

# People with disability on Victorian public sector boards

Information sheet for applicants with disability

**Absolutely everyone: state disability plan 2017-2020** is the Victorian Government's framework for creating a more inclusive Victoria for people with disability. Action 24 of **Absolutely everyone** is Voice and leadership. This seeks to provide opportunities for people with disability to lead and contribute to public debate and influence change.

It is estimated that less than 1 per cent of people serving on Victorian public sector boards identify as having a disability. Given that 20 per cent of Victorians have a disability, this low level of representation is unacceptable.

The Victorian Government is committed to increasing the diversity on its boards including people with disability. This initiative will address low representation by:

- shifting attitudes and raising awareness across the Victorian public sector including staff who are influential in board appointments
- removing barriers and strengthening pathways for people with disability to apply for and successfully sustain board appointments.

By increasing the number of people with disability on boards we will see:

- increased diversity of talent, perspectives, experience and knowledge
- greater expertise, agility, innovation and credibility
- good governance, robust decision-making and higher productivity.

Getting more people with disability on Victorian public sector boards is essential.

## Free professional development for people with disability

People with disability in Victoria are invited to take part in a range of professional development opportunities to assist in applying for and sustaining public sector board appointments.

### Disability Leadership Institute

The Disability Leadership Institute is offering:

- coaching support to prepare applications including resume overview and assistance with application emphasis
- individual coaching sessions once appointed to ensure people are operating to their best potential
- other 1:1 support as needed.

This is available immediately. To find out more, [email the Disability Leadership Institute <engage@disabilityleaders.com.au>](mailto:engage@disabilityleaders.com.au).

## National Register of Disability Leaders

People with disability are invited to [sign up to the register](https://disabilityleaders.com.au/membership) <https://disabilityleaders.com.au/membership> to be advised of board vacancies.

## Leadership Victoria

Leadership Victoria will be running a number of programs from early 2019:

- A Benefits of the Board seminar - for people interested in pursuing a board role, but with no board experience.
- Foundations of Board Leadership Course – governance and leadership development for people with disability who are more experienced and ready to serve on a board. Opt-in mentoring is available for course participants, who will be matched with accomplished leaders with board experience to support professional development.

Further information about these programs will be provided later in 2018. To register early interest and to find out more, please contact the Office for Disability by phone on 1300 880 043 or [email the Office for Disability](mailto:ofd@dhhs.vic.gov.au) <ofd@dhhs.vic.gov.au>.

## Free professional development for board personnel

Professional development opportunities will be available from early 2019 for board secretariat staff within departments and members of Victorian public sector boards and committees. This will be provided through the Disability Leadership Institute and the Voice at the Table initiative. Please refer to 'further information' for contact details.

## About the partner organisations

The [Disability Leadership Institute](https://disabilityleaders.com.au) <https://disabilityleaders.com.au> The Disability Leadership Institute has been established by leaders with disabilities for leaders with disabilities. It offers leadership development training, programs and resources for existing and emerging leaders with disability.

[Voice at the Table](http://voiceatthetable.com.au) <http://voiceatthetable.com.au> is a user-led initiative which aims to increase the civic participation of people with cognitive disabilities. Voice at the Table works with the SARU – Self Advocacy Resource Unit. Voice at the Table offers consumer representative training, resources and support and inclusive practice training for organisations.

[Leadership Victoria](https://www.leadershipvictoria.org) <https://www.leadershipvictoria.org> Deliver leadership and governance programs which provide both technical skills and leadership development and are supported by an extensive alumni network from the business, government and community sectors.

## Further information

For further information or to participate in the initiative contact the Office for Disability by phoning 1300 880 043 or [email the Office for Disability](mailto:ofd@dhhs.vic.gov.au) <ofd@dhhs.vic.gov.au>.

To receive this publication in an alternative format phone 1300 880 043, using the National Relay Service 13 36 77 if required, or [email the Office for Disability](mailto:ofd@dhhs.vic.gov.au) <ofd@dhhs.vic.gov.au>.

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