

Disability Employment

The Disability Employment Award recognises excellence in disability employment initiatives and programs in the workplace. The emphasis is on recognising those programs and initiatives that effectively break down the barriers to employment for mentally and physically disabled persons and that achieve positive, mutually beneficial outcomes for both disabled persons and the organisation employing them.

Supported by Graeme Innes AM: Graeme Innes has been a campaigner for people with disabilities since he was three. He started by fundraising for what was then the Royal Blind Society (now Vision Australia) and spun the chocolate wheel with Sir Robert Helpmann at a fundraiser for the Victor Maxwell Kindergarten.

Graeme was Australia's Disability Discrimination Commissioner from 2005 to July 2014. [Learn more.](#)

Criterion	Defined as:	Suggested evidence:
Specific		
Flexibility	The program or initiative takes into account the unique concerns of employees with disability, such as flexible approach to job design and work environment; training requirements and working time arrangements.	Evidence of consultation/surveying of the wider workforce, examples of flexible options designed to address a specific need.
Industry recognition	The program or initiative has been developed in consultation with appropriate bodies and aligns itself with principles or guidelines as appropriate.	Evidence of consultation with industry groups, accreditation or recognition by those groups etc.
Community	The program or initiative is aligned with the community/environment within which the organisation operates.	Examples of engagement with local community groups and organisations, demonstration of how the initiative or program meets a local challenge.
Criterion	Defined as:	Suggested evidence:
Generic		
Innovation	The program or initiative represents a new and creative approach to the challenge faced by the organisation.	Details of how the initiative came about, e.g. analysis and research conducted, and how the idea, concept, approach or method underpinning the initiative is new to the organisation or industry sector and how it solves a problem and/or enhances business performance.
Culture	The program or initiative incorporates a cultural change approach to diversity where principles are embedded in the DNA of the organisation.	Examples of cultural change programs, relating to the initiative i.e. how has the organisation introduced the initiative in a way that they are embraced by staff and become a way of life.
Impact, Metrics & Outcomes	The program or initiative has addressed the challenge, achieved the desired outcomes and/or positively impacted on the business.	Evidence of improvements and outcomes identifiable as resulting from the program or initiative including metrics on engagement, retention, climate surveys etc.

2022 CRITERIA



Sustainability	The program or initiative and its impacts or outcomes are sustainable and replicable for the organisation.	Evidence of how the program or initiative will be repeated within the organisation i.e. planned roll out to other divisions, sites, ongoing scheduled activity, commitment within organisational strategy/budgets etc.
Leadership	The program or initiative is supported or lead by the CEO and/or senior leadership team within the organisation.	Statement of support from senior leadership team, evidence of their participation in driving and implementing diversity policies etc.