How to use this issues paper

The Disability Royal Commission (the Royal Commission) wrote this issues paper.

When you see the word ‘we’, it means the Royal Commission.

We wrote this issues paper in an easy to read way.

We use pictures to explain some ideas.

We have written some words in **bold**.

This means the letters are thicker and darker.

We explain what these words mean.

There is a list of these words on page 43.

This Easy Read issues paper is a summary of another issues paper.

You can find the other issues paper on our website.
You can ask for help to read this issues paper. A friend, family member or support person may be able to help you.

An issue is a subject or problem that people are thinking and talking about.

We have written this issues paper to find out what you and the community think about some issues.

There are some questions in this issues paper.

You don’t need to answer all our questions. Our questions are just a guide.
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What is this Royal Commission about?

A **royal commission** is how the government looks into a big problem.

It helps us find out what:

- went wrong
- we can fix.
This Royal Commission is about how people with disability experience:

- **violence** – when someone hurts you physically

- **abuse** – when someone treats you badly

- **neglect** – when someone is not helping you the way they are supposed to help you

- **exploitation** – when someone takes advantage of you.
What is this issues paper about?

This issues paper is about **inclusion**.

Inclusion means everyone:

- is included
- can take part in our community.

Inclusion is good for:

- people with disability
- the whole community.

The **terms of reference** is a list of the things a Royal Commission must do.

Our terms of reference say we must look at how we can make sure people with disability are included in our community.
Our terms of reference also say we must look at how we can support people with disability to:

- be **independent**

- live free from:
  - violence
  - abuse
  - neglect
  - exploitation.

When you are independent, you are in control of your own:

- life
- choices.
Questions to think about

What does inclusion mean to you?

Do you think our community includes everyone?

Why?

Why not?
What is an inclusive community?

An **inclusive** community is **accessible**.

When a community is inclusive, everyone can take part.

When something is accessible, everyone can use it.

Things that can be made accessible include:

- places and buildings
- transport
- services
- information
- websites.
An inclusive community:

• has supports and services for everyone to use

• lets everyone take part as equals

• lets people with disability take part in making decisions about the community.
In an inclusive community, people with disability:

- are respected
- get an equal chance to take part
- feel important
- can build good relationships and make friends
- get the support they need in the community.
Questions to think about

What do you think makes a community inclusive?

What does an inclusive community:

• look like?

• feel like?

How do you know when your community is inclusive?
What we want to know more about

We want to know how to tell more people about inclusion.

We want to help people understand why inclusion is a good idea.

We want to know how inclusion can support people with disability to:

- be independent

- live free from:
  - violence
  - abuse
  - neglect
  - exploitation.
We want to know what stops our community from being inclusive.

We want to know what governments can do to tell more people about inclusion.

We want to know what organisations, companies and businesses can do to help.

We want to know what we can do to make our community:

- inclusive
- stay inclusive for a long time.

We want to understand how you have felt included at different times in your life.
This includes when you were:

- a child
- a teenager
- an adult.
Who we want to hear from

We want to hear from:

- people with disability
- family members
- carers and supporters
- advocates.

An advocate is someone who can:

- support you
- help you have your say
- give you information and advice.

We want to hear from governments.
Governments mean:

- the Australian Government

- State and Territory governments

- local governments.

We want to hear from institutions.
An institution is any organisation set up:

- by the government
- for a religion
- for education
- for sport or recreation
- to run a business
- to help people.
We want to hear from:

- organisations

- companies

- businesses.
The rights of people with disability

Rights are rules about how everybody should be treated fairly.

The United Nations Convention on the Rights of Persons with Disabilities is an agreement between different countries.

Some people call it the CRPD.

In this report we call it the UN Convention.

The UN Convention sets out the rights of people with disability.
It explains how people with disability should be treated:

- fairly
- equally.

The UN Convention says people with disability have the right to live free from:

- violence
- abuse
- neglect
- exploitation.

The UN Convention also says people with disability have the right to be:

- fully included
- independent.
Questions to think about

How can an inclusive community support the right of people with disability to be:

- fully included
- independent?

How can an inclusive community support people with disability to live free from:

- violence
- abuse
- neglect
- exploitation?
What affects the experience of people with disability?

People with disability can have different experiences based on their:

- **age**
- **sex** – whether their body is male or female
- **gender identity**
- **sexual orientation** – who they love or are attracted to.

Your gender identity is not about your body being male or female. It is about who you feel you are as a person.

Your gender identity can be:

- male
- female
- a combination of these
- none of these.

We often say LGBTIQ when we talk about people with different:

- gender identities
- sexual orientations.
LGBTIQ stands for lesbian, gay, bisexual, transgender, intersex, queer and questioning.

People with disability can also have different experiences if they:

- live far away from cities or towns
- come from other cultures and backgrounds
- speak languages other than English
- are First Nations people.
Your culture is:

- your way of life
- how you think or act now because of how you grew up
- your beliefs
- what is important to you.

First Nations people are also known as Aboriginal and Torres Strait Islander people.

**Question to think about**

How can we make sure our community is inclusive for everyone?
What stops our community from being inclusive?

People with disability face barriers to inclusion.

A barrier is something that stops you from doing something you:

- need to do
- want to do.

We talk about some of these barriers on the following pages.
1. Negative attitudes

People can have negative *attitudes* about people with disability.

Attitudes are what you:

- think
- feel
- believe.

These attitudes can mean that people with disability do not feel:

- accepted
- included
- like they belong.
2. Ableism

One of these attitudes is called **ableism**.

Ableism is an attitude that people:

- without disability are normal
- with disability are not normal.

This is not true.
3. Discrimination

Many people with disability face discrimination.

Discrimination is when someone is treated badly because of something about them they cannot change.

Sometimes people with disability face discrimination because of their disability.

Sometimes people with disability face discrimination because of both:

- their disability
- other things about them that they cannot change.
4. Respect

Some people do not respect people with disability.

This means they do not believe people with disability can:

- be independent
- have choice and control over their own lives.
This can be a barrier for people with disability in areas of their life such as:

- where they live and who they live with
- who they have relationships with
- their health
- their education
- employment.
Employment means you:

- have a job
- go to work
- get paid.

5. Being accessible

There are many things in our community that are not accessible for people with disability.

They include:

- public spaces
- transport
- buildings
- information
- communication.
This can make it hard for people with disability to

- do what they want to do
- do what they need to do
- be included.
6. Supports and services

Many people with disability face barriers when they try to use supports and services.

Sometimes, they cannot find supports and services that:

- meet their needs
- are right for them.

There are many supports and services just for people with disability.

Some of these supports and services may keep people with disability separate from the rest of the community.

Keeping people with disability separate makes it hard to include them in the community.
Questions to think about

What can governments do to take away these barriers?

What can organisations, companies and businesses do to take away these barriers?
Talking to the community about inclusion

Australia is trying to become more inclusive:

In 2008, the Australian Government agreed to follow the UN Convention.

In 2013, the National Disability Insurance Scheme (NDIS) started.

The NDIS is a way to support people with disability.

The Australian Government is working with First Nations people to make life better for First Nations people with disability.
Government around Australia talk to the community about why inclusion is important through their:

- laws
- policies
- standards
- plans.

Policies are:

- government plans for how to do things
- where rules come from.

Some organisations and business have policies about giving jobs to people with disability.
Questions to think about

What should governments do to talk to the community about why inclusion is important?

What should organisations, companies and businesses do to talk more about why inclusion is important?

Other questions to think about

Is there anything else we should know about:

- inclusion
- talking to the community about why inclusion is important?
- how to make our community more inclusive?
How to tell us your answers

You can send us your answers to our questions:

• by email
  DRCEnquiries@royalcommission.gov.au

• in the mail
  GPO Box 1422
  Brisbane
  QLD 4001.

Or you can speak to us on the phone:

1800 517 199
(07) 3734 1900

We are available to talk from Monday to Friday between 9 am and 5 pm.

We can make a time with you to take your response over the phone.
You can tell us:

- in writing
- in a video
- as an audio recording.

You can use:

- English
- another language you speak
- Aboriginal and Torres Strait Islander languages
- Auslan.

We would like to have everyone’s answers by 2 April 2021.

But we will still accept answers after this date if you need more time.
How will we use your answers?

All the answers people give us will help the Royal Commission with our work.

We might share your answers:

- on our website
- in reports we write.

If you let us share your answers, you can ask us not to include:

- your name
- any information about you.

You must tell us if you don’t want us to share your answers.
Word list

This list explains what the **bold** words in this issues paper mean.

**Ableism**

Ableism is an attitude that people:
- without disability are normal
- with disability are not normal.

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Abuse is when someone treats you badly.

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Things that can be made accessible include:
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First Nations people

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Issue

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National Disability Insurance Scheme (NDIS)

The NDIS is a way to support people with disability.
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Rights

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Royal commission

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Terms of reference

The terms of reference is a list of the things a Royal Commission must do.

Violence

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