**CSW67/ WWDA LEAD: Empowering Women with Disability in the Digital Age - Transcript**

Welcome everyone to the WWDA LEAD Empowering women with disability in the digital age

presentation for the NGO CSW67. First, I want to acknowledge country.

An acknowledgement of country is a really important part of our practice

at women with disabilities australia

it acknowledges and pays respect to the traditional owners and custodians

of the lands we work on.

So to start with, I acknowledge that I

live, work and play on the

unseeded lands of the

Muwina people

and I pay my respects to

their prevalence in this

land today. All start with

that

--I want to start with that

even though

this presentation is based on

disability, it is important

that women,

girls and

non-binary people with

disability are already

powerful.

So welcome.

Hello everyone, and welcome

to the WWDA LEAD

empowering women

session.

At

WWDA LEAD, we believe that

our facilities

already have the ability

--our disabilities already

have the ability to lead.

However accessibility is the

barrier.

It is not women with

disabilities and their

capabilities.

Empowering women feels

people who are women and

non-binary

to

work on leadership access

and exchange, technology and

accessibility.

After the presentation,

we have a short before the

Q&A. This presentation will

cover an overview and

background of WWDA and the

WWDA LEAD project.

We work in online

communities and groups,

inclusive problem-solving

and providing

accessibility online.

Which is what we're here to

talk about.

We will also talk to

transforming traditional

views of leadership and we

will also talk about

individual capacity building

and

change through committees,

activities, programs and

events.

So my name is Saphia Grant,

my pronouns are they/them

,

and I'm here to talk about

disability through the COVID

19 pandemic, we have empowered

women, girls and non-binary

people

with disabilities

online.

Firstly I would like to again

acknowledge and pay respects

to the First Nations people

on the lands on which I'm

streaming

today to host this

presentation.

I'm on Hobart in

Mu

[Captioner] 08:04:49

wina

country,

for people who don't know,

is a little island south of

the Australian mainland,

literally dubbed Tasmania.

Recognising that living on

unseeded lands means

not only do I recognise

First Nations people,

not only do I recognise

First Nations…

Sorry, excuse me.

First Nations people of this

country did not sign away

their lands or rights,

nor the injustices that

occurred

during colonisation and

stolen country,

and countless atrocities.

that were committed are

ongoing.

I recognise that the impact

that this is how it continues

to have an effect on

women with disability

Australia First Nations

disabled women, girls and

non-binary members,

and our aim is towards

equity and inclusion.

I invite you all to recognise

the lands and country that

you are joining in on today,

and feel free to name them in

the chat functions or

introduce yourself and

mention the lands and peoples

countries that you are

calling on from today in the

discussion and the Q&A

session. Following the

…

Yeah, so following

the… Sorry, I lost my spot.

So I'm going to pause for a

second

for

Jacinta to come

in if possible, it seems

like we have some technical

difficulties.

So in the discussion

following this, I acknowledge

and really want to invite

people to think about the

lands and reflect on what

countries you are calling on

and the history, and to share

that in the chat if you want

to.

In the discussion post this

presentation.

So, before I go any further,

I would like to give

a visual description

of what I look like.

And my backdrop

for blind or

vision impaired people

joining today.

I will also give vision

descriptions of the slides

and as we move forward

through

the presentation.

So,

my name is

Saph

, I have white skin

and at the moment

I have

very pale, purple hair.

I have blue eyes,

I am wearing

a blue barre, a blue top

and earrings with pink

flowers

, and a bookshelf in the

background

, a piece of art on the wall

next to the door.

So, expectations.

This is just some general

housekeeping.

One, it's the first time

running an event on zoom

[

today so I have some support

here.

So the support I have here

today

is one of our members from

WWDA who will be in and out.

And then I also have

Heidi,

who when we have sorted out

the technical difficulties

will be able to help with

chat functions and Q&A's. If

you do have any problems,

thank you for being patient

with us whilst we trial

the zoom offence platform

which is very

--zoom events

platform which is very new

to us.

You can stick around for the

Q&A session at the end of the

presentation.

So, next housekeeping is

that we don't expect people

to have their

cameras on during

these sessions.

People can have them

on and off depending on

whatever capacity they have.

People can use chat only if

they want to interact.

We have live captioners,

saliva captioning

should be enabled

--so live

captioning should be

enabled, and thank you to our

live captioners.

The reason we use live

captioners is because the

automated captions sometimes

don't capture

the…

Sometimes

the live captioners…

Sorry,

I am getting

some issues with these

events,

I'm not able to enable the

chat function for those who

were there.

If someone come

--if someone from wwda macro

--WWDA

can join us, please let me

know. Thank you for being

patient with us

whilst we are having

technical problems in

housekeeping.

So if we have to tackle

problems during this

presentation we will aim to

resolve them as quickly as

possible.

We are recording the webinar,

so if you want you can come

in and out of the webinar

or presentation, please feel

free to do so if you need to

take a break.

We will be recording it so if

you miss anything you can

come back and watch it later.

I will be moving quite

quickly through the

presentation, and then open

up the floor for questions at

the end.

For the Q&A and discussion.

I will be leaning heavily on

my support team to let me know

how we can facilitate that

on this platform.

And if I need to join

again from

a different link.

So if someone can send me

a different link in the

chapter join us to problem

solve, which we will go into

later

how great Women with

Disabilities Victoria

problem-solving.

--

Women with disabilities

are with problem-solving.

There will be

sign interpreters coming in,

so when

they join, you can select

them to view them on the

screen.

I'm assuming you can all see

that.

The other things…

We have got

the hashtags at the bottom

of the slides,

so if you want to use

hashtags at any time we

provide them for you at the

bottom. So

#NGOCSW67 or #WWDALEAD.

Also,

Heidi has joined us,

she will be doing her best

to come in and out and

answers can --answer some

questions.

As well as moderating the

chat.

That brings me to another

point.

When we talk about

housekeeping and introducing

the sessions,

women with disabilities

and non-binary people with

disabilities using these

platforms, it can be quite

tricky and

quite inaccessible at times

and complicated.

We have the capacity

not only

on our members but also on

our team,

which are majority

women with disabilities

to then

the able to

, you know, turn up

with the best intentions

to do

the most good

and the least harm

.

So our final thing to

mention is that we are

recording this.

It will be available after

the presentation at some

point.

So little bit more about me,

my name is Saph,

Saphia Grant, I pronounce it

they/them,

I work as the project

manager on the

WWDA LEAD

project,

I am a proud, queer,

non-binary

person

with disabilities.

Most of the time they are in

--invisible, and most

recently

I got diagnosed with

endometriosis,

which is my latest.

That is a shared experience

many women with disabilities

have after 10 years

of me believing it was in my

head.

So I'm currently recovering

from surgery.

I'm very happy to be here

and very, very grateful

for the community and

support that we have as women

and non-binary people

with disabilities to engage

with each other, how that

community and support.

So,

quickly I'm going to run

through this next slide

because

, just a heads up, it is

quite wordy.

It is the terms and phrases

we will be using during this

presentation.

We recognise many people

today that he will be

familiar with these terms.

These will be used in the

context of the purpose

of this

presentation.

They have different

dimensions and levels of

understanding.

I'm going to run through

them because our community

is quite broad as a disabled

community.

Some people may be familiar

with some terms, some people

may not, but if you are, that

is great.

So women with disability

Australia,

this slide is

a really pale purple

background with light text,

--.txt it says terms and

phrases,

it is an illustration

at the right hand

--.txt that says terms and

phrases, an illustration at

the right with two figures,

one microphone

being held by one to the

other, so that they can speak.

There are six icons

with six different terms.

The first icon is

, I will go to now

which is a purple round icon

with the logo

of women with disability

Australia in it.

When I say WWDA, it is

WWDA,

but we pronounce it WWDA.

That is what we say during the

presentation, if he him is a WWDA

or WWDA LEAD it is Women with

Disabilities Australia.

Women, girls, famine and identify

people with disabilities,

the second icon

which has people with long hair

smiling, one with an arm around

the other.

When we say

Women with Disabilities

what we mean is

it is a number L

an umbrella,

we are also talking to

and are including

women and,

feminine identifying

and non-binary people with

disability.

The degree again for Women with

Disabilities Australia contacts,

full members over 15 we use

women,

for people in the community

… Girls

,

who were girls of under 15.

To be a Women with Disabilities

Australia member you do have to be

15 and over.

Famine in identifying,

this refers to gender identity or

expression that describes someone

[Captioner] 08:18:13

with a gender which leans towards

feminine

,

some identify as women and others

don't.

Non-binary is an umbrella term

for someone that does not identify

exclusively as a man or woman,

identifies outside the gender

binary, or someone who is

non-binary, a mix of genders,

or not having agenda at all.

Non-binary is another umbrella

term

to describe people

who are outside women

but also may experience adjacent

forms of oppression

to do with their gender and

gender identity.

Individual Capacity Building.

Individual Capacity Building

,

this term

is used by our project

with the aim of creating

connections between women

with disability and the living.

It is used with the aim

to build

knowledge, skills and confidence

of people with disability

and improve their access to

community and mainstream services.

Through peer support, mentoring,

developing resources and other

skills development,

Ling,

-- building programs and

abilities.

One of the main tools for

the WWDA lead project,

while the intention of the

individual

capacity building comes up a lot

in our community

,

and in a poll I asked which you

may have access if you are

accessing the event through the

out, there is a poll in there

way you can answer some questions

or talk about

ticking options on what topics

you are most interested in to

discuss.

This term, while the intention

was to move away from deficit

models and recognise that some

Women with Disabilities

,

with the Individual Capacity

Building and the way that is phase

we recognise that some already

have that skill is, the skills and

ability and experience, but they

are looking for opportunities to

use these skills.

Not necessarily looking to build

capacity, they have capacity, they

have ability but they are looking

for opportunity and access.

This is kind of like access and

opportunity over ability.

Capacity

exchange, this came out of that

conversation and it is a term you

may be recognising from the

international Women with

Disabilities base, capacity

exchange acknowledges the power

dynamic

and the power

where capacity building is very

focused on service providers

building the capacity of Women

with Disabilities and non-binary

people with disabilities.

Capacity exchange

is gaining popularity

and unlike capacity building

it does recognise that Women with

Disabilities

have capacity

and capability,

and it looks at

kind of developing projects

and activities

and planning that encourages that

two-way

social model of disability,

and create access and opportunity

and spaces for women

with disabilities to use and hone

and strengthen skills and build

networks that not only improves

confidence, also benefits from

mainstream services.

In recognising and validating the

leadership, knowledge and power

that Women with Disabilities

already have.

You will remember the slide at

the start which they will not go

back to, which acknowledges that

Women with Disabilities are

already powerful.

Again,

it is access,

not

an opportunity.

Co-design,

this brings me to co-design.

With this icon,

go backwards for the visual

component,

but it was an icon there, a

person in the middle with arrows

pointing around.

Capacity exchange had another

purple icon circle and it has two

little round circles with arrows

to each other and next to it as

black test that says

-- black text that says this.

Now we have

a megaphone, and some speech

bubbles,

and they

clay

icon.

Co-design, it goes further than

consultation.

It is capacity focused and it is

a power-sharing approach

based on building relationships

and trust with people with lived

experience who are the audience

and/or

will be using the products, the

program, resource to the full

process from planning to

development to learning evaluation.

I could talk more about

co-design, I could talk will they

about it, but today am going to

focus because of the pole we did

in the app, people are really

interested to talk about

leadership and that was what had

the most results. We do have

another presentation from Women

with Disabilities Australia on the

Our Site webinar, I will share

that at the end of the

presentation.

With that one they are really

talking more about co-design and

building a website in co-design,

how do you refer to people who

want to talk about that, attend

that event.

Next we will go to leadership. We

have around purple icon with three

people in it, and they look like

they are wearing uniforms which is

an interesting point because the

idea of leadership.

This is where I will leave a

question for everyone here and

viewing, and people who were at

this part of the presentation, it

is already early to make you do

work, but what I want to do is

kind of talk

to the idea of traditional

leadership.

Leadership is a contested term.

Traditionally used to describe

people who lead others at work.

In a position where they have

authority to use this power over

model of leadership.

And using that power to be able

to influence someone.

That is kind of this traditional

view of leadership.

But through co-design the WWDA

LEAD project has

developed and produced a resource

that we will talk about later

which is the WWDA LEAD

statement, to discuss how

leadership is defined

with the lens of Women with

Disabilities

.

We will talk more about

leadership throughout this whole

presentation.

And afterwards.

But I would like to ask people

here right now

to think about how you define

leadership

and how you would define and

describe leadership

.

to people if you asked

that question.

Hold onto these thoughts and if

you feel comfortable

feel free to share in the

question and answer

or after the discussion or

presentation

.

Or if you just cannot get it out

of your head and want to use the

chat function you can put it in

there. Write it down, hold it

there.

But just think about early in this

presentation, how would you define

leadership if someone asked you

how to define leadership?

So,

just to provide a little bit of

background on women

with disabilities is Julie.

Some of you will be aware

of the background -- Women with

Disabilities Australia.

I wanted to give

a little bit of a story.

The beginning of Women with

Disabilities Australia dates back

to the International year of

disabled people, this is 1981.

Disabled peoples international,

DCI,

held its first

assembly in Singapore, after

participating in this assembly 13

Australian's set up an Australian

branch of the

DPI.

Two years later DPI Australia, DPI

A

from the outset was dominated by

disabled men.

Only three out of the 11

were women, and there was no

mention of women

or gender in the DPI,

[Captioner] 08:26:36

or other genders.

Women in the

DPI were frustrated with their

unequal participation, so in 1985

they decided to establish their

own women's network known as the

National women's network.

In the same year DPI held its own

assembly in the

Bahamas, Australian men men

representing

-- women

were required to pay their own

way,

while men were funded to attend

the assembly.

The protest of this the

Australian women

joined forces with their

international colleagues and

demanded women be given the right

to be represented equally in all

national organisations of people

with disability. The DPI world

Council was forced into an

emergency meeting where they

agreed to a standing committee on

Women with Disabilities.

Seeking a vehicle to effectively

advocate on their own behalf, the

network in 1991 resulted in the

development of the own organisation

with their own principles to get

independent funding and lead DPI.

Further years for a small grant

from the Australia government but

in 1994 the network changed its

name to Women with Disabilities

Australia.

WWDA. And established a government

structure.

In 1995

WWDA was incorporated as an

independent organisation run by

and for Women with Disabilities.

Since this time

WWDA has developed a critical

mass of expertise on the needs of

Women with Disabilities,

concentrated and used the energy

of (inaudible)...

And engaged other organisations

to advance the rights and needs

of Women with Disabilities.

The organisation has grown and

matured considerably in the past

decade and moved away from being a

small group of people with

disability primarily building

individual confidence, to a human

rights organisation enabling and

representing an deeply committed

to the promoting and advancing of

Women with Disabilities human

rights.

WWDA as I got a strong

international presence and we have

two representatives at CSW in

person this year.

And is seen as a leading voice in

international disability

and Human Rights Day base.

WWDA has innovative programs,

critically acclaimed at national

and international levels, the

organisation has been rewarded

with a number of procedures awards

including national violence

prevention and human rights awards.

That is a bit of our story.

I'm very proud to be part of the

story.

For the last two years. It is an

incredible organisation.

That is where we have been.

Where we are going as we continue

to be a peak National

organisation of disability for

women anger and non-binary people

with disability, around Australia.

Grounded in the human rights

framework,

and to promote and protect and

advance

the rights of women

and girls

are non-binary people with

disability.

As a disabled persons

organisation WWDA

a is managed and funded by people

with disability, for

women and girls and non-binary

people with disability.

We continue to operate

internationally as a leader,

while manifesting

for our communities, programs,

co-design

,

such as the WWDA LEAD project

that we will talk about today.

The WWDA LEAD project is one

example of the

broader work,

but I wanted to give that

example, that grounding story of

Women with Disabilities because it

is so important as a foundation

for the work that we do.

For this slide,

I have been talking to, it has a

blue and purple and grey

background, the WWDA LEAD logo in

the corner,

Women with Disabilities Australia

logo,

and it has got an illustration

of two Women with Disabilities

in the centre

.

One with brown skin

and a pink dress,

pink shoes, and the other one

is with a prosthetic

limb, and has a blue

dress and in a chair.

This next slide talking to the

WWDA LEAD project has the same

gradient, and the illustration in

the middle,

it has a woman wearing

a pink top,

a pink headscarf,

with a purple skirt

next to another person

on a stall next to them and they

have

… They have clutches, this person

sitting down on the stool has a

pink skirt and a logo next to them

which is the WWDA LEAD

logo.

In a circle with also the logo of

Women with Disabilities Australian

app.

Black tax as the WWDA LEAD

project, and the story so far.

Then we have the hashtag for NGO

CSW 67, and the hashtag of

WWDA LEAD and they are at the

bottom of the slide.

So the WWDA LEAD

project

empowers women using

online visual technology.

So

LEA

D

stands for,

the L

, we love

acronyms in the disability

and gender sector,

so the L

centre lead,

--stands for lead,

E

sensor engaged,

--stands for

engage,

A

stands for activate,

and

D

stands for

driver.

So I'm going to take some

water,

if anyone needs a break,

please feel free to do so at

any time.

So the

WWDA LEAD

project focuses on the

agency and human rights

of women, girls and

non-binary identifying people

with disability.

A little bit about our story

and where we have come from.

The slides…

I will just

start posting on what is on

the next slide.

Sorry.

So for the original

application for

WWDA, sorry to captioners

and sinus,

I'm going to run out of

--

signe

rs,

I'm going to run out of time

22 speed through this.

So the WWDA LEAD project

was to focus on the

RAC

funding.

Little did we know that

a few months later the

entire world will change due

to the covert pandemic.

--Covert project.

This led to the team

establishing a plan

with the members using the

best technology available to

us at the time,

and we learned a lot.

Even as we continue

, we reckon as the pandemic

is affecting women, girls

and non-binary people

with disability to remain

isolated.

For some women and girls of

disability,

it has increased hope for

having an inclusive society,

as those that have access to

events and activities

make

…

Quickly response to the

pandemic,

events that were inclusive

that went before. It enabled

our community to make things

to make things accessible

very suddenly because the

majority of the community

would benefit from it.

Which could pick up at any

time to benefit the disabled

community.

So this

helps many of our members,

however there is also a fear

on the back of this, these

advances and adjustments made

during the pandemic, so that

people could access things

from home may… They created

so many opportunities for

participation and involvement

and these opportunities

and these advancements

would disappear as a site

because

back to more in-person

activities.

I'm not sure if this is

happening in other areas of

the world but certainly in

the local community

here at a state and national

level. We are seeing more

events, particularly in the

arts return to in-person,

removing the accessibility

that they had at the

heightened part of the

pandemic.

So there is a digital divide,

that isolate people who

don't have access to

technology, internet and the

supports needed to use them.

So these people may not have

had access

or the literacy

for online spaces and events.

Therefore, people

don't have that access to

technology

and online literacy,

and digital literacy.

The online space activities

have not been accessible

to some and not all

disabilities being provided

adjustments and requirements

for the participation and

involvement.

Either way, we learn through

this challenging time,

and human

connection could be

transformed we shared,

--

transformed and shared,

and we should use this to

allow women

and non-binary people with

disability

included online and in

person.

This cannot be changed in

silos, we can't carry this

change on our own.

We need intersecting support

from each other

in different communities.

Working all these reforms

and paradigm shifts

to create change for women

in disabilities.

We need the women community

and women sector

, and we need the disability

sector to include the lives

of women.

We need to not be silent

when talking about disability

with women.

B the voices and recognise.

I will go into this

aggregated data and how

important that is, but we

will talk about that later.

So… We will need

to keep reading,

this is a particularly long

projects we need to keep

meeting and working together

with allies and

organisations to change the

vision.

Talking to WWDA LEAD

vision, and a statement

which I will talk about in a

minute.

With that, the vision that

we came up with and

codesigned with our project

steering committee is that the

–

we established that

women and non-binary people

with disabilities work in the

University, so to be even

more accessible during these

--during this global

pandemic,

economic, societal and

political challenges that

women and non-binary people

and girls face,

looking

at problem-solving and

finding constructive

feedback.

It is only with our

committees, actively

modelling and working in

codesign

to design, implement and

evaluate these programs and

resources, and showing what

they look like.

And we are also involved in

capacity building and

exchange, co-designing

programs and resources.

So again,

it's again focusing on the

ability of our members

.

Looking at that language,

that language quite a bit of

where people say

the outcomes

we want women and girls

with disability to engage in

mainstream services,

and what we are hearing a lot

in this project is people

don't want to be

, they want autonomy and

agency, they don't want to be

coached to come out and be

in the abled community and

perspective, because we

already do, we already are.

It's more about the fact

that we don't always have the

access and the opportunity.

That is what we are focusing

on a lot.

So participating

equally in society, not

being treated as if we are

the problem, looking at the

societal model and working on

the social and human rights

model to empower through

advocating equity

for participation in society,

and we talk a lot

with our findings about

how we use language to focus

on

the learning

, and focusing on the access

and opportunities.

So the barrier is around

there, rather than with us.

I guess that is nothing to

reflect on

and take away, is how

language can sometimes

have language used in the

context of empowering women

with disabilities,

specifically when we talk

online and writing content

and resources, and sharing it

through digital platforms.

So looking at how we frame

the conversations we have

with women with disability,

it can transform the work

and is reflective in

the work

this but it is doing.

--This project is doing.

So, next slide.

This is a very busy one.

(Laughs)

Visual description is going

to be very long, so bear with

me.

It has a pale

purple background, a title

across in black,

that says establishing and

running committees.

So with this what I'm going

to give a very quick overview

of some of the key parts

about this, this is the

heart of the WWDA LEAD

project, the project steering

committee.

So really with this,

we are working in meaningful

codesign, and non-tokenistic.

So we're working through

this participation model.

We are looking at this

through the strategic

processes and using

very strategic processes and

practice to engage and empower

to be inclusive and

accessible as possible

in the digital environment.

So on the left-hand side of

the slide there is an orange

circle with an illustration

for Ali Banks again, who has

done a lot of illustrations

for WWDA LEAD

and if you go to our website,

you would be able to find

the WWDA LEAD projects page

on the website.

We will share that link with

you.

You will see a lot of

illustrations.

This one has an image of two

people sitting down,

who do not have visible

disabilities,

but they may.

One is a man with brown skin

in a blue suit,

and the other is a woman

with brown skin

with a purple, pink

blazer

and a blue top.

They are both looking up

at a woman with grey hair

and pale brown skin,

with a purple kind of suit

on, a blazer and parents

sitting in a wheelchair with

a person standing next to

her, kind of behind her who

has silver her

--silver hair

and brown skin, they have

little SPEAKER: Phones.

--Speaker

microphones.

This image depicts

the power structure of

having women with disability

is

as having two of the people

sitting down, rather than

people who are engaging in

consultation sometimes

standing up whilst we are

sitting down.

This is about us

and this image depicts that.

So these illustrations

coincide with the

WWDA LEAD leadership

statement,

which you should see in the

next slide.

So we have the little purple

icons on the slide, the first

one has a picture of a person

with long hair and glasses

with a laptop, inside a

purple circle and next to it

it says recruiting.

So for the recruiting process

we recruit and codesign

community expression of

interest forms in multiple

formats such as PDF, Word

documents and easy read or

easy English. Easy English

and easy read are a writing

style that helps people who

find it hard to read and

understand English,

it is simpler.

Plain English,

and it has a lower reading

level.

Easy English, there is two

versions,

easy English and easy read.

You will recognise the style

because it has short sentences

with an image or picture.

So,

meeting accessibility needs, step

one with this when

establishing a committee is to

ask.

Asking,

do you have accessibility?

This is something that we ask

for our registrations, events,

a lot of things.

We will talk about that more

later.

Asking is a really good first

step.

If you have a first step try to

go back a step

and see if there is a question

you should have asked before that

question.

For accessibility.

Without meeting accessibility

needs we do use Zoom,

and with Zoom

we do have

some accessibility

that I talked about today in the

housekeeping

, very similar.

We do ask

in the Zoom,

we ask,

what are your accessibility

and support needs to be able to

participate

in this setting?

Using Zoom.

We have supported quite a few

members

who were not confident

with Zoom

and online platforms,

that were not actually

…

We supported them too.

What we have seen through the

project is people who were not

confident at the start with using

Zoom out, by supporting and priding

death providing opportunity to

learn and grow and walking them do

it, we have seen people who two

years ago

very difficult to

sign up, talk through the process

of calling in, setting it up,

a lot of support,

to two years later

zooming into live event and

webinars and speaking using Zoom

to a webinar confidently and

successfully.

It has been really amazing being

able to see that progression, that

once people have the opportunity

and access and support it becomes

a medium they can then use in the

community and further

their self advocacy, individual

advocacy and systemic advocacy for

work or employment or even

attending events and webinars.

So, communications.

Again using Zoom,

captions, having Auslan,

and then also

sending out

and supporting information

which I will talk about now.

Again, communication, step one,

ask.

This is

what we use with women at

disabilities

through our online delivery.

Generally asking again,

what are your access needs and

supports?

This may be writing emails, other

documents and 16

point aerial for low vision specs.

Using English

--

English or easy read,

very responsive, our

communications are responsive and

we may use our community members

with phone calls,

email, in some circumstances even

post.

To be able to communicate with

our members.

We also use,

also many opportunities and

options and so many online

delivers with Google Meet, teams,

Zoom, Manning.

-- Manning.

--

many.

The next want to talk to his

roles, responsibilities and

expectations of our committees.

Different committees for the

WWDA LEAD project

have different purposes, summer

co-design,

specifically

delivering online national

leadership.

The advisory groups are at times

expected

to advise, guide and support the

project.

Even though the Project Steering

Committee and the advisory groups

have this large role

in manning and supporting the

entire project

and other committees such as the

co-design may be specifically

locust on the co-design aspect

,

the Project Steering Committee

has still been involved in

co-design

.

..

Sorry, the co-design committee

was involved in co-designing the

WWDA LEAD project

and the five principles, and also

the preplanning stage for the

toolkit co-design committee.

They developed and co-designed

the structure

and scope

that then

we created

a toolkit co-design committee

from.

That kind of

process and strategic process

of bringing together people's

expertise

and working with people to create

products, resources and events

that our community will actually

use

and benefit from.

So,

creating opportunities

for our committees as well.

One of the other things

, creating opportunities,

we do not have any volunteers.

We remunerate everybody.

Everybody that participates

within our committees gets paid

for their time.

Because women and girls of

disability need to be paid for the

time.

That is something that is

important to us at WWDA

and on the LEAD project, that we

recognise and value

the experience and everything

they bring to the table.

And through this we have had

, I will talk further to the

opportunities

as we talk to the activities

quickly

.

First we will go to the next

slide,

another pale purple to gradient

blue background

and up the top we have got this

black

heading that says WWDA LEAD's

leadership statement.

This on-again that we have

the vision, seeing things as they

will be, a world which values the

leadership of women anger -- and

girls

with disabilities in all our

diversity.

The five that the correlate which

with eight of the five

leadership principles.

So, we are running very long time.

Thank you for being

with me.

The story of the WWDA LEAD project

.

We could talk much further after

this.

After a short break.

We will talk to

the content.

The WWDA LEAD

leadership statement,

we will provide a link for.

Moving forward.

This and was

developed in co-design

and launch on International

Women's Day last year

by Marise Payne

who was the Minister for Women

at the time.

We also had a webinar

with members

of the Project Steering Committee

who helped create this in

co-design.

And those members spoke on the

webinar so that was an opportunity

we created

for our members to be able to

speak on the webinar about the

co-design project and putting this

resource together. It is looking

at redefining and looking at how

we define leadership to the lens

of women and girls a disability.

-- With

this ability.

There is a whole lot of

background I could give you about

how Women with Disabilities have

reported to the leadership

.

We do have

, so much background,

this could be a whole hour

talking to the leadership

statement and the process of

co-design and what it means in

practice.

But right now we don't have time

so I will go into again just

quickly giving an overview of the

WWDA LEAD five principles.

The first one is to lead by

lifting up and there is an

illustration there.

Do the lens of Women with

Disabilities,

leading by lifting up was the

first one and the first principle

and what it means is leadership

that creates space others to join,

fill and be heard too.

The second one is to value

diversity and expense.

This honour is about promoting the

status of women and girls with

disability and we are a very

diverse group.

Very intersecting identities with

some more impacted

and experiencing marginalisation

than others, very diverse group

and so much lived experience that

you cannot go to university for,

you can only go get it through the

lived experience and that

knowledge is so valuable and

important in so much work from

advocacy to policy to legislation

to design.

So, this particular

leadership principle talks to

, talks about

pretty much

full accessibility, inclusivity

in all areas of

public, private, political,

social and economic life and that

it must be a standard and not an

optional addition which he usually

is.

We should not have to fight for

our right to occupy positions

which we usually do.

This is about that and challenging

them.

The next one is challenging and

transforming traditional views of

leadership which I think would be

great to discuss moving forward in

the Q&A session. This one is that

, it is focused strongly on what I

touched on, Women with Disabilities

are problem solvers.

We see this a lot.

We spend so much of our lives

problem solving how we get

day-to-day that this is so

valuable in such a strong part of

our leadership that shines through

in every area of our lives.

The next principle is care for

self to Catholic community.

So, -- care for self to care

for community.

This one is focused on the

relationships that we have of

ourselves and each other.

And others in our lives, these

are the most important resources

that we have and to be able to

care for our community we first

need to make sure that we are

working from within our capacity.

It is OK for us to take rest and

when we rest other people can step

up and we can share.

We share leadership. The last one

is very

full community, nothing about us

without us. This was the final

leadership principle because it

just with good leadership

and disabled women leadership,

this one is very important.

However it has evolved and they

wanted to acknowledge that.

It is no longer nothing about us

without us, and a lot of people

have just crossed out the about us

in the middle, does nothing

without us.

It is highly appropriate and when

we revise the leadership statement

me

we may look to change that

because every area of life,

whether it be political, social,

economic, benefits from universal

design.

And to do that we need Women with

Disabilities at every single table

having our voices heard.

This is about inclusion and not

segregation.

In all areas of life

.

Pretty much in all areas that

affect our lives and our daily

lives.

In preparation for this statement

we worked in meaningful

co-designed with the project in

committee.

And want to really recognise the

work that they did to put this

together.

Currently we have

some updates, some

things we are planning on doing,

the National Online Leadership

Statement and toolkit.

These are bent to specific

co-design committees

that have gone through the

planning stage

and are now in the

development and implementation

stage.

We had two different committees

working specifically in co-design

on these two.

So, activities.

I'm going to go through these

very quickly.

We have had a webinar series

with co-design and featuring

members of the project steering

committee.

And the WWDA

Youth Advisory Group and other

women and

non-binary people from our

community.

It is the light purple background

again.

The leadership statement to launch

images there and another

image they can see from YouTube,

and with these screenshots I

really wanted to add them because

the screenshots and the webinars,

the way that we did them to make

them accessible online is we had a

panel for the slides

like I'm showing now, but we also

had another panel

, a box on the same view, all in

one view or separate view, you

could click on each box to view

each thing. The images of the

screenshots of the webinars are

rectangles and it has a largest

lied and then two different boxes

on the right.

The top box has another kind of

background,

purple again.

Background.

And the box

on the top right has

the image of the person speaking.

Probably me, at the moment you

have got the little Zoom Square.

Then you have that the person

speaking and then you have got

the square for the webinar with

the Auslan interpreter, sign

language interpreter as well. And

then you have another large

square week you could read the

live captions in real-time.

Peer networking we

have these in the sessions, this

is an informal

session run for

and by Women with Disabilities

and it has been very popular, we

have had some very good feedback

regarding this activity.

A little question there, self

reflect, you do not need to share

your thoughts,

just a question for those who may

have thought about it, why do you

think autonomous spaces run by

Women with Disabilities, for Women

with Disabilities, may be

important?

We find the peer networking

sessions have been run

via zoom,

we have had it with

captions, with and without sign,

what we find as it is a really

good first step for people when

they first joined WWDA, or have

been a member for a while but not

involved in the day-to-day

operations or activities, and they

turn up and they are involved with

peer networking and they meet

staff, each other, and what we

find is then members of the

community who use the peer

networking, it is generally a gate

way to WWDA and they get involved

in the committees and get

Having these online,

autonomous spaces

provides the competence for

women with disability to know

that they aren't alone, and

just because we

do leadership differently,

does not mean it is not

leadership.

So the scholarship program,

we have had two rounds of

scholarship programs.

These are very successful.

This gave the members the

opportunity to use their

leadership skills and build

their capacity as leaders.

In the community, it's also

…

People who have been

involved in the scholarship

program have

gone on to become, one

became a staff member

--a staff member

,

and another got involved in

the community. It's a great

way to up skill people in

whatever course they chose,

as long as it was involved

in leadership

and up skilling themselves

to be a spate

in leadership in their

day-to-day lives.

It just meant they had to

--themselves to participate

in leadership in their

day-to-day lives.

It just means I had to pick

the course they want to do

and apply for funding to pay

for it. So one person said

that being involved in this

project can now confidently

say they know what is

involved to make documents

more accessible to people.

They understand that

they need to support people

with low literacy and follow

the steps to take to support

them.

Much better.

They studied easy English.

That gave our members

increased confidence

to advocate for themselves,

be leaders

in individual and systemic

advocacy.

Again, a purple slide, it has

a little tile with two women

with disability is

with academic,

--academic hats on

,

with a link on the side that

says look it up! Read here,

with a link to our website.

Our mentoring program.

Our mentoring program is

still running.

It is running now, it is

very interesting

and I do want to talk about

it a little bit.

I'm very mindful that I have

gone over.

If anyone does need to take

a break,

and come back,

please do.

Please do.

If you need to take a break,

this is being recorded,

understand sitting listening

to someone talking

the song can be quite

exhausting.

--Talking this long

can be quite exhausting.

This will be recorded is you

can watch it back later.

So the mentoring program

is

I think for me, the program

has been really interesting

in hearing the feedback from

people who have participated.

It is one of the most

interesting parts of online

mentoring, using an external

provider

and that mainstream external

provider

for access all men and girls

with disability to use.

It was a traditional form of

providing leadership

development.

The mainstream capacity

building and exchange to

improve and

update their programs.

So

(inaudible) is a program

used to develop these

programs.

So

we only had accessibility

standards of the

W

ACG

from the conference, we'll

talk about that conference,

but what we found working

with WWDA

is that the facility that

isn't

on the website development,

this is going to make you

visible standards

, formal standards, what we

found was the informal

parts that branch out

hadn't thought about

that made

their website and platform

not fully accessible,

so 22 and we worked with

them to roll out

a structured program

with disability with branch

out,

--with Branch out,

and they have been

working in collaboration

with us

to design an industry

leading

program

and other

mentoring programs are

started using this platform.

It was in excess

--it was a success,

we had a very

… 35 originally and be

extended to 37.

So we could include all the

pairs matched together

with their very science

based algorithm that the

program used to match people

together.

All of this required access

to the

Branch out platform,

including the training

program,

with little nudges by email

to complete

three activities and track

program models.

Even though the platform was

accessible,

for the feedback

and there was positive

feedback

and satisfactory ratings

from the mentees and the

mentors, they did find that

there was some feedback

around the training

.

So 78%

would recommend

the online training,

71% said they

are not satisfied,

71% were

satisfied or very satisfied,

57 agree strongly or

strongly agreed

that there was adequate

training, support and

resources to get out of the

program. Hundred percent

of the mentors enjoyed it,

80% said they want to

do the program against next

year.

--Again next year.

So we provided adequate

training support.

We challenged our 2022, 2023

program

to respond that feedback

and have it level up

and elevate the program.

Taken the constructive

feedback that we are seeing

from the previous program

into proof

--program improve the

training.

So it didn't have any images

people related to,

and had some accessibility

issues. So we

worked really closely and

collaboratively

with

Brancher

using three steps.

One is conscious and

intentional language, looking

at the

two-way relationship, it is

not one-way,

mentors and mentees can

learn from each other.

So mentoring is likely to

occur,

and going from the more

experienced in this

experience, and that

the mentoring can occur when

they are working on a single

problem together.

There is also a power

imbalance.

So we really want to focus on

(inaudible) the expectation

to share

openly remains the same both

ways.

Including both mentors and

mentees to be vulnerable,

share stories and be open

with each other in the context

with respect and

understanding

and supporting advocacy and

human rights with each other.

So for example,

Brancher

sets up goals to share with

the mentee and mentor program.

They also have a section

where the mentors are

expected to set the goals and

share their goals too.

That is one example of what

they mean when they say they

want people to share and be

vulnerable. Put the goals

down.

So doing something with goal

sharing reduces the bowel

--reduces the power balance.

They need to support the

mentor needs as well.

So the power with,

power-sharing model with

leadership.

So it was purpose-built with

training, they were paid well

and

the training for mentees and

mentors,

and the responsibility for

the mental

guide.

So the outcomes that we had

at this time of writing,

it is only

seven women, it is a lot

more now,

so far 80% have participated

in training.

80% highly recommend this

training to their peers

and we are looking forward

to hearing

more

of this project is this

mentoring program wraps up

in six months time.

Sue constantly learning and

constantly using that

constructive feedback to

improve our programs.

So as we move through,

we also have our art prize,

which can see and visit the

Art Gallery online.

That was launched in 2021.

It is online, it is an

online gallery

through the outside

--through the

ourside

website.

I'm just going to move

through these quickly as we

have been

talking for a while and in

the space for a while.

So Leadership Blog.

These are very popular with

the audience, the stories of

leadership and our members

expenses through COVID 19

pandemic

remain one of the most

accessible parts project.

This image has a purple

background

and dark text that says "How

is it COVID affecting you as

a disabled person?

We want to hear from you and

publish your story on the

WWDA blog!" So this one was a

tile used for our social

media, and we really wanted

to show how to put out a

communications online through

social media?

To communicate with our

members to be able to

, for them to be able to

share their stories.

So is one of the most

popular activities out of

many projects.

Which started

as opportunities to showcase

writing skills both

people showing and writing

about

leadership and sharing the

story.

Through COVID-19,

we opened up

the impacts the pandemic was

have on their lives.

This was published and they

still are

on one of our pages on our

website and shared by our

social media platforms to

create engagement, connection

and compassion in exchanging

stories of each other.

It was so popular and so

successful that it now

runs alongside the real

stories which can read on our

story website and (inaudible)

long past the WWDA project,

there are blocks where

people can submit stories and

pictures,

and it will be in existence

far past WWDA LEAD activity

project has run its course.

So look at those on-site

and read those blogs,

I can see in the chat that

some people are writing books.

It's a really great,

it's incredible.

I think we've had over 60

books published since the

beginning of WWDA LEAD

project.

So I'm going to wrap up now.

Thank you so much for

sticking with me, those who

have been here for the whole

last

hour or so.

I want to say thank you.

Our presentation

is

all about the audience and

we wouldn't have a

presentation if we didn't

have an audience to watch it.

So thank you so much all of

you for turning up.

I acknowledge all the women,

girls and non-binary people

with disability who may be

watching.

I hope that everybody has had

a really great experience.

So some of the key points

and content may have been

very.dot

– make very…

With ensuring a lot of these

projects

with how we engage and

empower

disabilities through the

COVID 19 pandemic.

We really want to bring

the conversation about

empowering

people with disability

through meaningful and

non-tokenistic

, accessible design.

We provide real opportunities

and capacity for change

building

between people, particularly

whilst being so isolated.

involved in the organisation and

mind more involved.

Also another key point

was how technology and online

methods does empower women

and girls a disability and this

was demonstrated

through all of the different

activities

and committees be run.

-- We run.

Take away from the presentation,

I think it is really

hard for me to give a takeaway

so I have the different people

will take

different things, whether it is

Individual Capacity Building

or capacity exchange,

whether it is the five leadership

principles,

think the most important thing to

hear

is that people

found something useful to this

presentation to the WWDA LEAD

presentation, our experienced

driving this project.

I hope there is something today

to all took away with you, if you

want to put something in the chat

or provide any constructive

feedback please do. I would love

to hear about what you got and

what your takeaway's were from

today's presentation.

That would really help of some

people found the mainstream

capacity building our work with

external providers who previously

did not have experience with Women

with Disabilities, and how they

benefited from that contact and

use.

There are a few things we

definitely raised around

accessibility and how we

communicate with others online and

to digital. How we do workarounds

to look at the digital divide and

how we do… Try to problems of as

much as we can to make sure we are

delivering is accessible

as we possibly can.

Next

is the question and answer

section. Yes.

What is next for the WWDA LEAD?

Still working on co-designed

without committees and still

looking to constantly improve and

learn as we go

on how to better empower and keep

empowering and doing the things

that are working for our members

and women and girls

and non-binary people in

Australia. Keep trying to be that

organisation, that aims to promote

the

autonomy and freedom and rights

of women

with disability.

Anchor, everyone, for attending

the presentation.

I'm going to have a quick five

minute break.

Maybe a two minute break.

In this two minutes and going to

try to figure out

how I can get into

the screen where we can have a

question and answer.

I don't know if you want to

provide me a link

so I can be in the same room as

the people

… Thank you for those chats.

I can see the chat now.

If someone can send me that so I

can be in the same room

to be able to be on that equal

level playing field.

To be able to do the question and

answer. That would be great.

So,

I want to thank you all again for

attending.

Thank you to our live captioners.

Thank you to our sign language

interpreters.

Please do attend

the other

parallel events.

There are two other ones happening

this week.

I think

we will put them in the chat

in a bit.

Otherwise if you search for them

in the

app, those attending the

conference and have that,

there is one for Our Site,

and there is one which is in

person

which is in collaboration with

the Royal women's

with the disability

Australia.

Thank you again,

look forward to talking.

I will be back with you

in just

…

9:22.

Two minutes.

Thank you.

Hello.

We are back.

I'm in my office.

Offers in the background.

My cell.

I cannot see the participant so

this new platform has been very

fun.

Fun being the first person to use

it as part of our

organisation to run the Zoom

event.

I do have some questions.

I can see the chart but I may not

be able to hear you talking

on your screen.

Problem-solving and workarounds.

What I would like to do is if you

are able to,

if you have the capacity to use

the chat function,

or share, collaborate with each

other.

People who do not like using the

chat function,

ask someone else if you feel

comfortable,

to use that.

Whatever you feel comfortable

with and what is accessible to you

and say for you.

Happy to answer some questions.

A couple here already

in the Q&A.

I will go back to the chat and

see if there are any questions

there.

Do use the chat,

we are not recording any more,

none of this is recorded, just the

presentation was recorded which is

going to be fun because I'm very

awkward and watching myself speak

is going to be very strange for me.

I like doing all the behind the

scenes work.

The first question I do have for

those who are still participating

and viewing and still here, thank

you for

still being here for one.

I'm glad that many people have

found the presentation good.

It was very hard

to fit that all in the timeframe.

Apologies for going over and

thank you for staying with us and

being so engaged.

With the content.

Yes.

Next time

I think something to learn and

take away from that

is being able

to give more visual descriptions

as we go

for it slide,

but I hope I was able

to at least demonstrate

how detailed or not detailed

and imaged as gifts and can be

when you are describing an image

such as a slide.

No textbook or rulebook for it

which makes it quite ambiguous for

some people with disabilities who

really like having clarity. That

is something as well that is

another accessibility issue

, some of these rules around

disability and inclusion are not

clearly structured or defined.

The first question I have,

from an anonymous person,

is,

has Australia made much progress

with mainstreaming

co-design with Women with

Disabilities

when it comes to developing

government policies?

This is a really good question.

So, not sure how people feel

in other parts of the world or

where this person is streaming in

from, calling in from,

but co-design is something that I

feel like many

of the Elders in the disabled

community

have been going on about for a

very

long time.

I think we are seeing co-design

be talked about more and it is a

very popular term and sometimes

catchphrase that is used, but with

a lot of

inclusivity and diversity

practices, there is no clear,

agreed on

definition of what co-design is

and what you have to have and what

is optional.

What we are seeing

is that yes, the government is

starting to look at co-design and

still using consultation.

Consultation is still the most

popular form of engaging women and

girls

and non-binary people with

disabilities

in Australia when it comes to

government policies.

Not sure if one of my colleagues

can answer more to that

who works directly in policy.

But it is something being talked

about a lot with co-design

and it is becoming more and more

talked about.

But as far as in practice,

working and still have to

advocate for that.

And we do.

We advocate a lot.

I think that is one of the

important parts as a disabled

People's

organisation is to model

co-design and show, not tell them

about co-design,

telling someone to do co-design

is different to showing how to do

co-design and then that pays off.

When you do use pay

-- co-designed you

get higher engagement and

resources that have higher

engagement, hire use and

longevity. Not just another design

made by people --

for people with disability by

people who do not,

a resource or event they thought

would be great,

but through that lens

did not have all the extra

experience and lived experience

and tips

and that lens and lived

experience to identify gaps

and potential innovation.

So it ends up being a resource

that sits on the shelf or webpage

that does not get accessed.

Or it ends up being an event

that did not meet the needs of

the audience. That is why

co-design is so important and

through Women with Disabilities

Australia we want to model and

show, not just tell people that

co-design works and not only does

it work, it is best practice.

It succeeds.

So,

next question,

so…

Thank you.

It is a team effort.

Definitely a team effort.

Again,

we work very closely in teams

at WWDA and support each other

.

It is part of the

feminist principles of the

organisation.

The question also asked, given

the popularity and success of the

mentoring program will discontinue

when the program is concluded in?

The project runs until the middle

of next year and at this point we

do not have plans to run 1/3

program with the branch

mentoring platform.

But we did not have plans to do a

second round.

We are really responsive and so

that is

one of the important things

, one of the important parts of

the organisation.

Being responsive to the needs

and what people interested in

and feedback of our members.

They are the questions I have in

the Q&A.

And there is a question

from one of our team members,

yes, the recording, you can access

the recording, it will be

available. That will be available

on the website at some point, but

if you want

a copy

,

what am I trying to say?

Words.

Starting to run out of capacity

.

1.5 hours.

Exactly

on time.

Yes, thank you.

Just putting in the office admin

at

WWDA

email address which someone has

put in the chat.

Office admin

at WWDA

Office admin@wwda.org.au

.

I put it on alone, you can copy

and paste in the chat.

It is now 9:30

and our live captioners, thank

you so much for attending.

You know, there is two challenges

for captioning and interpreters,

I don't want to speak to slow

but then

… Timeframes.

Thank you for the hard work that

I captioners do.

It is important accessibility

for many of us are disabilities

and something I use my cell.

Thank you.

Thank you to have Rinaldo

attended, if you have any

questions following on from the

presentation, for any reason,

if you are as awkward as me

, please email me.

I will put that in the chart, my

email is lead@wwda.org.au.

If you have any questions,

post this presentation and Q&A,

or if you want to share what word

you are doing, something that

might really interest me that may

help the innovation of the project

manager, totally open to

discussions and networking with

other organisations and people

working in the same area around

improving the agency, autonomy and

participation and human rights of

women and girls in non-binary

people with disability.

We are totally open to hearing

that in any constructive feedback

avoid worked or didn't work, what

you think we could do better. We

are open to all of that.

Please do, welcome any

communication whatsoever.

Constantly learning. Thank you so

much for today and your time.

Hopefully you all have a great NGO

CSW 67.