# Prevention of Gender and Disability Based Violence Audit Toolkit

****Audit Toolkit Guide

Women with Disabilities Victoria receives support for the Women’s Health Services Capacity Building Project from the Victorian Government.



These documents and all their components are copyright. Apart from fair dealing for the purposes of private study, research, criticism or review as permitted under the Copyright Act 1968, no part may be reproduced, copied, transmitted in any form or by any means (electronic, mechanical, or graphic) without the prior written permission of Women with Disabilities Victoria.

Published by Women with Disabilities Victoria, 2024

PO Box 18314, Collins Street East, VIC 8003

©Women with Disabilities Victoria 2024.

## Acknowledgement of Country

Women with Disabilities Victoria (WDV) respectfully acknowledges Aboriginal people as the Traditional Custodians of the lands and waters on which we work, rest, and continue to benefit from. We pay our respects to the Elders, past and present, of Aboriginal and Torres Strait Islander Communities across Victoria and acknowledge that their continued strength and resilience builds upon more than 60,000 years of history. The WDV community is committed to honouring the unique cultural and spiritual relationship Aboriginal and Torres Strait Islander peoples have with the land and waters, and their rich contribution to society.

## We also acknowledge:

Our colleagues within the Women’s Health Services (WHS) and at WDV, for contributing to the use and ongoing development of this toolkit. We are grateful for the assistance of Women’s Health East and Women’s Health Loddon Mallee, in piloting and co-designing the original publication of this toolkit through their participation in the Women’s Health Services Capacity Building Project in 2019-20.

The wider Primary Prevention of Violence against Women sector, workforce, and contributors, with whom we work in partnership to share learnings across the state in communities of practice and networks, build resources, develop training, and create change in their communities.

The Victorian Government Department of Families, Fairness and Housing for funding the development of this toolkit and for its commitment towards ending violence in Victoria.

# A note on language

Throughout this toolkit, we use the terms ‘woman’ and ‘women’ to refer to anyone who identifies as a woman. We also use ‘person-first’ language regarding disability (e.g.: women and non-binary people with disabilities). People may describe their experience of disability in many ways, including ‘identity first’ (e.g.: disabled women and non-binary people), which we acknowledge is a source of strength, pride, and resistance. We have also actively avoided deficit-based language, or medical terminology, to promote a strengths-based resource consistent with human rights principles, and the social model of disability.

For a comprehensive introduction to how WDV thinks about gender and disability, you can download our Understanding Disability Guide (2022) here (Word document): <https://www.wdv.org.au/wp-content/uploads/2022/06/Understanding-Disability-Jun2022.docx>.

# About us

WDV is the peak body of women and non-binary people with disabilities in Victoria, with a diverse and growing membership. We are run for and by women and non-binary people with varied backgrounds and disability experiences. Women and non-binary people with disabilities face intersecting forms of structural gender and disability discrimination. WDV actively advocates for our rights to safety and respect, with particular emphasis on disability policy, health services, violence prevention, workforce development, and leadership.

## Our Vision

A world where all women and non-binary people are respected and can fully experience life.

## Our Mission

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

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

## Our Values

* Equal Opportunity
* Accessibility
* Respect
* Collaboration
* Effectiveness
* Creativity
* Diversity
* Accountability

# Audit Toolkit contents overview

## Supporting resources

## Audit Toolkit Guide

### Introduction

Who are women and non-binary people with disabilities?

What barriers do we face?

Preventing violence against women and non-binary people with disabilities before it starts

Legislative, strategic, and programmatic context

Building capacity for inclusive primary prevention

### Toolkit scope

### How to use the Toolkit

### Toolkit reference list

## How to build capacity for disability inclusive primary prevention of gender based violence – infographic (PDF and Word)

## Planning and measuring for a gender and disability equitable organisation

### Indicator statements for each audit area

### Planning template for each audit area

## Auditing and planning - alternative format workbook (Excel)

### Questions and response template for each audit area

### Planning template for each audit area

### Planning template covering all audit areas

## Audit booklets: questions, examples, and response templates

## Audit 1. Commitment

### Plans, policies, and programs

### Employee capacity building

### Relationships and partnerships

## Audit 2. Workplace culture

### Culture and diversity

### Role design, recruitment, and reasonable adjustments

## Audit 3. Information and communications

### Formats, methods, and technologies

### Participation information

### Access requirements

### Respect and safety

## Audit 4. Premises and catering

### Location and external access

Entrance

### Navigation

Doorways

### Hygiene facilities

### Food and drink

### Emergency and evacuation

## Audit 5. Decision making and continuous improvement

# Introduction

The Prevention of Gender and Disability Based Violence Audit Toolkit enables organisations to reflect on their capacity to create an environment in which disability inclusive primary prevention of gender-based violence can occur - and identify and plan for the removal of existing barriers to inclusion. The toolkit can assist organisations undertaking prevention of violence against women (PVAW) or prevention of gender-based violence initiatives to research their current inclusion activities and systems, and guide policy development, future planning, and evaluation. In undertaking the audit, organisations can not only increase the inclusivity of their own practices but also role model inclusion for regional partners with whom they work.

This section of the Guide outlines the key facts about disability and gender, as well as the impacts of ableism and gender inequality as they lead to violence against women with disabilities.[[1]](#footnote-2) Following is an overview of the strategic and programmatic context from which the toolkit responds, functions and continues to develop.

The second half of the Guide describes how organisations can use the toolkit to review, plan, and monitor progress in gender and disability inclusion and equity, in the areas of commitment, workplace culture, information and communications, premises and catering, and decision making and continuous improvement in preventing violence against women and non-binary people with disabilities before it starts.

The Guide closes with a full list of resources used to develop the toolkit since its inception in 2019, including those referenced throughout the audit for further examples and learning.

## Who are women and non-binary people with disabilities?

Nearly one in every five women have a disability. We are part of every community in Victoria, and experience life in distinct ways.

For example, 39% of LGBTIQA+ people aged 14 to 21 identify as having a disability or long-term health condition (LGBTIQ+ Health Australia 2021).

Almost one quarter of Aboriginal and Torres Strait Islander people in Australia experience disability (Australian Institute of Health and Welfare & National Indigenous Australians Agency 2024).

Women and non-binary people with disabilities are significant members of migrant and refugee communities in Victoria.[[2]](#footnote-3)

Women and non-binary people with disabilities provide meaningful contributions to the workforce. Among those of us who are employed, 54% work part time and 46% work full time, across a range of professions (Australian Institute of Health and Welfare 2024). Women and non-binary people with disabilities are also one of the largest cohorts of Australia’s primary carers (Australian Bureau of Statistics 2022).

Women and non-binary people with disabilities live rich lives and have multiple identities that intersect across many communities, contributing to our understandings of the world.

## What barriers do we face?

We encounter discrimination on many levels, each of which restricts our opportunities for equal participation in economic, social, educational, and political life. The combined barriers of gender inequality and ableism often lead to experiences of violence for women and non-binary people with disabilities.

Some women with disabilities also experience multiple layers of discrimination based on their race, age, gender, and sexual orientation, as well as their disability. Government legislation, policies and programs often exclude our voices. We do not receive adequate recognition within community organisations or services.

We historically experience exclusion from the mainstream women’s social movement. Similarly, the broader disability advocacy movement has not addressed issues concerning women with disabilities.

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

People who use violence against women and non-binary people with disabilities include intimate partners, family members, carers, colleagues, members of the public and others. Because of social norms that combine gender and ableism, people are often less likely to believe or support us when we speak out about our experiences of violence. We are also less likely to know about or have access to services responding to violence against women.

## Preventing violence against women and non-binary people with disabilities before it starts

Gender-based and disability-based discrimination increases the risk of violence for women and girls with disabilities as compared to women without disabilities. Women and non-binary people with disabilities across the community experience all types of violence at higher rates, with increased severity and for longer than those without disabilities.[[3]](#footnote-4)

The work that follows contributes towards and builds from the evidence base in the national framework *Changing the Landscape* (Our Watch & Women with Disabilities Victoria 2022) and the 2016 Royal Commission into Family Violence. *Changing the Landscape* documents how ableism and gender inequality combine and must change across systems, cultures, attitudes, and behaviours to end violence against women and non-binary people with disabilities. Everyone has a role to play, so while the WHS were the original audience for this toolkit, we encourage other organisations engaged in primary prevention of gender-based violence to adapt and apply it to their context.

## Legislative, strategic, and programmatic context

The Victorian strategy on violence prevention, *Free from Violence*, notes that while violence against women and family violence have their origins in gender inequality and discrimination, “inequalities resulting in racism, ageism, ableism and heterosexism can also, on their own or in combination, influence patterns of violence perpetrated in society” (State of Victoria 2017a). WDV observes that geography can further exacerbate these patterns, due to differential availability of infrastructure, and social isolation. Our research and contribution to the Royal Commission into Family Violence ensure the voices and experiences of women with disabilities are heard. We continue to work with community organisations and all levels of government to implement the recommendations of the Royal Commission.

To support our communities, organisations, and across society, WHS are required to develop the capacity of local and regional partners, and relevant statewide and other sector partners (for statewide WHS), to further strengthen their current work in preventing family violence and all forms of gender-based violence. Working in partnership with WHS, WDV seeks to connect women and non-binary people with disabilities with more inclusive and accessible services and programs that incorporate our lived experiences to prevent gender-based violence.

WDV co-designed this resource through the WHS Capacity Building Project (WHSCBP). Since 2018, WDV has undertaken this project to increase the capacity of identified WHS and their partners to include the rights, perspectives, and participation of women and non-binary people with disabilities in their current and future PVAW activities. The WHSCBP uses a gender transformative approach to change gender norms, structures, and practices for a more equal society (Our Watch 2021; Keel et al 2017).

This project and its resources apply an intersectional lens to address the drivers of violence against women and non-binary people. The project considers the multiple systems and structures of oppression and discrimination which affect women and non-binary people with disabilities, upholding a human rights approach to disability, as required by the Disability Discrimination Act (Australian Government 1992), Equal Opportunity Act (State of Victoria 2010), and Convention on the Rights of People with Disabilities (United Nations 2006).

This project and its resources respond to three key issues in relation to PVAW and women and non-binary people with disabilities:

1. Intersecting factors of gender and disability inequality are key drivers for women and non-binary people with disabilities who experience violence at a higher rate than women without disabilities.

2. Addressing both the gender and disability drivers of violence and avoiding the marginalisation of women and non-binary people with disabilities can strengthen regional primary PVAW strategies and plans.

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

The WHSCBP frames its activities within the essential actions to prevent violence against women and girls with disabilities, as advocated by *Changing the Landscape* (Our Watch & Women with Disabilities Victoria 2022). WHS and PVAW sector organisations can shift their processes and environments in ways which will:

* Address the underlying social context that gives rise to violence against women and girls with disabilities.
* Challenge the acceptance and normalisation of violence against women and girls with disabilities.
* Improve attitudes towards women and girls with disabilities by challenging ableist and sexist stereotypes.
* Promote the inclusion of women and girls with disabilities in all aspects of life.
* Promote women and girls with disabilities’ independence, agency and participation in leadership and decision-making.
* Engage men and boys to challenge controlling, dominant and aggressive forms of masculinity.

*Changing the Landscape* (Our Watch & Women with Disabilities Victoria 2022) has also identified the following set of principles for prevention in practice. To build upon the capacity of WHS and those undertaking PVAW work more broadly, these principles can inform planning for and documenting measures that support the intersectional experience of women and non-binary people with disabilities.

* Centring the input of women and girls with disabilities
* Ensuring autonomy, community, ownership, and control
* Codesign
* Using a strengths-based approach
* Building partnerships and opportunities for collaboration
* Being respectful and authentic
* Ensuring the physical, emotional, and cultural safety of women and girls with disabilities
* Ensuring accessibility and inclusion
* Ensuring prevention work is informed by critical frameworks
* Contributing to the evidence base.

Through the WHSCBP, undertaking the audit, and accessing further resources, WDV supports organisations to reflect on and strengthen how they apply these principles in their work to prevent violence against women and non-binary people with disabilities.

The toolkit scope and resources also consider the *Disability Standards for Access to Premises* (Australian Government 2010); and the indicators and objectives of the *Access and Inclusion Index* (Australian Disability Network 2022), *Victorian Gender Equality Act 2020* (State of Victoria 2020), and *Workplace Equality and Respect Standards* (Our Watch 2022), to support the identification and elimination of disability and gender inequality in organisational policies, programs and services. A full list of the resources used to develop this toolkit can be found on pages 20-30.

## Building capacity for inclusive primary prevention

Using the toolkit informs an ongoing process of inclusive primary prevention through the following strategies.

**Step 1. Audit:** Enlist support of your leaders and gather evidence as you research your organisation’s current gender and disability inclusion activities, systems, and resources. A good starting point may be to identify a group of committed staff members to lead this work, ensuring this team reflects a diverse range of identities across departments and levels. It is imperative that this work does not sit with one individual staff member, regardless of the size of your organisation.

**Step 2. Build capacity:** Engage your whole organisation in capacity building activities, and access further resources, information, and support, to include lived experience perspectives and rights of women and non-binary people with disabilities. This will build knowledge across your organisation in disability, intersectionality, barriers to inclusion, and prevention of violence against women and non-binary people with disabilities.

**Step 3. Plan for action:** Develop goals for a gender and disability inclusive organisation; identify leverage points and barriers; and determine priorities for action.

**Step 4. Create change:** Incrementally capitalise on your strengths and remove barriers, to make small changes which will lead to large impact. Promote, strengthen and role model disability and gender inclusion within your organisation, partnerships, and community.

**Step 5. Implement inclusive initiatives:** Implement gender and disability inclusion in your provision of services, activities, and events. Providing more meaningful participation opportunities and including more women and non-binary people with disabilities will help address gender and disability based violence.

**Step 6. Monitor, evaluate, and learn:** Embed inclusion into your monitoring, evaluation and learning processes, maintain momentum, and reinforce messages of gender and disability inclusive practice. This will not only support continuous improvement within your organisation, but also help build the evidence base about ‘what works’ in primary prevention, to collectively address gender and disability based violence in Victoria.

For a diagrammatic summary of these steps, you can refer to the supporting infographic **How to build capacity for disability inclusive primary prevention of gender based violence**, which is available to download in PDF and Word formats.

# Toolkit scope

The final two sections of this Guide discuss how organisations can use the toolkit to review, plan, and monitor progress in gender and disability inclusion and equity. Firstly, is an outline of the toolkit’s structure, and the audit areas covered. Following is a description of what is included in the audit booklets and supporting documents, alongside general directions for using the tools.

Disability and gender inclusion within organisations requires ongoing and deliberate actions to implement long-term change. The toolkit covers an organisation’s interactions with staff, partners, and the community throughout commitment at every level - in the provision of an accessible and inclusive workplace culture as an employer and agent of change, and in the events and activities offered, building strengths-based communications and information that promotes growth and understanding. It also considers the accessibility and inclusivity of the organisation’s physical infrastructure, online spaces, and external venues sought for facilitation of events and activities.

The audit is divided into five areas as follows. Each area poses a list of questions on various aspects of gender and disability inclusion, with some further divided into subsections, as indicated.

1. **Commitment:** plans, policies, and programs; employee capacity building; and relationships and partnerships.
2. **Workplace culture:** culture and diversity; and role design, recruitment, and reasonable adjustments.
3. **Information and communications:** formats, methods, and technologies; participation information; access requirements; and respect and safety.
4. **Premises and catering:** location and external access; navigation and doorways; hygiene facilities; food and drink; and emergency and evacuation.
5. **Decision making and continuous improvement**.

The toolkit’s structure reflects a complementary approach to the transformation necessary to create truly inclusive cultures, practices, and environments. Shifts in organisational operations and communications require less financial outlay than changes to physical infrastructure and are likely to receive greater organisational support in the short to medium term. Furthermore, the suggestions and resources offered throughout the notes invite the examination of aspects of inclusion through a gender lens, assisting organisations to determine priorities for change and implement short-term changes while devising strategies for longer-term transformation.

Undertaking all audit activities in the toolkit requires a longstanding commitment to change and growth, centring lived experiences in your community, and partnering with women and non-binary people with disabilities in a meaningful way. The audit encourages practical steps you can undertake to provide more accessible and inclusive primary prevention activities, by including the experiences of women and non-binary people with disabilities in planning and decision-making towards continuous improvement.

Gender and disability inclusion is multi-faceted, covering a wide scope of infrastructure, processes, and systems. WDV suggests that rather than tackling the audit in its entirety, your organisation review the areas covered and identify those you wish to address as part of a staged process of review, planning, and change. This will keep the process manageable, establishing realistic action over time.

# How to use the Toolkit

There is no single, correct way to undertake the audit. In preparation, you may find it useful to refer to your organisation’s past and current plans and reports in the areas of PVAW, gender-based violence prevention, gender equality, and disability access and inclusion. Regional PVAW and gender-based violence prevention action plans may also be helpful, as well as any other organisational documents detailing existing or future partnerships and strategies.

Responses to audit questions will vary according to staff positions and tenures within your organisation, thus, the engagement of staff from different organisational levels is likely to yield the richest analysis. Likewise, involving your leaders in the process will increase the likelihood that concepts of inclusive practice will penetrate your entire organisation. It is also good practice to involve women and non-binary people with disabilities or their representative organisations in the process, as this will yield the most accurate reflection of the current state of gender and disability inclusion.

Depending on your organisation’s resourcing, you might choose to undertake the audit as an individual written exercise, e.g., through interviews, or as a group, e.g., via a workshop or focus group. You can also use the toolkit to guide organisational discussions, planning, and evaluation for gender and disability inclusion. You may like to keep the following information available for guidance when undertaking these activities.

## Alternative template formats

The toolkit’s **auditing and planning** **templates** are available in Word and Excel formats, for each of the audit areas outlined on page 14 of this Guide. You may choose to use just one format for both auditing and planning; one format for auditing and the other for planning; or both formats, for example, for accessibility requirements, or to have a paper copy for recording responses during in-person interviews or workshops.

If using multiple formats or documents for any purpose, be mindful of version control of your files.

If you choose to use the Excel workbook, **note that you will also need to refer to the associated Word booklet.** This is because the Excel workbook contains questions and response templates only – it does not contain examples and suggestions for further context and learning, nor indicators to plan for change. Read on for more information.

## Undertaking the audit

Under each audit area is a collection of related questions on various aspects of gender and disability inclusion. Each question has space for recording responses for the following facets.

* **Current situation** within your organisation, in terms of the issue presented in the question.
* **Action required** to implement change towards the issue.
* **Time frame for action**, which will depend on your resources and priorities.
* **Resources required** to take action, which may include certain staff, tools, training, and data.

Record your responses in the spaces provided within the toolkit’s **Audit Word booklet** or **Excel workbook ‘Audit’ sheet**, corresponding to the audit area your organisation has identified to focus on. Mark “N/A” only if the question does not apply in the context of your organisation.[[4]](#footnote-5) Answering the questions will support your organisation to develop a better understanding about its strengths and concerns and build the evidence base in disability and gender inclusive practice. The greater amount of detail you can provide allows your team to voice the experiences of women and non-binary people with disabilities and find the best possible supports and accommodations for inclusive practice.

Within the **Audit Word booklets**, the questions are accompanied by notes, including examples, suggestions, and resources, which you can explore to support your audit responses, learning, and further planning. These notes primarily draw from freely available online sources by Australian and Victorian Government agencies and non-profit organisations. Where we have identified resource gaps, we cite commercial or international publications which can be adapted for the WHS and wider primary prevention sector. All links were up to date and operable at the time of the toolkit’s revision in September 2024. We acknowledge PDF documents are not accessible and have done our best to identify Word formats of the resources referenced. Throughout the toolkit, we indicate if hyperlinked document downloads are PDF or Word.

There is also a reflective question at the beginning of each Audit Word booklet, which encourages thinking about your organisation’s current level of accessibility and inclusion. These do not require answering within the tool itself if you do not wish to do so. Rather, responses to these questions will allow an assessment of your organisation’s actual accessibility and inclusion compared to your initial reflections.

You may choose to use the **Excel workbook ‘Audit’ sheet** as an alternative template format. The sheet name corresponds to the audit area booklet number, 1-5, and the audit area title can be found in the first row of each sheet. As noted, the workbook includes the entire bank of questions, however, the examples, suggestions, and resources can be found in the associated Word booklet. Instructions on using the Excel templates can also be found on the first sheet of the workbook.

## Planning for change

Responding to the audit questions, you will generate an overview of the current state of inclusiveness of your organisation or activities and events in a range of criteria. You can use these findings as a reference and baseline to develop goals and implement, monitor, and evaluate actions towards gender and disability equity over time, in recognition of the long-term nature of this work. The **planning templates** for each audit area reflect the implementation of learnings from your audit responses, so that you can plan for the short, medium and long term with respect to the resourcing and capacity that you identify.

The toolkit’s **Planning and measuring for a gender and disability equitable organisation** booklet outlines good practice indicators for each of the audit areas, in the form of statements. Theseencapsulate the issues addressed within the set of questions, aligning with the respective standards and indicators introduced on pages 11-12 of this Guide. It is important to remember that this is not - and cannot be - a “tick the box” exercise. The audit process and resources will guide your in-depth assessment, planning, and measuring at the level and detail required for incremental, meaningful change within the context of your work and organisation. Your goals and plans following the audit will depend on your organisational and regional strategic priorities and resources.

One approach to using the templates is to copy and paste key details of your audit responses into the corresponding area within the **Planning and measuring Word booklet** or the **Excel workbook** **‘Plan’ sheet.** Identify your strengths and gaps within the audit area overall; break down your goals for a more inclusive future into short, medium, and long-term steps; and indicate the timeline and responsible staff for implementing action.

As mentioned, if you use the Excel workbook as an alternative format template, refer to the **Indicator statements** within the planning and measuring Word booklet for further guidance to develop goals and monitor progress. The final sheet of the Excel workbook is an optional template to consolidate your planning for several areas. You might prefer this for ease of reference for developing and/or monitoring the progress of your plans across the audit, rather than using separate sheets. Again, instructions on using the Excel templates can be found on the first sheet of the workbook.

Using the planning templates can support your organisation to continue to reflect on inclusion in each aspect of your work, and to share your audit findings with others. We also encourage you to reflect on actions taken and barriers experienced in achieving your goals, and any unexpected outcomes along the way. These invaluable learnings will further support the development and evaluation of your practice in implementing the *Changing the Landscape* principles (Our Watch & Women with Disabilities Victoria 2022) to prevent gender and disability based violence and strengthen the growth of the sector.

This process may guide the design of requests for tailored technical assistance and resource provision from WDV in the future and may be instrumental if your organisation seeks to develop a Disability Action Plan that incorporates a gender lens. Your organisation or the organisations with whom you partner might also find ways to further align these plans with activities and commitments under the Gender Equality Act (State of Victoria 2020).

We welcome organisations who develop plans following the audit to stay in touch with WDV and share their findings and insights to support a growing movement towards preventing violence against women and non-binary people with disabilities.

**Toolkit reference list**

Access Consultants Association, 2019. *Access Consultants Association*. <https://www.access.asn.au/>.

Access Solutions National, 2015. *Australian Standards - 1428 – summarised*. <https://asnpl.com.au/australian-standards-1428-summarised/>.

Accessed, 2022. *Australian Standards wheelchair access: tips and advice.* <https://accessed.com.au/news/australian-standards-wheelchair-access-tips-and-advice>.

Architecture & Design, 2015. *NCC compliance - a guide to door control and openings.* <https://www.architectureanddesign.com.au/suppliers/dormakaba-australia/ncc-compliance-a-guide-to-door-control-and-opening>.

Australian Building Codes Board, 2019. *Part 3.9.1 – Stairway and ramp construction*. National Construction Code. <https://ncc.abcb.gov.au/editions/2019-a1/ncc-2019-volume-two-amendment-1/part-39-safe-movement-and-access/part-391-stairway>.

Australian Bureau of Statistics, 2022. *Disability, ageing and carers, Australia: summary of findings*. <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release>.

Australian Disability Network, 2014. *Design for Dignity Guidelines: principles for beyond compliance accessibility in urban regeneration* [PDF]. [https://australiandisabilitynetwork.org.au/wp-content/uploads/2021/10/ Design\_for\_Dignity\_Guidelines\_Aug\_2016.pdf](https://australiandisabilitynetwork.org.au/wp-content/uploads/2021/10/Design_for_Dignity_Guidelines_Aug_2016.pdf).

Australian Disability Network, 2022. *Access and Inclusion Index*. <https://australiandisabilitynetwork.org.au/resources/access-and-inclusion-index/>.

Australian Disability Network, 2024. *Procurement*. <https://australiandisabilitynetwork.org.au/resources/suppliers-and-partners-accessible-procurement/>.

Australian Evaluation Society, 2023. *Evaluation resources*. <https://www.aes.asn.au/evaluation-resources>.

Australian Government, 1992. *Disability Discrimination Act 1992*. Canberra: Australian Government. <https://www.legislation.gov.au/C2004A04426/latest/text>.

Australian Government, 2002. *Disability Standards for Accessible Public Transport 2002*. Canberra: Australian Government. <https://www.legislation.gov.au/details/f2005b01059>.

Australian Government, 2010. *Disability (Access to Premises - Buildings) Standards*. Canberra: Australian Government. <https://www.legislation.gov.au/Details/F2010L00668>.

Australian Government, 2018. *Interviewing people with disability.* Job Access. <https://www.jobaccess.gov.au/employers/interviewing-people-with-disability>.

Australian Government, 2019. *Manager flexibility toolkit*. Workplace Gender Equality Agency. <https://www.wgea.gov.au/tools/manager-flex-toolkit>.

Australian Government, 2020. *Emergency plan template.* Safe Work Australia. <https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.safeworkaustralia.gov.au%2Fsites%2Fdefault%2Ffiles%2F2020-04%2FEmergency%2520plan%2520template.docx&wdOrigin=BROWSELINK>.

Australian Government, 2021. *Emergency plans fact sheet.* Safe Work Australia. <https://www.safeworkaustralia.gov.au/doc/emergency-plans-fact-sheet>.

Australian Government, 2021. *Unpaid work*. Fair Work Ombudsman. <https://www.fairwork.gov.au/tools-and-resources/fact-sheets/unpaid-work/unpaid-work-unpaid-work>.

Australian Government, 2022. *Design and advertise your job.* Job Access. <https://www.jobaccess.gov.au/node/77761>.

Australian Government, 2022. *Types of structure*. Australian Government Style Manual. <https://www.stylemanual.gov.au/structuring-content/types-structure>.

Australian Government, 2023. *Good practice guidelines for engaging with people with disability*. Disability Gateway. <https://www.disabilitygateway.gov.au/good-practice-guidelines>.

Australian Government, 2023. *Plain language and word choice*. Australian Government Style Manual. <https://www.stylemanual.gov.au/writing-and-designing-content/clear-language-and-writing-style/plain-language-and-word-choice>

Australian Government, 2024. *Easy read*. Australian Government Style Manual. <https://www.stylemanual.gov.au/content-types/easy-read>.

Australian Government, 2024. *Managing your team.* Job Access. <https://www.jobaccess.gov.au/employers/employer-toolkit/managing-your-team/>.

Australian Government, 2024. *Hearing services program*. <https://www.health.gov.au/our-work/hearing-services-program>.

Australian Government, 2024. *Resources to support culturally safe service delivery to Aboriginal and Torres Strait Islander peoples.* Australian Institute of Family Studies. <https://aifs.gov.au/resources/resource-sheets/resources-support-culturally-safe-service-delivery-aboriginal-and-torres>.

Australian Government, 2024. *Trauma-informed research in practice.* Australian Institute of Family Studies. <https://aifs.gov.au/resources/collections/trauma-informed-research-practice>.

Australian Government, 2024. *The Australian Institute for Disaster Resilience*. National Emergency Management Agency. <https://www.aidr.org.au/>.

Australian Government, n.d. *A guide to language about disability*. Australian Disability Clearinghouse on Education and Training. <https://www.adcet.edu.au/resources/cdl-hub/advice-tips-and-student-stories/guide-to-language-about-disability>.

Australian Government, n.d. *Overview (Emergency Plans and Procedures).* Safe Work Australia. <https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/emergency-plans-and-procedures/overview>.

Australian Human Rights Commission, 2019. *Assistance animals and the Disability Discrimination Act 1992 (Cth) - Australian Human Rights Commission*. <https://www.humanrights.gov.au/our-work/disability-rights/projects/assistance-animals-and-disability-discrimination-act-1992-cth>.

Australian Human Rights Commission, 2021. *Hosting accessible and inclusive in-person meetings and events*. Includeability Guide.<https://includeability.gov.au/resources-employers/hosting-accessible-and-inclusive-person-meetings-and-events>.

Australian Human Rights Commission, 2021. *Hosting accessible and inclusive online meetings and events* [PDF]. Includeability Guide. <https://includeability.gov.au/sites/default/files/2021-07/includeability_-_guide_-_hosting_accessible_and_inclusive_online_meetings_and_events.pdf>. Australian Human Rights Commission, 2021. *Disability access and inclusion health check*. <https://includeability.gov.au/resources-employers/access-and-inclusion-health-check>.

Australian Human Rights Commission, 2021. *Disability Action Plan guide (2021).* <https://humanrights.gov.au/our-work/disability-rights/publications/disability-action-plan-guide-2021>.

Australian Human Rights Commission, n.d. *Good practice good business fact sheets*. <https://humanrights.gov.au/our-work/employers/good-practice-good-business-factsheets>.

Australian Human Rights Commission, n.d. *Customising a job for a person with disability*. <https://includeability.gov.au/resources-employers/customising-job-person-disability>.

Australian Human Rights Commission, n.d. *Creating an accessible and inclusive induction*. <https://includeability.gov.au/resources-employers/creating-accessible-and-inclusive-induction>.

Australian Institute of Health and Welfare, 2024. *People with disability in Australia.* <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia>.

Australian Institute of Health and Welfare & National Indigenous Australians Agency, 2024. *Measure 1.14 Disability, Aboriginal and Torres Strait Islander Health Performance Framework website.* <https://www.indigenoushpf.gov.au/measures/1-14-disability>.

Australian Sign Language Interpreters Association, 2018. *ASLIA - Australian Sign Language Interpreters’ Association*. ASLIA. <https://aslia.com.au/>.

Better Evaluation, 2024. *Welcome to Better Evaluation*. <https://www.betterevaluation.org/>.

Blue Knot, 2024. *Embedding our practice using a trauma lens.* <https://professionals.blueknot.org.au/>.

Centre for Inclusive Design, 2020. *Easy English versus Plain English, a guide to creating accessible content* [Word]. <https://centreforinclusivedesign.org.au/wp-content/uploads/2020/04/Easy-English-vs-Plain-English_Final.docx>.

Collaborating 4 Inclusion, n.d. *Locally driven disability inclusive emergency management planning in Victoria.* <https://collaborating4inclusion.org/inclusive-emergency-management-victoria/>.

Criterion Industries, 2017. *Understanding disability access – spatial dimensions.* <https://www.criterionindustries.com.au/blogs/blog/understanding-disability-access-spatial-dimensions>.

DeafBlind Australia, 2020. *Communication methods*. Deafblind.org.au. <https://www.deafblind.org.au/deafblind-information/communication/communication-methods/>.

Deafness Forum of Australia, 2019. *Signage guide for hearing augmentation systems*. Deafnessforum.org.au. <https://www.deafnessforum.org.au/resources/signage-guide-for-hearing-augmentation-systems/>.

Disability Awareness, 2020. *E-learning.* <https://disabilityawareness.com.au/elearning/>.

Diversity Australia, 2024. *The use of trigger warnings in educational material, media content, and training programs*. Diversity Australia blog. <https://www.diversityaustralia.com.au/the-use-of-trigger-warnings-in-educational-materials-media-content-and-training-programs/>.

Diversity Council Australia, 2024. *D&I days & dates.* <https://www.dca.org.au/resources/di-planning/di-days-dates>.

Egressibility, 2018. *Refuge areas: an Australian experience*. <https://egressability.com.au/2018/12/08/refuge-areas-an-australian-experience/>.

Employee Assistance and Resource Network on Disability, n.d. *Expressing a commitment to disability inclusion*. <https://askearn.org/page/expressing-a-commitment-to-disability-inclusion>.

Equal Access Group, 2012. *Raised tactile and braille signage*. <https://www.disabilityaccessconsultants.com.au/raised-tactile-and-braille-signage/>.

Equal Access Group, 2013. *What is an ambulant toilet?* <https://www.disabilityaccessconsultants.com.au/need-ambulance-toilet-ambient-toilet-actually-ambulant-toilet/>.

Equal Access Group, 2013. *Glazing band and decal compliance to AS1428.1.* <https://www.disabilityaccessconsultants.com.au/glazing-band-compliance/>.

Equal Access Group, 2018. *How many disabled car parks do I need?* <https://www.disabilityaccessconsultants.com.au/faq/how-many-disabled-car-parks-do-i-need/>.

Equal Access Group, 2023. *Stairway evacuation devices.* <https://www.disabilityaccessconsultants.com.au/stairway-evacuation-devices/>.

Equal Opportunity Tasmania, 2016. *5 - Toilet facilities*. Information on improving building access for all. <https://equalopportunity.tas.gov.au/resources/information_on_improving_building_access_for_all/5._toilet_facilities>.

Ergon Consulting, 2020. Handrail extensions for ramps & stairs. <https://www.accessconsultantsydney.com.au/news-access-consultant-sydney-disability-consultant-sydney-access-consulting-sydney/2020/8/11/handrail-extensions-for-ramps-amp-stairs>.

Horsham Rural City Council, n.d. *Accessible events guide* [PDF]. <https://www.hrcc.vic.gov.au/files/assets/public/document-resources/community-services/aged-care-and-disability-services/hrcc-accessible-events-guide_final-3.4.19.pdf>.

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

LGBTIQ+ Health Australia, 2021. *Snapshot of mental health and suicide prevention statistics for LGBTIQ+ people.* <https://www.lgbtiqhealth.org.au/statistics>.

Microsoft Corporation, 2020. *Make your PowerPoint presentations accessible to people with disabilities*. Support.office.com. <https://support.office.com/en-us/article/make-your-powerpoint-presentations-accessible-to-people-with-disabilities-6f7772b2-2f33-4bd2-8ca7-dae3b2b3ef25>.

Multicultural Centre for Women’s Health, 2024. *Multicultural Centre for Women’s Health*. <https://www.mcwh.com.au/>.

Municipal Association of Victoria, 2024. *Local Government guide for preventing family violence and all forms of violence against women*. <https://www.mav.asn.au/what-we-do/policy-advocacy/social-community/family-violence-prevention/preventing-family-violence-guide>.

Our Watch, 2021. *Change the Story: A shared framework for the primary prevention of violence against women in Australia* (2nd ed.). <https://www.ourwatch.org.au/change-the-story/change-the-story-framework>.

Our Watch, 2022. *Workplace Equality and Respect Standards*. <https://assets.ourwatch.org.au/assets/Workplace-resources/Workplace-Standards.docx>.

Our Watch & Women with Disabilities Victoria, 2022. *Changing the Landscape: a national resource to prevent violence against women and girls with disabilities*. <https://www.ourwatch.org.au/change-the-story/changing-the-landscape>.

Our Watch & Women with Disabilities Victoria, 2024. *Framework for action to prevent violence against women and girls with disabilities.* <https://www.ourwatch.org.au/submissions/framework-for-action-women-girls-disability>.

Rainbow Health Australia, 2022. *Pride in prevention partnership guide: a guide for partnerships that support the primary prevention of family violence experienced by LGBTIQ communities* [PDF]*.* <https://opal.latrobe.edu.au/ndownloader/files/36764010>.

Rainbow Health Australia, 2024. *Supporting LGBTIQ health and wellbeing*. <https://rainbowhealthaustralia.org.au/>.

Rainbow Health Australia, 2024. *LGBTIQ family violence prevention project*. <https://rainbowhealthaustralia.org.au/pride-in-prevention>.

Rivenburgh, K., 2023. *WCAG 2.2 AA checklist.* Accessible.org. <https://accessible.org/wcag/#wcag-2-2-aa-checklist>.

Safe and Equal, 2023. *Employer responsibilities.* <https://safeandequal.org.au/working-in-family-violence/wellbeing-self-care-sustainability/employer-responsibilities/>.

Safe and Equal, 2023. *Connecting with lived experience expertise*. <https://safeandequal.org.au/training-events/supporting-businesses-workplaces/lived-experience/>.

Safe and Equal, 2024. *Regional integration committees*. [https://safeandequal.org.au/working-in-family-violence/service-responses/regional-integration-committees/#](https://safeandequal.org.au/working-in-family-violence/service-responses/regional-integration-committees/)

Safe and Equal, 2024. *Partners in prevention*. <https://safeandequal.org.au/partners-in-prevention/>.

Signbank, n.d. *Auslan signbank*. Auslan.org.au. <http://www.auslan.org.au/>.

SOAS University of London, 2013. *Project planning and measurement, unit ten: monitoring and evaluation* [PDF]. <https://openknowledge.fao.org/server/api/core/bitstreams/f58d2fc9-fcde-411f-88d9-14af60839ddd/content>.

State of Victoria, 2010. Equal Opportunity Act 2010. <https://www.legislation.vic.gov.au/in-force/acts/equal-opportunity-act-2010/030>.

State of Victoria, 2012. *Reporting it right: media guidelines for portraying people with a disability* [PDF]. <https://providers.dffh.vic.gov.au/sites/default/files/2017-11/Reporting-it-right-media-guidelines-interactive.pdf>.

State of Victoria, 2017a. *Free from violence: Victoria's strategy to prevent family violence and all forms of violence against women.*[Word]. <https://www.vic.gov.au/sites/default/files/2019-05/Free-From-Violence-Victorias-Prevention-Strategy.doc>.

State of Victoria, 2017b. *Preventing family violence & violence against women capability framework* *2017* [Word]. <https://www.vic.gov.au/sites/default/files/2019-05/Preventing-Family-Violence-and-Violence-Against-Women-Capability-Framework.docx>.

State of Victoria, 2019. *Disability action plans.* <https://providers.dffh.vic.gov.au/disability-action-plans>.

State of Victoria, 2020a. *Gender Equality Act.* Commission for Gender Equality in the Public Sector. <https://www.genderequalitycommission.vic.gov.au/about-gender-equality-act-2020>.

State of Victoria, 2020b. *Changing places, transforming lives.* <https://changingplaces.org.au/>.

State of Victoria, 2022. *Person-first and identity-first language.* Inclusive Victoria: state disability plan (2022–2026). <https://www.vic.gov.au/state-disability-plan/our-language/person-first-and-identity-first-language>.

State of Victoria, 2023. *Single-use plastic straw resources*. <https://www.vic.gov.au/single-use-plastic-straw-resources>.

State of Victoria, 2023. *Accessibility guidelines for government communications*. <https://www.vic.gov.au/accessibility-guidelines-government-communications>.

State of Victoria, 2023. *Framework for trauma-informed practice.* <https://www.dffh.vic.gov.au/publications/framework-trauma-informed-practice>.

State of Victoria, 2023. *Supporting staff: family violence leave policy considerations.* <https://www.vic.gov.au/supporting-staff-family-violence-leave-policy-considerations>.

State of Victoria, 2023. *Prevent and manage work-related gendered violence.* WorkSafe Victoria. <https://www.worksafe.vic.gov.au/workwell-toolkit-prevent-and-manage-work-related-gendered-violence>.

State of Victoria, 2023. *Aboriginal and Torres Strait Islander cultural safety framework*. <https://www.health.vic.gov.au/publications/aboriginal-and-torres-strait-islander-cultural-safety-framework-part-1>.

State of Victoria, 2023. *Understanding backlash and resistance.* Respect Victoria. <https://www.respectvictoria.vic.gov.au/understanding-backlash-and-resistance>.

State of Victoria, 2023. *Place-based approaches: a guide for the Victorian Public Service*. <https://www.vic.gov.au/place-based-approaches-guide-victorian-public-service>.

State of Victoria, 2024. *Design for everyone guide: a guide to sport and recreation settings* [PDF]. <https://sport.vic.gov.au/__data/assets/pdf_file/0005/2268761/Design-for-Everyone-Guide-A-Guide-to-Sport-and-Recreation-Settings.pdf>.

State of Victoria, 2024. *Best practice supervision guidelines: family violence, sexual assault, and child wellbeing* [PDF]*.* <https://content.vic.gov.au/sites/default/files/2024-07/Best-practice-supervision-guidelines-Family-violence%2C-sexual-assault-and-child-wellbeing.pdf>.

State of Victoria, 2024. *Inclusive employee assistance programs.* Victorian Public Sector Commission. <https://vpsc.vic.gov.au/workforce-capability-leadership-and-management/workforce-management/inclusive-employee-assistance-programs/>.

State of Victoria, 2024. *Progress reporting 2023.* Commission for Gender Equality in the Public Sector. <https://www.genderequalitycommission.vic.gov.au/progress-reporting-2023>.

State of Victoria, 2024. *Victorian women’s health atlas.* Women’s Health Victoria. <https://victorianwomenshealthatlas.net.au/#!/>.

State of Victoria, 2024. *Safe and inclusive sport: preventing gender-based violence.*Sport and Recreation Victoria. <https://sport.vic.gov.au/resources/safe-and-inclusive-sport-preventing-gender-based-violence>.

State of Tasmania, 2018. *Accessible events guidelines and checklists*. Dpac.tas.gov.au. <https://www.dpac.tas.gov.au/divisions/cpp/community-policy-and-engagement/people-with-disability/accessible-events-guidelines2/accessible-events-checklist>.

Tanda, 2017. *Step-by-step: how to implement effective policies and procedures.* <https://www.healthandsafetyhandbook.com.au/bulletin/step-by-step-how-to-implement-effective-policies-and-procedures/>.

United Nations, 2006. *Convention on the Rights of Persons with Disabilities and Optional Protocol*. New York: United Nations General Assembly. Un.org. <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention-on-the-rights-of-persons-with-disabilities-2.html>.

University of Technology, Sydney, 2017. *Accessibility 101: doing your part to make UTS accessible and inclusive* [PDF]. Uts.edu.au. <https://www.uts.edu.au/accessibility-resource-guide>.

VicHealth, 2018. *Equal footing toolkit* [PDF]. <https://www.vichealth.vic.gov.au/sites/default/files/VH_Tool-Kit_Manual_State-Gov-Edtion_WEB.pdf>.

VicHealth, 2021. *Template – disability inclusion audit*. <https://www.vichealth.vic.gov.au/sites/default/files/TEMPLATE-Disability-Inclusion-Audit_Final.docx>.

Victorian Aboriginal Community Controlled Health Organisation Inc., 2023. *Cultural safety services.* <https://www.vaccho.org.au/cultural-safety-services/>.

Victorian Equal Opportunity and Human Rights Commission, n.d. *Volunteers and the Equal Opportunity Act 2010 - discrimination fact sheet* [PDF]. Humanrightscommission.vic.gov.au. <http://www.connectwarrnambool.com.au/sites/default/files/documents/Volunteers_and_the_Equal_Opportunity_Act_2010___discrimination_fact_sheet_WEB.pdf>.

Victorian Trades Hall Council, 2015. *Fire escapes - what are the rules?* OHS Reps. <https://www.ohsrep.org.au/fire_escapes_what_are_the_rules>.

VisAbility, 2023. *Everyday low vision lighting advice*. <https://www.visability.com.au/our-teams-vision/low-vision-lighting/>.

Vision Australia, n.d. *Further tips - blindness and low vision services*. Visionaustralia.org. <https://www.visionaustralia.org/information/living-independently/further-tips>.

Vision Australia, n.d. *How to make social media accessible: our top three tips*. Visionaustralia.org. <https://www.visionaustralia.org/business-consulting/digital-access/blog/how-to-make-social-media-accessible-our-top-three-tips>.

Women with Disabilities Australia, 2024. *Publications.* <https://wwda.org.au/our-resources/publication/>.

Women with Disabilities Victoria, 2017. *Inclusive planning guidelines for the prevention of violence against women with disabilities*. <https://www.wdv.org.au/documents/.WDV%20LDC%20PVAW%20GUidelines%20for%20public%20use.docx>.

Women with Disabilities Victoria, 2022. *Service referral directory*. <https://www.wdv.org.au/wp-content/uploads/2022/12/Service-Referral-Options-UPDATE-Dec22.docx>.

Women with Disabilities Victoria, 2023. *Publications and resources.* <https://www.wdv.org.au/resources-v2/>.

Women with Disabilities Victoria, 2024. *Violence prevention resources.* <https://www.wdv.org.au/family-violence-resources/>.

Women with Disabilities Victoria, 2024. *Preventing violence against women with disabilities and multicultural communities.* <https://www.wdv.org.au/preventing-violence-against-women-with-disabilities-and-multicultural-communities/>.

World Wide Web Consortium, 2023. *Tutorials*. W3.org. <https://www.w3.org/WAI/tutorials/>.



Wurundjeri Country

Postal: PO Box 18314, Collins Street East, VIC 8003

**Phone:** 03 9286 7800

**Email:** [wdv@wdv.org.au](mailto:wdv@wdv.org.au)

For more information visit <https://www.wdv.org.au/>

1. Currently, the evidence reflects a gendered binary when it comes to people with disabilities’ experiences of violence. The research tells us that we need better understandings about transgender and non-binary people with disabilities’ experiences of violence and how to prevent it. As an organisation, we support efforts to fund disability and transgender led research supporting better outcomes across our community. [↑](#footnote-ref-2)
2. You can find more information about the intersection of race, gender, and disability here: <https://www.wdv.org.au/preventing-violence-against-women-with-disabilities-and-multicultural-communities/>. These evidence-based resources were developed in consultation with Multicultural Centre for Women’s Health, to take action for gender and disability equality for migrant and refugee women and non-binary people with disabilities. [↑](#footnote-ref-3)
3. You can download our *Facts on Violence* (2022) here (Word document): <https://www.wdv.org.au/wp-content/uploads/2022/07/WDV-Facts-on-Violence-2022-ACCESSIBLE-VERSION.docx>. This evidence-based resource considers the complexity of intersectionality, co-designed with women and non-binary people with disabilities and violence prevention expertise and representation. [↑](#footnote-ref-4)
4. You may sometimes feel confronted or uncomfortable when responding to a question or find it challenging in other ways, either individually or as an organisation. Rather than writing off such a question with “N/A”, this should usually be treated as a prompt to probe further. For support in cases of resistance, you can download our *Resistance and Backlash to Gender and Disability Inclusive Practice* (2023) here (Word document): <https://www.wdv.org.au/wp-content/uploads/2023/06/FINAL-Resistance-Backlash-to-Gender-and-Inclusive-Practice-ACCESSIBLE-.docx>. [↑](#footnote-ref-5)