own practice in whatever you do, whether it's prevention or disability inclusion or any other kind of social service, it's going to make your practice better in the long run and you can take those learnings with you and continue them throughout your work.

>>:  Thanks Olivia.  I do love the catch phrase you don't know what you don't know, but my question to both of you is what are some of the benefits of consultation on co‑design?

>>:  I think I just said a few...but maybe Karleen, you can jump in and add from your perspective.

>>:  Sure.  Just a couple of things I think are really beneficial when ‑ when you put into practice the co‑design model, and that's ‑ well, for WDV, and I'll use that as being the model...we have a diverse group of women who come from diverse communities.  We come from Metro Melbourne or we come from rural Victoria.  The group is young and not so young.  So, I think that that's ‑ we put that in the melting pot because co‑design is very, very fruitful in bringing together some knowledge and experience.  Did you want to add anything to that Olivia?

>>:  I think I said my main take‑away...and I think we have a bit of a time crunch as well but seconding everything you said and like I said it's a real pleasure always working with the Experts by experience.

>>:  Thanks for that.  I would like to pass it back to Bianca.

>>:  Thank you very much for that and thank you for the time.  As everyone will know we're running a little bit behind time but what would a symposium be without a time pressure.  It is a real thing but that's okay.  Up next, I would like to introduce Rosie Granland and Helen Freris.  Helen you already know about so I'm not even going to talk about her.  Rosie is a woman with lived experience, a social worker and former teacher.  She is the Coordinator of the Experts in Health at WDV.  Rosie and Helen are going to be talking about project design development and implementation.  Over to both of you.

Co-Design: Project Design, Development and Dynamic Implementation (Health)

>>:   Thanks Bianca.  As Bianca said we're going to be talking about project development and design, about the Experts in our health project which we've heard from before, but we're going to talk a bit about just the nuts and bolts of how we did co‑design and Rosie and I are going to use this as a bit of a reflection together as a conversation which we're sharing with you.

>>:  Thanks Helen.  I would love to ask you about how the Experts in Our Health project arose when you were planning it.

>>:  Thanks Rosie.  It's important to say, as we've heard many times this morning, that all of WDV's work stems from the input and involvement of women with disabilities, our members and staff and other women with disabilities with whom we interact and the Experts in Our Health project was certainly one of those areas.  We had lots of discussions and comments and feedback from our members and other women over a long time about access to health and the sorts of barriers that they were experiencing when they tried to access services to either promote their health or improve their length, so really the idea came from conversations that we had and then came ‑ there's a shared vision within the organisation that this was a good project to undertake, that we need to do something in this area.  We were very fortunate then to find a grant from the Department of Social Services which allowed us to put all these ideas which had been formed through conversations with women with disabilities into fruition where we designed the project.  We made it very clear from the outset that in the project plan and submission to the funder that this is what we were going to do.  It was a co‑design project and we articulated that as well as the importance of what that meant to the women involved to women's access to health, which was the overall outcome that we were wanting, and to the organisation.  We also built it, of course, into our project plan from the very beginning so that we had space and time and budget to do it.

>>:  Thanks Helen.  I just want you to talk a little bit more about some of those things that are required to do a co‑design centred project really well and really properly.  What do you think is needed in terms of doing co‑design well?

>>:  Absolutely.  A few key things.  Flexibility, I guess.  Being aware that we can plan projects in a linear way, but because we're working with people and people are co‑designing with us, then things don't always go to plan and in fact it's much more important to be able to bring in the different perspectives and change plans as needed within the project to ensure that it really is a reflection of what people are telling us.  So flexibility of time to allow the co‑design process to happen, but also things to be implemented, and we had a little pandemic involved as well somehow, COVID‑19, and there was a lot of co‑designing to do around how to make co‑design process accessible because of that of.  Budget is another area.  In order to build accessibility into the co‑design process and into the outcomes of the project we budgeted from the beginning we set aside an amount, a significant investment in fact in accessibility and we saw this as an investment in innovation, in learning for us, and also modelling best practice for the funders and anybody else who encountered our project.  We also built in a lot of supports of people, including support around recruitment.  We had longer timeframes so that diverse members of our community, women with disabilities, could be part of the Health Experts team who you've heard from earlier on, and I think that's paid off well and truly, building in some processes too to ensure that the experience for them was supportive, was empowering and actually built capacity and engagement.  So, I would like to hand over to you now Rosie to talk a bit more because you're highly and directly involved in the way the project was implemented, and whether you could talk about some of the project implementation and how that's worked in the co‑design process.

>>:  Yeah, it's really interesting that you spoke about the importance of time and flexibility.  One key planned outcome of the Health Experts' project was the development of resources and training to support leadership of women with disabilities, particularly leadership within the health sector.  Initially we thought that those resources would be focused around building a capacity of women with disabilities to participate in committees, to participate in co‑design programs and also to take up employment within the health sector.  However, as we listen to the experiences of the co‑design group, the Health Experts' group, we realise that woman with disabilities were leaders, they had incredible skills and leadership knowledge and the ability to take up those positions, but they were experiencing real barriers to participation.  So, we realised that these resources that we needed to produce would be focused on organisational change rather than primarily focused on individual capacity building.  So that was something that we wouldn't have known had we not had the flexibility to take the time to listen to women with disabilities and what they needed in this space.  So, our resources became systematically focused and we've now got our fact sheet and we've got our poster that support organisations to be better and do better when they're supporting participation in leadership.

>>:  Thanks Rosie.

>>:  I just wanted to ask if you can talk about the value and benefit of making co‑design central to project planning for everyone who is planning a project in the near future.

>>:  Sure.  Thank you.  I'll do so very quickly because I'm aware that we're running behind a little bit.  It's important, I think, to recognise that co‑design being embedded into projects has benefits for people involved in the process because it builds a greater engagement with the service or the organisation.  It's really an investment in creating and strengthening relationships with people who might otherwise be left out of processes and those connections, when they're fostered and strengthened I guess really prove their worth for organisations.  In terms of organisations, of course co‑design brings in a whole lot of new perspectives and learning and ideas and innovation that had co‑design not been used organisations might never have uncovered these.  So really there's a wealth of experience out there and women with disabilities are certainly more than ready to share that experience with you and be appropriately rewarded for that.  Thank you very much to Rosie and to everyone.  I'll hand back to Bianca.

>>:  Thank you so much Helen.  I will keep Rosie with me for the moment because we're heading into the next session.  In the next session we have co‑design and evaluation and Rosie will be remaining with us.  Wei Leng Kwok will be joining us and Soizic will be returning back to us.  Wei Leng is principal consultant, she is a respected leader in participatory and learning orientated evaluations.  She has used her unique learn by doing approach for many successful evaluations at WDV.  Welcome Wei Leng and welcome back Soizic.

Evaluation in co-design and co-design in evaluation. What does this mean?

>>:  Thank you Bianca.  Today we are going to be talking about three different projects we have already been talking about.  We will be talking about the Gender and Disability Workforce Development program and all projects are at different stages at the moment because for this program we do have an evaluation report and it will be available on WDV's website very soon so please keep an eye on our website.  We will also be talking about the Margins to the Mainstream project, evaluation at its final stages, and we will be also talking about the Experts in Our Health project and the project is currently being evaluated and awaiting...that evaluation.  Thank you, Wei Leng, for being with us today.  The three projects are very different because they focus on different topics.  It can be violence prevention, it can be health, but what they have in common is that they all use a co‑design approach.  Today we are going to talk about how we can use evaluation to evaluate the co‑design process, but we will also talk about evaluation as a tool that itself is co‑designed.  Before we start the conversation, I just would like to briefly remind that co‑design is really a major prevention principle to stop violence against women and girls with disability.  It has been flagged by Changing the Landscape which is a prevention framework for women and girls with disability in Australia.  When we use co‑design we also implement a number of other key prevention principles.  We have talked about them before.  Centre the expertise and the input of women with disability and share autonomy, community ownership and control by women with disability, and build partnerships and collaboration with women with disabilities.  But now I would like to hand over to Rosie to open the conversation.

>>:  Thank you so much Soizic and welcome to Wei Leng.  I would like to start by asking Wei Leng, evaluation in co‑design and co‑design in evaluation, first of all, what does evaluation in co‑design mean?

>>:  Thank you Rosie, and can I just double check that everyone can hear me because I don't know what I've been doing with my mute on/mute off button.  That's great.  I first want to say that I am incredibly privileged to have been involved as an Evaluator or to provide my expertise as a Consultant for those three projects, Soizic, that you mentioned, Gender and Disability Workforce Development program, Margins to Mainstream and Experts in Our Health, and I’m really deeply honoured to be considered as an ally in this way by women with lived experience and by Women with Disabilities Victoria in particular and their work as an organisation to advance the social and economic inclusion of all women with disabilities.  What does it mean?  What does evaluation and co‑design mean?  We're going to talk about evaluation I'm going to say do not hit the snooze button.  You'll getting is out of this so stay alert for a few more minutes.  For me it means literally dropping evaluation right into the middle of co‑design and our work in co‑design.  That's because as we've heard all morning, and up until this point, co‑design is both a process, it's a practice, and it's also a principle all at once.  I'm really, really sad to announce that you can't go into a store and buy a box of co‑design, open it up and unleash yourself into the world.  It doesn't exist as something you can purchase online or in a real store.  There are many moving parts that make up highly principled and high quality co‑design.  Evaluation is the tool that helps us to unpack which parts are working well, which parts are working less well.  Evaluation is also the tool that will help us to learn from our co‑design work and to improve upon our co‑design work and evaluation will help us ultimately to keep building that evidence base of sound co‑design.  So, I think evaluation co‑design literally means putting it in the middle of co‑design.  I've said it's a process of practice and a principle we've heard this variously by all the other speakers today.  As a process co‑design is a mechanism for centering the lived experiences of women with disabilities and for ensuring their input into and their ownership and leadership of all of our resulting policies, programs, resources.  So as many have said as a process co‑design gives full force to that axiom of nothing about us without us, and also, it's an ongoing process.  You just can't tick it once and think you're done with co‑design.  As a practice co‑design must be intentionally sought and not left to the last minute, not left as an afterthought.  Many people have spoken about this today.  As a principle the way I understand co‑design is that it is facilitated by a whole bunch of other principles that kind of mutually reinforce the experience.  For instance, prioritising safety, being trauma informed, ensuring inclusion and accessibility, being respectful and meaningful in all of our engagements.  This one is really important, the next one, taking care not to reproduce power imbalances or ableist structures, so that concept of powering sharing.  Being authentic and transparent in engagement, offering genuine opportunities for decision‑making, what I term closing the loop, making sure it's not one‑way traffic so women with lived experience contribute but they don't hear become about what you've done with their inputs.  Make sure the loop is closed.  And I think as many have really emphasised, one of the most important enablers, really, is ensuring sufficient resourcing, time and I would add space for the process and the practice of co‑design to unfold which we have heard is necessarily iterative, too long and froing, and also does include time and space and resourcing for upskilling women with lived experience for the co‑design work.  If we put all those moving parts together, I feel the co‑design is just way too important to be left unevaluated, but I have a bias towards evaluation.  I also think we owe it to women with lived experience involved in co‑design to make sure all of these parts are moving well to make sure our co‑design efforts are highly principled and high quality and evaluation can make sure that we value all of that.  So, if you think about the word "evaluation", "value" is right in the middle, valuing co‑design.  So, I think for me evaluation is really important in the middle of co‑design because it helps us to value our co‑design.  That's what it means to me, Rosie.  It was a bit of a long answer, but I'm really interested to know in terms of Experts in Our Health how evaluation has helped that project and helped you to learn about co‑design and also to build that evidence base around sound co‑design and an evidence base that can be shared.

>>:  Thanks Wei Leng.  I absolutely loved that you put the value into evaluation of co‑design.  That's amazing.  I would like to talk about co‑design as a practice.  That is my focus as someone who has implemented a co‑design project recently.  I agree, co‑design should convey value to communities and participants and we need to evaluate the way that we implement programs, the practice of it, because it really matters.  We know that implementation matters because it's what people who participate in co‑design, including health Experts group have told us.  So access matters, inclusion matters, belonging matters, the inclusion of lived experience values and messages matters.  The Health Experts project continually gathers feedback in different and accessible and ongoing ways and that helps us to be really excellent in those small things when it comes to safety and inclusion in particular, and in fact, these are not small things in the sense that they've got a profound impact on participants' experiences and they've also got a profound impact on the level of trust between organisations and communities.  So, you need to be continually evaluating your practice and how you're doing in terms of the experience of your participants and your communities.  So, the Health Experts program has built on a lot of the work, particularly from a G & D evaluation which has been really useful to us as a guide to creating safe spaces, and we hope that our evaluation will be a learning tool for other projects as well I would love to ask Soizic your thoughts about evaluation in co‑design in terms of G & D and M to M.

>>:  Thank you Rosie.  I would like to say a couple of words about the Gender and Disability Workforce Development Program because for me evaluation has really been an invaluable co‑design tool.  On a personal level when I started managing the program for me having that evaluation report was really fantastic because I got to have an idea of how co‑design was incorporated across all program activities.  On the program level we were talking about the level of co‑design...the value of co‑design across all program activities.  We have talked about some of them already, but for women with disabilities involved in the program it was a way for them to develop their professional identity so they can use lived experience...and confidently.  For professionals and organisations it was a way for them to see firsthand what authentic and meaningful co‑design means, and...also an opportunity for them to take it back to their own organisation.  Having a lived experience was a way for the program to develop high quality material and resources.  Last but not least...I wanted to get back to Changing the Landscape here because under the key principle identified by the framework...contribute to the evidence base and we need to be aware that we have limited evidence available on co‑design.  So, whenever a practitioner or organisation is co‑designing it's really important to share the learning and the experience so we can expand the knowledge base and we can have successful initiatives replicated.  I would like to hand over to Rosie.

>>:  Thanks so much for that Soizic.  I would like to move on to the second part of our title.  What does co‑design in evaluation mean.  Wei Leng.

>>:  Yes, it's that mirror image, isn't it.  For me again it means literally dropping co‑design into evaluation, right in the middle of evaluation, and here I speak as an Evaluator and as an ally in the work of WDV and so it's just really important and up to us as Evaluators to make sure that our evaluation processes are highly principled and high quality too.  So, I think we do owe this to women with lived experience involved in designing the programs or policies that we're tasked with evaluating when we set our what we set hallmarks...involving co‑designing processes, we have to partner with specialist organisations like Women with Disabilities Victoria.  We have to partner with women with lived experience from the outset, not at the end, from the outset to identify what success looks like for them.  It's no good me making up what success looks like me to me.  We need to co‑design markers of success, and we need to do this so that we don't inadvertently impose our own ableist assumptions or beliefs about success on to the work being done.  So that is the thing as an Evaluator that I am really keen to avoid, which is why I think it's really important to literally drop co‑design into evaluation processes.  I'm thinking back to Margins to the Mainstream and when we were co‑designing those markers, hallmarks of success, and Helen you were involved and Bianca you were involved, and we were thinking together.  There were numerous hallmarks of success which would have been opaque and inaccessible to me as an ally, but as someone without lived experience, without a disability.  They would have been completely opaque and inaccessible had it not been our co‑design work.  So literally dropping co‑design into evaluation as sound evaluation process.  That would be my answer, Rosie, but I would love to know how you've brought co‑design into the evaluation process for Experts in Our Health.

>>:  Thanks Wei Leng.  Going back to implementation and going back to the benefits for co‑design participants, all participants in a co‑design process should benefit materially.  So that means remuneration, but it should build in learning and development for all participants as well.  That's really important.  So, organisations should use the evaluation of co‑design to get better at engaging with their communities and participants should have access to learning and development that align with their goals, which might be professional goals and it might be personal goals as well, but we need to find that out in the co‑design process and evaluate that.  So, we should be much more ambitious than just improving motivation and confidence.  A right space co‑design practice means we really actively support leadership of communities and individuals, you know, self‑leadership and self‑advocacy, and as a co‑design group in the Health Experts we defined what leadership was and we found that it meant different things to different people within our diverse group.  So, our Health Experts' project activities had to evolve and we had to individualise and be strengths based and that means that we developed different individuals in different ways, and evaluating a co‑design process can really tell you if your organisation is going further and supporting leadership within the communities you serve.

>>:  Thank you so much Wei Leng and Rosie.  What a fantastic conversation we had today.  I think now it's almost time for a break so I'm going to hand over to Bianca.  Thank you so much.

>>:  Thank you so much Wei Leng, Rosie and Soizic.  A really interesting conversation about co‑design and evaluation.  Now we have some tough decisions to make.  I always think that's always exciting for the MC to think about in terms of breaks, in terms of the panel that is the next session and in terms of discussions, because I don't think they're all going to fit.  I'm going to be cruel and unusual and suggest to everybody that I'm going to give you a five minute break which means I'm going to ask people to come back at 12 past 1 and then we're going to do a discussion for a little bit less time and then we're going to go into the panel.  Please take a break, jump off camera and I will speak to everybody in five minutes.  Thank you

\*\* short break...

\*\* captioner standing by....

>>:  I might just put out that I'll put it in the chat, everyone is about to get assigned to the breakout groups so I will let the facilitators let you know about the discussion, I'm not going to talk too much and you'll be assigned to the same breakout rooms as before.  I'll let Lucas send everybody to the breakout room and go from there

**\*\* breakout rooms.... What strategies will you use in future in co-design and Why?**

**Disclaimer: Discussion from Breakout Rooms is not included in ither the transcript or recording.**

**\*\* main room....**

>>:  We have Andrea Naudi‑Woodberry, we have Grace ‑ we do not have Grace any more, we have Tess Karambelas, we have Sam Gagliardi, we have Natasha Siryj, we have Helen Freris and we have Soizic Brohan.  Just bringing everybody back in to being spotlighted there.  Thank you.  We have an apology from Grace Moloney who was going to be part of our panel but is a little bit sick.  I'm going to ask everybody to do the briefest introduction they can on themselves as we find you all for spotlighting, and make sure everyone's camera is on that is in the panel.  So, if you just do a brief introduction, most of you have been introduced, but let's just do a one‑liner and then we'll ask the first question.  Helen, would you like to start?

Co-Design Panel

>>:   Sure.  Helen Freris, Health Services Program Manager, background in social work, community services and disability advocacy and lots of things.

>>:  Fantastic.  Thank you Helen.  Sam, would you like to do a brief introduction?  Sam you're actually on mute.  Sam, I might come back to you and I might throw to Soizic while you find the muting button.  Soizic.

>>:  Hi everyone.  My name is Soizic Brohan and I am the Program Manager for the Gender and Disability Workforce Development Program.  I identify as a woman with a lived experience of disability because I am hard of hearing, and I am also French, but you might have picked my accent already.

>>:  Excellent.  Sam I just note that you're still on mute so I'll go across to Tess next.

>>:  Hi everyone.  I'm Tess Karambelas and I'm the gender and disability project officer here.  I'm a social worker and I have a lived experience of cerebral palsy.

>>:  Thank you so much Tess.  Andrea?

>>:  Hi my name is Andrea.  I have lived experience of disability.  I am one of the women with the WDV Health Experts team, also part of the Margins to Mainstream team.  I'm passionate about music and I coordinate a band, over to you Bianca.

>>:  Thank you.  Sam I note that you're still on mute, if you're still working that one out.  I'll throw over to Natasha.

>>:  Thanks Bianca.  Hi everyone.  I'm Natasha, I use she/her pronouns...I'm a carer and a parent and a first generation born on Wurundjeri land to refugee parents and I've lived through family violence...now I also work with WDV as an Expert by Experience.  Thank you Bianca.

>>:  No worries.  Thanks Natasha.  I'm just noticing Sam is having some technical difficulties so I'll come back to her.  I'm going to ask that everybody not use the chat function just for the moment and I will let you know that we have dropped in a feedback form, just in case anybody wants to do it while they're listening away to the panel, but that is there for you.  If you don't use chat for the moment it will just be really helpful for anybody on screen readers.  Sam, what I'll do is I'll get you to introduce yourself when we unmute and I'll come back to you in just a moment.  I might start with the first question, though.  Sam, sometimes the space bar will let you unmute that way is the other option.

>>:  I think she's unmuted.

>>:  You are unmuted.  Fantastic.

>>:  I'm Samantha Gagliardi.  I've been working for WDV for seven years in a lot of different roles.  One of the things I've done this year is go to see a new tram ramp be trialled.  Sometimes my wheelchair did not fit one of the ramps so I don't know what they're going to do about that, but I wasn't the only one so I just thought I'd give you feedback on that.

>>:  Thanks Sam.  We might be able to talk about this a little bit further as we go along.  That's another co‑design aspect of universal design.  My first question is What are the benefits ‑ I'm sorry I have a cat on my computer literally right now.  Let me just fix this little situation here.  Hello.  What are the benefits of co‑design and why is it important in 2022?  Over to you Helen sorry.

>>:  Okay.  Thank you.  Bianca's cat agrees that co‑design is vital because if you think about it all programs, services, resources are based on people.  If there weren't people, there wouldn't be the need for these things that we create.  So, it's fundamental that the voices of the people who are using programs, resources, organisations, services are directly part of the process of designing them because it means that people then get to actually benefit from what's being designed because it meets their needs, and those needs are what makes resources so vital.  It draws attention to peoples realities which are very different for each person and resources and services can then cater adequately for those needs, because everyone ‑ the circumstances that are present in co‑design influence the way programs and services are being designed.  I think that's relevant to the process and important for organisations to implement.  Thank you.

>>: Sam, do you want to go next to talk about why co‑design is important in 2022?

>>:  The reason why I think it's important in 2022 is because you have different opinions from everyone being put forward and it means that it's more accessible for every single person, not just a handful of people.  With everyone's input through it means that there's more ‑ we can hit more of a market of making sure we've got more people being able to be ‑ making accessibility easier with co‑design.

>>:  Thank you so much Sam.  I will go next.  For me co‑design is an important principle as a prevention practitioner because as we mentioned already, changing the landscape really identified co‑design as a key prevention principle to stop violence against women and girls with disability.  When we implement co‑design we also implement the other principle that's also important when we want to co‑design with women with disability.  We have talked about this principle already, but let's remind them.  It's important to centre the Expertise and input of women with disabilities.  It's important to ensure the autonomy, community ownership and control of women with disabilities.  It's also important to have partnerships and opportunities for collaboration with women with disabilities.  I might hand over to Natasha.

>>:  Wonderful.  Thanks Soizic.  Okay.  The benefits of co‑design and why it's important in 2022 for me, I guess the use of lived experience in co‑design is important as we're moving into a more diverse and inclusive society.  Our world seems to be opening up, there seems to be more acceptance and awareness of things that were stigmatised or taboo in the past.  For example today and this ‑ sorry, I'm not going to be able to say that word today ‑ today the panel, everybody here, it's evidence that women with disabilities can be contributors, we have knowledge and that we're educated and have a voice that our lived experience holds value and can be used to guide and inform.  So co‑design empowers people, it recognises that they, or in this case we, are the Experts of our own experience and we know what our needs are best.  I think it's really, really important, co‑design.  I don't think we've got Bianca back next so I might ask the question 2 which is what is the difference between consultation and co‑design, and we've got Andrea and then Tess then myself.  Andrea, would you like to answer that one?  What is the difference between consultation and co‑design?

>>:  For me there's a big difference.  Co‑design is when you have, you see the project from beginning to end. Consultation is when an organisation might seek to help from you and you might not see what the organisation does with what you suggest and you may not see the results.  When I was involved with the project with WHE and we got consulted and we were lucky to see the results of what people had done with what we had suggested, but it's not always the case and it is a much shorter process than co‑design.  Over to you Natasha.

>>:  Great.  Thanks Andrea.  Tess, would you like to answer that one as well?  I think that's one that you might be on, what is the difference between consultation and co‑design for you.

>>:  Thanks Natasha.  For me consultation is a tool of co‑design and a lot of people think oh I’ve come in and done one consultation and that's it so I can tick a box, but co‑design is continual and end to end and at every step of the way you're checking in, you're revising your plan, you're making adjustments, you're actively hearing and actively listening.  What you don't want to hear or what you don't expect to hear and it's a collaborative process that shares power and is inclusive.

>>:  Excellent.  Thank you Tess.  Thanks for that.  I'm just going to add to that as well.  Consultation may be used as a stepping stone to co‑design.  It might be a good option for some situations but true co‑design takes things further, it embeds people with lived experience from start to finish, it's a process where people with both professional and lived experience partner, and they partner together as equals to create outcomes.  I guess it's really important to see that they are equals, those of us with lived experience come into that process as equals.  Consultation on the other hand can be led by professionals and generally they're asking for input from people with lived experience like ourselves, and the professionals are leading the process and there's most likely a power imbalance in that as well where professionals are seen as leaders of that consultation.  True co‑design embraces the contribution of people with lived experience, it sees all people as capable.  Co‑design values both the professional and lived experience.  It's designing with, not for.  As we've said earlier in lots of the presentation it takes more time and resources than a consultation, but it can generate outcomes that are far greater and have much more impact and significance.  Thank you all for your contributions to that one.  We're going to go on to the next question which is what are some considerations when co‑designing with women with disabilities?  I'm not sure who is first on this one.

>>:  Bianca you're back, fabulous.

>>:  It's wonderful, I'm just like I'm going to let you guys all do it.  This is wonderful.  All good.  First up for this one is Helen then Sam then Soizic and I'm just going to say that in case my internet does something fun again.  What are some considerations when co‑designing with women with disabilities.  Helen?

>>:  Thank you Bianca.  I think we saw co‑design happening there on the spot because what we could see is, which is a key element, really, or one of them, is a belief in the inherent ability of Women with Disabilities to be part of the co‑design process actively contributing and having that contribution valued, so valuing voices and genuinely being interested and curious about what the perspectives will be that are going to be uncovered.  The other essential element really is a commitment to sharing power, working alongside rather than for or above, working with people, co‑designing rather than designing for.  So creating spaces and processes where co‑design can happen which are safe, allowing people to share the combined impacts of their disability and gender with other elements of their identity as relevant, and to feel that they're going to be supported and respected for doing so.  Accessibility, of course, the process, with resources as part of that accessibility, and as part of the beginning of that planning according to the needs that women share and these needs may evolve over time.  Attention to language too is important, timelines, environments, remuneration as well, and existence of trauma.  I'll hand over to Sam.  Sam are you next?

>>:  Thanks Helen.  I think for me I need things put into no jargon for me because if I don't understand the jargon I won't get the point across that people want.  So I need it in simple language for me to continue to do ‑ to make sure it's easy enough for me to do.  Also, people need to also not only think about things they need to do in certain designs, they need to also make sure the building is accessible because, for example, when I was volunteering at the police academy for four years when I first went there they didn't realise I was in a wheelchair, so I had to go up a ramp that was made of wood literally made of wood, up these stairs, because they didn't think that accessibility was part of the question they should have asked me.  So I find it hard when people don't include accessibility of the building as well as the environment, as well as the equipment we have to use.

>>:  That's fantastic Sam.  It sounds like it's really important not only to build co‑design into your projects, but also to think about how do we make sure that people can co‑design and make sure that they can absolutely get in the building.  The next person that will be talking on this will be Soizic.

>>:  Thank you Bianca.  I think today when practitioners co‑design with women with disabilities most of them consider accessibility and it is really encouraging, but here I just would like to emphasise that no single group of women with disabilities is similar because we have different types of disabilities, because we also have different backgrounds, identities and life experiences.  So it's important to keep in mind that accessibility requirements are going to be as diverse as women with disabilities themselves.  Over the last two years I co‑designed with different groups of women with disability and they didn't have the same accessibility requirements.  One group we needed a live captioner because some people were hard of hearing.  With another group we needed a notetaker because some women had an intellectual disability.  You don't need to recruit an Auslan interpreter if nobody needs it in the group.  I think what is important to keep in mind is that whenever you engage in co‑design work with women with disability it's important to ask them what accessibility requirements they actually need because we have been living with a disability our whole life so we know best what we need.  Thank you.

>>:  Thank you very much Soizic.  The next person I'm going to hand over to in a moment will be Andrea and then Helen, and I'll be asking a question of them, but I'm just going to put out there that we are running a little bit more short on time than we had planned.  When shorter answers are possible I would love them, but I also really want to hear everybody's messages.  I'm just going to put that out there for a time requirement.  The next question is what would be a good example of co‑design?  Andrea, would you mind going first?

>>:  Okay.  I was involved with Women’s Health East in the 16 days of activism campaign last year and this year.  We co‑designed all the messages together as a group and we also interacted with a group of women in South Australia who also did the design and images for us.  We had a completed set of images and illustrations and messages for the campaign and we're using them again this year.  Over to you Helen.

>>:  Thank you.  Thanks Andrea.  I would like to talk about the Experts in Our Health project very quickly.  It originated directly from women with disabilities and what they said they wanted.  Co‑design was built in from the beginning, from the initial planning, budgeting.  Lived experience was instrumental in designing the project, driving the way it worked, the key messages, the resources, the training content, we had constant feedback to evaluate how we were going with co‑design the whole way through, and the outcome was the growth really of the development of an empowered group of women who were already empowered, but they're already more so, informed and passionate group of lived experience Experts and other women in the community, processes which have been described as highly accessible, safe and responsive to lived experience perspectives and resources and training which actually meet the needs of the audience, women with disabilities workforces and are relevant for the groups for whom they've been designed.

>>:  Thanks so much for that Helen.  The next question is what are some of the barriers and what are the key elements to good co‑design?  Natasha?

>>:  Thanks Bianca.  Some of the barriers and elements.  To begin with it's generally a shift in the way an organisation does things, so a bit of a barrier there.  It takes more time and consultation.  It's more than consultation and therefore it's a process.  It's not tokenistic.  It's not a one‑off.  So it takes time and resources so we have to look at that as barriers and elements, I guess.  I think it's really important ‑ there's been so much great stuff said today and in this budget, but it's important to consider the budget.  Co‑design...it's not free.  Just as you expect payment for your job, lived experience consultants are professionals with Expertise and need to be paid for their time.  Co‑design empowers people and recognises that they are Experts of their own experience and part of valuing peoples knowledge in the co‑design process is to make sure they are treated equally and fairly and that means reimbursing participants for their work and for their contribution and time.  Over to Soizic.

>>:  Thank you Natasha.  For me, the main barrier is to actually understand what is authentic and meaningful co‑design because an organisation can allow women with disabilities to join, they can have them attend meetings as speakers, listen to them, but the impact is going to be active participation and at worse it is going to be token participation. Authentic and meaningful co‑design is really all about decision‑making and ownership and control.  So that would look like having women with disabilities influencing decisions, making decisions and even setting their own rules.  But at the same time, as we have said before, we have to accept that it's not an easy process.  We really need to shift our own assumptions and to shift our organisational practices.  We really have to put women's decision‑making at the forefront.  We really need to budget from the start of the project so we have the proper resources needed to pay women with disabilities for their time and Expertise.  As we already said, we also need time.

>>:  Fantastic Soizic.  Over to Tess.

>>:  Thanks.  I think everyone said a lot already, but I would like to add that I think some of the barriers might be that people that run these projects are highly privileged and people are afraid of using their privilege and think that power and privilege is a bad thing.  You've been sold a lie.  You can use your privilege for good because co‑design is effectively about sharing power, social justice, anti‑oppressive practice and all the good social worky terms and just to avoid unconscious bias and the fact that lived experience is not a pear are parent of a child with a disability and it's not someone who knows someone that lives with a disability.  It's people with disabilities themselves.

>>:  Fantastic Tess.  Thank you very much.  That was a very powerful piece there.  I love the idea of you can use your power and privilege for good.  It's a great message.  This brings us to our last question.  What are your hopes for the future of co‑design?  Sam, would you like to start us off here and then we're going to Helen and then Tess and then Soizic and then Natasha, and Andrea has asked not to be in this question.  Just so everyone knows.  Sam?

>>:  I would like to think that we wouldn't have to be a second thought.  I'm hoping by the time this comes out we're hoping that we won't have to keep selling us to say that we know ‑ I'm trying to say that I would like to see it not being a second thought, being a first thing that people say rather than having to organise extra funding for us to be involved.

>>:  So the idea that it should be funded from the beginning and people should be involved from the beginning and we shouldn't have to keep beating this drum.

>>:  Beating this stick and saying we need to be there to make decisions, to help them make decisions.

>>:  Fantastic, Sam.  Over to you Helen.

>>:  Powerful words from everyone.  Christmas isn't far away so a bit of a wishlist, but genuine co‑design becomes standard, shouldn't even have to ask, and that funders make resources available to realistically meet its costs, so budget, including accessibility, that policy makers require it as part of policy making and approval, and so providers embrace and celebrate its value, the value of people who do it, and demonstrate it with resources, sincerity, time and that we're valued for our perspectives, remunerated accordingly and that co‑design just becomes what we expect.

>>:  Fantastic.

>>:  Just a short list really.

>>:  Just a short list.  Everyone just get on board with this.  Absolutely.  Tess, what would you like to add?

>>:  I would like to add that in future I would like to see a world where, like Helen said, co‑design is standard and that we're not even thinking of the word co‑design because it's that embedded in our brains that it's like breathing, and that it does become an expectation that women with disabilities and people with disabilities are leading the way in co‑design programs and projects.

>>:  Fantastic.  Thank you Tess.  I love it.  Soizic?

>>:  For me as a prevention practitioner I would love codesign to become the new normal in prevention work because we need codesign to address the drivers of violence and we need codesign to implement the actions to address this violence. Codesign can be a really powerful prevention tool, but we need to have both initiative that specifically target women with disabilities and we also need to consider women with disabilities in the whole prevention work.  So, we need to upskill women with disabilities and disability organisations, but we also need to still train the prevention workforce so everyone can be inclusive of women with disabilities.

>>:  I love this idea of professional development and training people up, making more people available, getting that happening.  Natasha?  Your hopes for the future of co‑design to finish us off on this panel.

>>:  Thanks Bianca.  My hope, actually I've got a bit of a wish list like Helen as well.  My wish list for the future is people like myself with lived experience with recognised for our experience and knowledge and are seen as important and integral partners, that we're seen as Experts of our own experience.  My hope is that co‑design is not tokenistic but true and authentic.  The more and more organisations ‑ sorry, that more and more organisations see the benefit of co‑design and embrace the process and give resources to the process.  I hope that things move further than consultation into true co‑design and I guess my biggest hope, or my biggest wish is I hope people will slow down, that they will connect, listen and learn, and that power and decision‑making will be shared and that lived experience be valued and honoured.  Over to you Bianca.

>>:  That's a beautiful message to end on there, Natasha.  That was wonderful.  I want to thank everybody for facilitating in my internet absence moment.  That was a fantastic example of improvised codesign where everybody kind of jumped in and did that.  Thank you so much.  Beautiful messages there about remuneration, about building it in from the beginning, about having it as stock standard, of providing education and training, of really engaging in the codesign process.  So, thank you very much from all of our panelists.  It has been great hearing from you today.  I will thank you.

The last section that I'm going to do a little bit on is just to thank everybody, really.  Thank everybody for coming.  I will ask Carly to drop into the chat the feedback form again because feedback is part of codesign.  It's part of evaluation.  It's about working together and really hearing what people want and what your experience was of the symposium.  I would like to thank everybody for their commitment and passion to codesign and inclusion, and I would really like to thank WDV, of course, and everybody that's been involved in this event for coming together and making it into the beautiful event that it turned out to be.  Some important people to not forget.  Funders.  Funders are always important.  I would like to thank the office for prevention of family violence and coordination and the Australian government Department of Social Services and everyone else that contributes to the broader work at WDV.  I would like to, finishing up these thank yous for everybody to invite everybody to put a couple of words into the chat if you would like about your experience today, one word.  How did you find today?  Pop it in as we go along.  Feel free to do that.  I would also like to thank our presenters, Helen in the absence of Nadia jumping in and helping us out to open up the symposium, Soizic, Rosie, de, Tathra, Stephanie, Lena, Tess, Andrea, Grace, Sam, Natasha, Vicki, Kerrie, Renee, Julie-Ann, Wei Leng, Karleen, Avega, Olivia and Zoe...I would like to thank the people that did the back stage stuff so to speak.  Carly has been a massive person on this symposium, so she has been doing excellent work at WDV in Comms, in coordinating back stage stuff, doing all sorts of things.  I would like to thank...specifically Erin and Roman and everybody that's been involved and Lucas, of course, our wonderful IT that's been involved today Lucas Hunter who has been spotlighting everybody and keeping us all on track.  Who else would I like to thank?  If you would like to know a little bit more about any of the things that we've talked about today please go to the WDV website.  You can look at the resource section of that website to click on the resources.  There are links to the health stuff and to the violence prevention site on there, and you would have seen that come up in the chat as well.  I think the key message that I really want to end everybody on today is the idea that, you know, codesign is about challenging power.  It's about bringing in equity, it's about thinking about, you know, trusting the people, bringing them in, participatory design.  It's about it's inspirational in a lot of ways.  It's about learning from the people around us about what they need and what they want and using all of their experience in the work that we do.  So I would like to thank everybody that does codesign at WDV and I would also like to put a call out to all of you to keep in mind that message of nothing about us without us and really challenge everybody to take codesign into their work.  Thank you so much.  I note that a few people have put a whole bunch of things in the chat, which is wonderful.  Please jump on to that feedback form and I think that's all from us today.  Would anybody from WDV like to say anything else momentarily?

>>:  I would just like to thank everyone again, colleagues at WDV, staff, you Bianca, funders, people who have attended.  It's been a great experience.  Thank you.

>>:  Please stay tuned ‑ thank you so much Helen.  Please stay tuned to WDV's event page and information for other things that might be coming up.  There's some great prevention of violence training, there's fantastic resources out there.  Please think about engaging them in your work.  Thank you.

\*\* end of session...