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VALID

Annual Report



Acknowledgement of Country



VALID acknowledges the Traditional Owners of Country and pays respect to their Elders, past, present and emerging. We extend the same respect to all First Nations people we're in contact with.

VALID's work is carried out on sovereign Aboriginal land that was never ceded. Our main office is on the land of the Wurundjeri, a people of the Kulin nation.

VALID

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VIC 3066

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VALID is committed to the vision of an Australian nation in which people with a disability are empowered to exercise their rights – as human beings and as citizens – in accordance with the UN Declaration on Human Rights and the Convention on the Rights of Persons with Disabilities.

VISION

MISSION

VALID's mission is to promote and protect the human rights of people with an intellectual disability and to champion their rights as citizens to: Community Presence, Choice, Respect, Community Participation and Self Determination.



Image description: Two women sitting at a table looking at a camera

COMMITTEE OF MANAGEMENT

President	John Handley Deb Johnson	Until Feb 2022 From Feb 2022
Vice President	Janice Castledine John Leatherland Stephanie Gunn	Until Mar 2022 From Mar 2022
Secretary	Deb Johnson Georgina Frost	Until Feb 2022 From Mar 2022
Treasurer	Peter Dibbs Graeme Russell	Until Jan 2022 From Mar 2022
Committee Member	Thea Calzone	Until Mar 2022
PAG Representative	Mary Nickson	Until November 2021
Reference Committee Member	Nicole Spehar	
Self Advocacy Committee Representative	Bobby Usas Robert Seamons Ben Coward	Until Mar 2022 From Mar 2022 From Mar 2022

THE TEAM



Kevin Stone
CHIEF EXECUTIVE
OFFICER



David Craig
Interim CEO



Derek Scriven
Administration



Melanie Watson
Administration



Tully Zygier
Communications
Coordinator



Rick Ruiu
Self Ad vocacy
Programs Manager



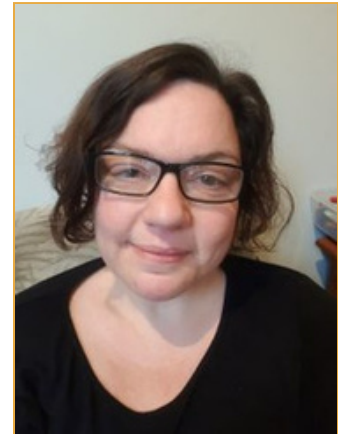
Sara De Grandis
Self Advocacy
Project Officer



Anthony Risoli
Self Advocacy
Project Officer



Sarah Forbes
Systemic Advocacy
Manager



Emily Piggott
Advocacy Manager



Frederikke Jensen
Advo cate



Miia Tolvanen (
Advocate



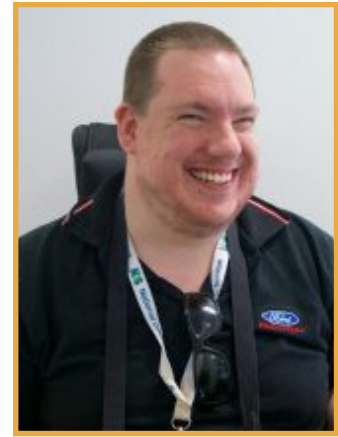
Andrew Minge
Advo cate



Dariane McLean
Advocate



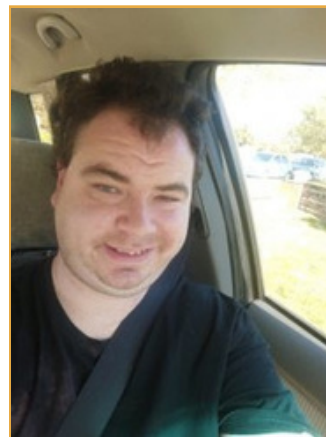
Paul Dunn
Community
Development
Manager



Luke Nelson
Community
Development
Worker



Candice Bates
Community
Development
Worker



Liam Doyle
Community
Development
Worker



Christine Scott
Project Manager
and Families
Manager



Zoe Broadway
PS Scott
Coordinator



Heather Forsyth
Senior Self
Advocate



Maree Hewett
Families Trainer

PRESIDENT'S REPORT



VALID has been through many changes this year. We have:

- Improved governance
- Strengthened the Committee
- Improved management
- Refocused VALID's work on what we do well: individual advocacy, and systemic advocacy through involvement with Inclusion Australia

We are now stronger and more resilient, with a clear vision for the future

How did we become stronger and more resilient?

- **Worked with stakeholders** including the ACNC*, DFFH** and DSS***
- **Improved budgeting** forecasts | With the help of Katherine Payne (Actuate Accounting), we streamlined grant spending
- **Strategic planning** | We involved staff and management in thinking about VALID's direction and exploring funding opportunities

*Australian Charities and Not-for-profits Commission

**Department of Families, Fairness and Housing

***Department of Social Services

Changes and growth

Although we are stronger and more resilient, changes this year still heavily impacted VALID. It was with regret we had to let go of many valued staff.

Another change has been to Committee membership. Our current members' lived experience of disability and business knowledge has strengthened the Committee.

Upcoming changes include the Committee meeting regularly with staff members, and Team Leaders regularly going to and presenting at Committee meetings.

VALID Management and Staff

David Craig | Interim CEO. I am eternally grateful to David Craig who became interim CEO at a critical point in VALID's development. David was pragmatic and responded to issues as they arose.

Fionn Skiotis | CEO. VALID engaged a new CEO in August 2022, allowing David to have a well-deserved retirement. VALID is in very capable hands with Fionn, whose leadership has been outstanding.

Melanie Watson | Administration Manager. Melanie has been instrumental in liaising with staff, administration work, networking and record-keeping.

All VALID Staff.

Staff have remained committed to advocacy work even when VALID's financial position was less certain. This commitment means we can now explore new funding opportunities.

9

Financials.

We now have a solid financial team and intend to establish a Financial and Risk Management Sub Committee.

The team:

- **Chief Financial Officer** Katherine Payne (Actuate Accounting)
- **Treasurer** Graeme Russell
- **Consultant** Cath Smith (Changesmith)

VALID's **Strategic Action Plan** is a result of Cath's engagement sessions with VALID Committee and staff.

Having a Say

After two years, Having a Say will run in person in February 2023! We are planning it to be cost neutral, and we hope to attract many sponsors. For 22 years, Having a Say has been an essential opportunity for people with intellectual disability to have a voice, connect with peers and have fun.

Thank you to everyone who has helped VALID's work. I believe in our cause, and I believe in us.

Deborah Johnson

VALID President (now Committee member)

CEO'S REPORT



There were big changes for VALID members, staff and supporters this year.

. Kevin Stone resigned as CEO in September 2021 after more than 30 years of advocacy for the rights of adults with intellectual disability in Victoria. Kevin's passion and dedication benefited many people VALID worked with during this time.

COVID, lockdowns and technology

Change can be hard for organisations that have experienced long term, sustained leadership. For VALID, organisational changes happened at the same time as COVID restrictions.

VALID staff, people with intellectual disability and their families were very flexible. They adjusted to online forums to stay connected and keep working. Benefits:

- **Inclusive Community Development Network forums** with local and international speakers
- **Interstate and rural participation** from people who could not have attended face-to-face
- **Self Advocacy Networks and Peer Action Groups** continued to meet and develop their work

Funding

Positives: Increased short-term grants to support people with intellectual disability through the impacts of COVID.

These allowed VALID to maintain staff and supports.

Challenges: Reduced investments in support programs by the State Government. This is because the NDIS has more funding responsibility.

The Department of Families, Fairness and Housing (DFFH) will keep supporting VALID's individual advocacy and VALID8 program. VALID must now engage more strongly with different funding sources for other programs.

Future:

- Opportunities for NDIS funding
- Develop a strategic plan

Systemic advocacy

People with intellectual disability as leaders
We are committed to supporting people with disability as leaders of change. This is a key way to create an inclusive society.

Inclusion Australia and DANA

Systemic advocacy is critically important for people with intellectual disability, families and supporters. Inclusion Australia and DANA are platforms for systemic change across Australia.

Collaboration and networking across the disability sector

People working together in the disability sector is important. This will help us make sure that Commonwealth, state and local governments do what they said they would in the Australian Disability Strategy.

Disability Royal Commission (DRC)

VALID advocates, self advocates, clients and families told the DRC about the violence, abuse, neglect and exploitation people with intellectual disability and families face. The personal stories people shared got wide media attention and had a strong impact.

We are grateful to those who found the courage to share painful experiences to advocate for better support and services.

Commonwealth Government

The change of government in May is an opportunity for VALID to advocate for change around NDIS operations and policies.

This advocacy will help the government to support Australians with disability, their families and supporters properly.

Having a Say

The need to postpone Having a Say was very disappointing. I am sure many are looking forward to its return.

VALID developed and improved administration systems and strengthened governance arrangements. I am particularly grateful to Cath Smith (Changesmith Consulting), Katherine Payne (Actuate Accounting) and Mary Latham for their expertise and support.

I thank the Committee, past and present, for their many hours of voluntary support and commitment.

Finally, I thank staff, who endured a challenging year. Their commitment to VALID's work has been important and valued.

Based on a report by David Craig (Interim CEO)

Edited by Katy Gagliardi (Advocacy Writer)

INDIVIDUAL ADVOCACY

In 2021, the VALID Individual Advocacy team had five advocates to support 250 individual clients. From February 2022, the team was down to three advocates, then two from the end of May 2022 until after this financial year.

COVID

The first two quarters of the year saw people with intellectual disability negatively impacted by the pandemic. When COVID restrictions eased, advocates met with clients and supports face-to-face.

Challenges

- **Staff shortages** in supported accommodation and community participation. Clients were distressed because they were **isolated and lacked support**.
- Some service providers enabled prescriptions from allied health providers to use or increase chemical restraint. These were not all reported as **chemical restraint** to Victoria's Senior Practitioner.
- Some clients had no access to **fast and reliable internet**

Benefits

- Other clients could embrace **video calls** that have become a positive part of their lives
- The VALID Individual Advocacy team could **reach more clients in regional areas**

NDIS complexity

Individual advocacy has become more complex because the NDIS has continued to expand as a business model. This has meant more support workers and support coordinators have set up one-person businesses working from home. This approach has benefits and challenges:

Benefits

Some people with intellectual disability and their families can **handpick quality services**

Challenges

- Other people experienced **inconsistent service delivery**
- This meant some people were **seriously neglected, abused and unsupported**
- When this happened, it was harder to investigate. This is because smaller providers **lack governance**, have **no physical access points**, and are **less willing to work with advocates to solve problems**.

Reasonable adjustments, parenting and the Child Protection Service (CPS)

VALID Individual Advocates supported parents involved with child protection – specifically, where the parent's intellectual disability was used in neuropsychiatric assessments to assume they were unable to parent.

In two cases, advocates were summoned to court with case notes subpoenaed. The notes from one bore witness to the Department of Families, Fairness and Housing's (DFFH) lack of reasonable adjustments, and gave evidence of the parent's engagement.

The magistrate returned the two children to their parent.

Individual, systemic and self advocacy
VALID's individual advocacy work has informed its systemic advocacy and fed information to the 'central intelligence banks' at the NDIS Community Engagement Team and the NDIS Quality and Safeguards Commission.

VALID was also part of a review of the Disability Act where it voiced the specific issues and barriers for people with intellectual disability. This work will continue into the next financial year.

Advocacy Cases

QUARTER	CASES	ENQUIRIES
July-September 2021	85	101
October-December 2021	81	79
January-March 2022	58	170
April-June 2022	63	152

Cases numbers reflect people who used the service on an ongoing basis as well as new and one-off cases.

We phoned or emailed people in the enquiry category who did not meet VALID's advocacy funding criteria. From there, we either referred them to other organisations or gave them advice on how to solve the issue.

Frederikke Jensen

Manager, Individual Advocacy

INDIVIDUAL ADVOCACY

[THEY WILL USE] MY FIRST NAME

In May 2022, VALID presented a virtual reality documentary called [They will use] My First Name. This documentary talks about the experiences of people with intellectual disability in Australia's criminal justice system.

Individual advocacy | Criminal justice system

This year, VALID has supported people with intellectual disability in the justice system with individual advocacy. Some were on Supervised Treatment Orders (STOs) and were restricted in ways that compromised their human rights and ability to be included in the community.

Systemic advocacy | Justice for All

As well as individual advocacy, VALID also did systemic advocacy. This is advocacy that works to change systems that don't work like they should.

Some of VALID's individual advocacy work was complemented by a systemic advocacy project called 'Justice for All'. This project included a lot of work from self-advocates. Their work included helping VALID to design the project itself.

The 'Justice for All' project finished in May with the launch of [They will use] My First Name.

[They will use] My First Name

This project made 17 recommendations to improve the justice system for people with intellectual disability. These recommendations asked state and federal governments for accountability and action. They also asked these governments to understand that 'Realising disability rights for people with intellectual disability involved in the criminal justice system means shining a light in the darkest corners.'

This project was led by Emily Piggott (Advocacy Coordinator) and Andrew Minge (Advocate).

You can find the report, movie and webinar launch at www.myfirstnamefilm.com



Image description: Man wearing hooded jumper, looking at camera with his hands pointing to camera. Two men are in the distance and they are standing outside

SELF ADVOCACY

VALID supports people with intellectual disability to become strong self advocates. Self advocacy empowers people to have control and influence over decisions and choices that affect their lives.

The VALID Self Advocacy Team has had a year to remember! We have continued projects like the Self Advocacy Networks, and introduced new projects like the VALID8 program. We did all this while dealing with the impact of COVID-19.

Here are some of the projects and programs we worked on this year:

Self Advocacy Networks

The four Self Advocacy Networks endured a tough year with COVID-19 lockdowns and restrictions. These caused lots of changes to how the Networks did their jobs. But they still regularly went to meetings – both online and (rarely) face-to-face. They were always committed and enthusiastic.

VALID would like to thank these Network members and Guest Speakers for their contributions:

- Inclusion Australia
- Victorian Legal Aid
- NDIS Quality and Safeguards Commission
- Victorian Electoral Commission
- Palliative Care Victoria
- COVID-19 Vaccination Champions Program

Partnerships

We have continued partnerships with disability services to:

Promote self advocacy

Strengthen the voice of people who use their services

VALID supports Advisory/Self Advocacy groups in Life Without Barriers, Possability

Self Advocacy Forum

From 1994, VALID has supported regular forums for self-advocates to:

- Get together
- Share information and ideas
- Learn more about self advocacy and current issues.

The VALID Self Advocacy Forum has since become a formal part of VALID's governance structure. This means at least two self advocates now act as members of VALID's Committee of Management.

VALID's Self Advocacy Forum meets once every two months. Forum members are self advocates who come together from different regions across Victoria. Due to COVID-19, all meetings were held online this year.

The Self Advocacy Forum is working on having a strong voice to discuss current issues and to have a voice in Government.

SELF ADVOCACY

VALID8

VALID8 was created so VALID staff could co-design and test the quality of self advocacy practices for people living in disability group homes. VALID employed and trained staff with intellectual disability to form this team.

But as we all know, this year did not go exactly to plan!

What we tried

VALID8 was supposed to review self advocacy empowerment practices in group homes. At first, our focus was going to be on services that were managing more than 500 former DHHS group homes. We were going to write 50 reviews over the year.

But lots of things made this very hard – like COVID-19 lockdowns, working from home, and disability services continuing to restrict visitors to group homes.

What we tried

VALID8 was supposed to review self advocacy empowerment practices in group homes. At first, our focus was going to be on services that were managing more than 500 former DHHS group homes. We were going to write 50 reviews over the year.

But lots of things made this very hard – like COVID-19 lockdowns, working from home, and disability services continuing to restrict visitors to group homes.

So instead, we aimed to:

- Finish **developing the VALID8 Companion App**
- **Hire and train** another 10 self advocates
- Start **visiting disability group homes** by late July/August 2021

Unfortunately, we couldn't do these things either – so VALID8 got creative.

What we did

We improved individual skills (capacity building) and trained VALID8 staff to write reports. These things gave them more **opportunities for professional development.**

We also ran online user testing. This was to:

- Refine the VALID8 Companion App
- Support interactions between VALID8 staff and people who live in grouphomes

COVID-19 slowed progress, but not the enthusiasm of the VALID8 team!

We look forward to the successful development of the VALID8 Companion App and to visiting group homes when it is safe.

COMMUNITY DEVELOPMENT

Our year started with two key challenges:

1. COVID-19 restrictions
2. Uncertainty about Information, Linkages and Capacity Building (ILC) funding

The team responded creatively, which led to exciting outcomes.

COVID-19, Peer Action Groups (PAG) and Leading in Community

Aim

For PAGs to partner with Neighbourhood Houses. We wanted to use these for meetings, to connect with community, and to establish a 'hub'.

Outcome

This partnership formed in some areas, and we have been flexible and innovative throughout.

Positives

We had a strong online presence. This meant we could:

- Work with people in regional Victoria
- Connect with national and international experts in community development
- Have regular meetings and catch-ups x`between groups
- Use digital and social media to design projects and campaigns locally and state-wide

Future

The potential for us to be physically present in local communities is exciting. But we need funding for a more sustained period. We continue to support PAGs across Victoria.

Projects, Training, Networking and more!

- **Geelong Inclusive Public Sculpture Project**
- **Ballarat International Day of People with Disability Annual Business Access Awards and Sports Person of the Year Award (Matt Mattson/Shane Everard Award)**

This Award will be celebrated at the Town Hall for the first time in December 2022.

- **Inclusive Early Learning Project**

This partnership gives children the opportunity to have positive experiences with people with disability.

- **Airwaves Access Radio Podcast**

This monthly podcast was developed by PAG members. It includes interviews with community leaders and government representatives. Broadcast on Gippsland FM and Plenty Valley FM.

Political Literacy Training

This training came from two PAGs and Watsonia Neighbourhood House. It was delivered online by Emily Bieber (Latrobe University).

Community Inclusion and You Training

Delivered with Latrobe City Council. PAG members shared experiences of mainstream community inclusion.

Leading in Community – Social Media Campaign Friendship Matters

This project brings people together who like dance (The Factory, Cranbourne) and photography (Noble Park Community Centre). These activities are in mainstream venues. This has opened up discussion with Councils about how to support connection and reduce isolation.

Community Connections in Western Victoria

Partnerships are developing with Stawell Neighbourhood House, Northern Grampians and Buloke Shires. PAG members have been part of a working group for the Stella Young Sculpture Project. They are also working with Stawell Neighbourhood House on a 'Stories of Stawell' Project.

- **Working Together Group Model**
- **VALID Inclusive Community Development Network**
- **VALID Statewide PAG Leaders Network**
- **Forums**

1. **Forum with Cathy McGowan** (former Federal Member for Indi)

2. Forum to increase the capacity of the **disability support system** to work more flexibly. Professor Bruce Bonyhady (Disability Institute, University of Melbourne) presented.

Outcome

Several PAG members now have positions on boards, committees, and working groups.

A big thank you to our team members, PAG leaders and volunteers, and partners. Shout out to our Coordination Team of Ann, David, Jana and Mark – your commitment holds us in good stead.

Paul Dunn
Interim Manager (Consulting),
Community Development

COMMUNITY DEVELOPMENT

PEER ACTION GROUPS

For this Report, the Community Development team is featuring their Peer Action Groups. These Groups ran the projects you read about in the Community Development report

The PAG approach is informed by principles of place-based planning. This encourages people with disability to be actively involved in:

Leading change

Partnering with community members to create inclusive, thriving and more liveable communities

Our local PAGs meet monthly. Regular meetings in local community venues (or online during COVID lockdowns) have given us many opportunities to support engagement between people with disability and their communities.

We use a Community Development Practice Framework to guide the groups' work. This Practice is based on the belief that leadership skills are best developed by actively participating in communities. Through this Practice, our peer leaders drive social change that sees them more centred in community life.

We continue to support PAG members to work towards taking leadership roles in their communities. Several members have taken up positions on:

- Neighbourhood House Boards
- Council Disability Advisory Committees
- Other local council working groups and planning committees
- Several members have also been recognised for their work through local leadership awards

There are currently 9 local groups across Victoria: Bairnsdale, Ballarat, Banyule / Darebin, Frankston, Geelong / Bellarine, Moe, Pakenham / Cranbourne, Ringwood, Stawell / Western Victoria.

You can learn more about our PAGs here: <https://valid.org.au/community-development-engagement/peer-action-groups/>

TRAINING AND CONSULTATIONS

Training and Consultations

Who would have thought the 2022 financial year would turn out the way it did! After COVID-19 lockdowns, the retirement of our long-time CEO Kevin, and the appointment then resignation of his successor, I am amazed we could still do the following (mostly online):

Deliver training courses

- Convert documents to Easy English
- Develop an Easy English course
 - Give people with intellectual disability opportunities to have their say and give feedback on many topics

Projects

Consultations | Department of Families, Fairness and Housing (DFFH)

We collected feedback on the proposed changes to policies relating to Specialist Disability Accommodation (SDA). 32 people with disability and 16 family members consulted with us.

Research Project Support | The University of Sydney

We translated consent forms, project information sheets and focus group discussion points into Easy English. We also supported focus groups of people with disability to participate in research projects.

Digital Hub Initiative Steering Committee | Monash Health

Monash Health developed a Digital Hub website called My Lived iD. We supported six people with disability to go to Project Steering Committee meetings. The meetings were held online once a month.

Client Rights Statement Co-Design Project | Life Without Barriers (LWB)

We supported a small group of LWB clients as members of the Project Steering Group. We also helped LWB with workshops by supporting them to co-design the recruitment and inclusion of LWB clients across Australia. This was so clients could have their say about the Client Rights Statement.

Thank you to everyone who supported the consultations by attending focus groups – and to VALID staff who have supported our work this year.

Jon Slingsby Manager, Training and Consultations

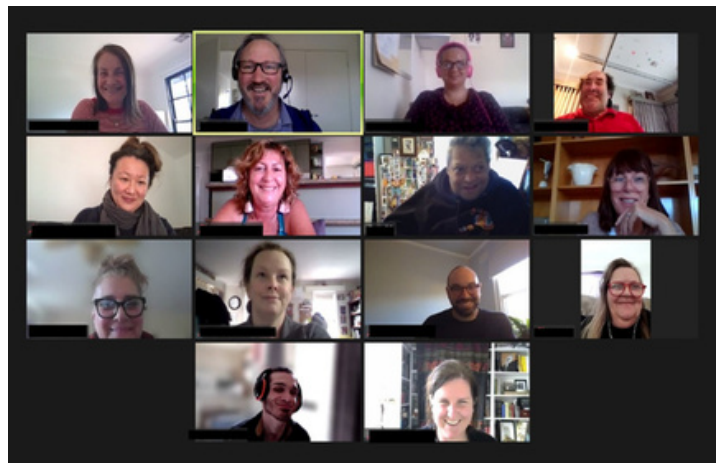


Image description: A group of 14 people in a zoom room all looking at the camera

TRAINING AND CONSULTATIONS TOWARDS INCLUSIVE PRACTICE PROJECT

This Inclusion Australia project was a highlight of the year for our team.

The main aim of this project was to make resources. These resources will help the government understand more about how to consult with people with intellectual disability.

VALID employed five people with intellectual disability to help make these resources.

The funding we got meant we could hire a facilitator and four self advocate peer workers ('Inclusion Advisors'). These staff were employed part-time by VALID for twelve months and worked with other groups from each state and territory.

The VALID group met regularly to give feedback on topics that were connected to the aims of the project.

Inclusion Australia's website says that resources from this project will be launched in early 2023. These resources will be made freely available on their website: www.inclusionaustralia.org.au/

I would like to thank members of the VALID team for their great work: William (Facilitator) and Pippa, Maddie, Rom and Luke (Inclusion Advisors).

You can learn more about the Towards Inclusive Practice Project here: www.inclusionaustralia.org.au/project/towards-inclusive-practice/

Jon Slingsby
Manager, Training and Consultations

PROJECTS AND FAMILIES

COVID Ambassadors

The COVID Ambassadors Project was funded by the State government to provide increased resources to organisations across Victoria to support the roll-out of the COVID-19 vaccine program. The aim was to raise awareness, engage directly with people with disabilities, increase vaccine confidence, remove barriers and reduce the negative impact of the COVID-19 pandemic on people who may be more vulnerable and isolated.

The VALID COVID Ambassadors supported individuals and organisations with gaining access to appropriate support to get a vaccination.

COVID Connections

The COVID Connections Project provided VALID the ability to keep families and people with intellectual disability in our networks connected with each other during lockdowns as well as during recovery time from the physical and emotional impacts of COVID and this period. This included providing essential information about COVID-19 as it became available and referring people to appropriate groups and services as needed.

Supporting Carers Locally

A State government grant through the Supporting Carers Locally program provided VALID the opportunity to support families and carers with future planning for their family member.

As part of this project, the Families team ran the Succession Planning training course for around 200 family members and carers of people with disability. This course included four core sessions that explored where to get started in putting things in place for the future (e.g. nominees). These sessions included information on accommodation, legal and financial planning, quality of care, appropriate decision-making support, and more.

Leaving Care

The aim of the Leaving Care project was to support and empower young people with disability and their networks as these young people prepared to transition into adulthood. A range of strategies were used to engage with 16 to 17 year olds living in out of home care. These strategies included self advocacy training, peer social groups and liaising with schools. Two participants, Daisy* and Vincent*, got a lot out of the project: Daisy became more confident in asserting her needs, and Vincent learned to have difficult conversations with important people in his life.

*Not their real names

PROJECTS AND FAMILIES

THE PETER SCOTT (PS) PROJECT

The Peter Scott Project was important because it gave VALID the opportunity to follow up on how people who used to live in Victorian Government institutions are going and to see if anything could be improved in their lives.

We were in a unique position to do this: VALID has had decades of extensive contact with many people who lived in Victorian institutions before they closed. VALID then maintained contact with people when their new support services moved to non-government providers.

VALID project staff surveyed people who live in group homes and their staff about what they do and who / what they have in their lives. We asked them questions that aligned with the eight 'Good Life Domains':

1. Empowerment
2. Daily living
3. Relationships
4. Home
5. Health and Wellbeing
6. Lifelong learning
7. Work and volunteering
8. Social, community and civic participation

Unfortunately, the results showed that most people were lacking in many of the 'good life areas' – especially in relationships, learning and community participation.

You can find our list of recommendations in the project report, which include targeted use of NDIS funding, regular communication assessments and ongoing government support.

VALID will keep speaking up to make sure service providers and DFFH* respond and act on the recommendations in the report, which are practical and essential for wellbeing.

* Department of Families, Fairness and Housing.

Final Report: valid.org.au/wp-content/uploads/2023/01/VALID-P.S.-Project-Report-FINAL.pdf

FINANCIAL REPORT

VALID's Financials in 2021-22

Information on VALID's financial position on 30 June 2022, and our financial performance during the 2021-22 financial year, is summarised below.

VALID's accounts are independently audited by Ashfords Audit and Assurance Pty Ltd and all figures below are taken from the audited financial statements.

If you're a member of VALID and would like to receive a copy of the audited financial statements, please email: info@valid.org.au.

Financial position at 30 June 2022:

Assets

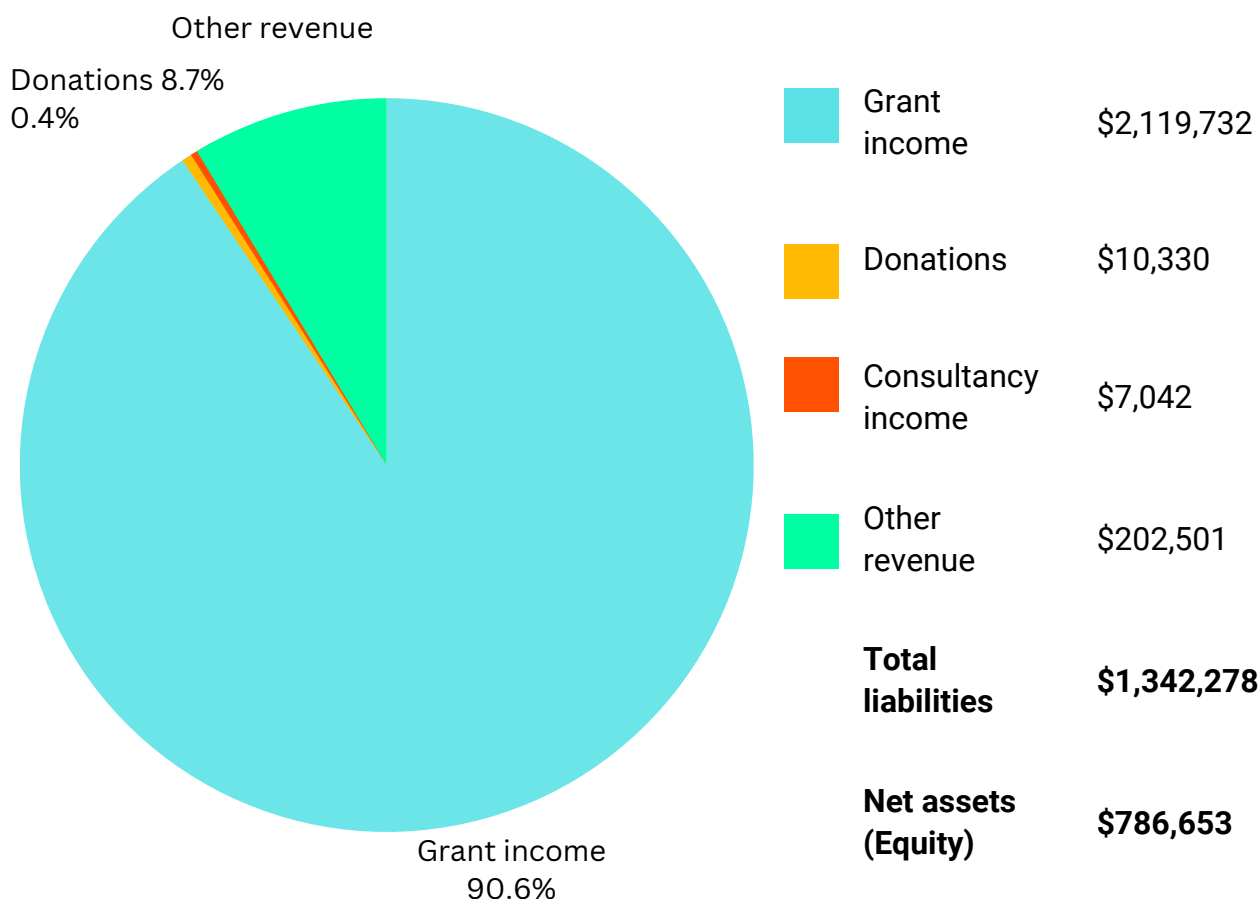
Current assets	\$1,715,129	Non-current assets	\$413,802	Total assets	\$2,128,931
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Liabilities

Current liabilities	\$1,071,179	Non-current liabilities	\$271,099	Total liabilities	\$1,342,278
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Net assets (Equity) \$786,653

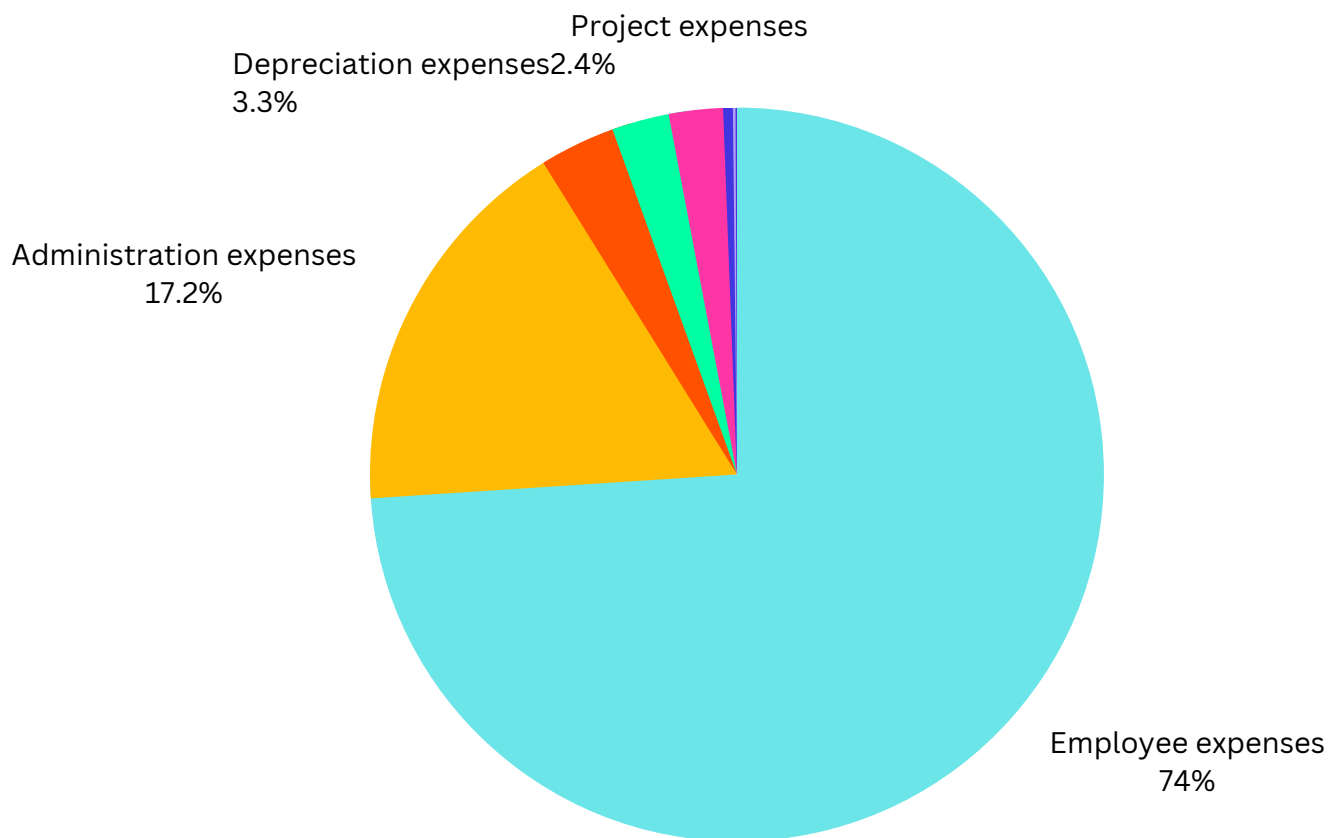
Financial performance during 2021-22: Income



Total liabilities \$1,342,278

Net assets (Equity) \$786,653

Expenses



■	Employee expenses	\$2,050,507
■	Administration expenses	\$476,653
■	Depreciation expenses	\$92,482
■	Occupancy expenses	\$70,046
■	Project expenses	\$66,014
■	Finance expenses	\$11,843
■	Other expenses	\$4,912

Total expenses **\$2,772,457**

Total loss for the year **\$432,852**

INCLUSION AUSTRALIA



Inclusion Australia is the national Disability Representative Organisation for people with an intellectual disability and their families. We work with our members around the country to advocate for change with the Australian Government and other national organisations.

2021-22 was another big year for Inclusion Australia. It felt like a year of two halves.

For many people, the first half was spent in lockdown as the COVID pandemic spread quickly. This was very risky for many people with an intellectual disability.

We are grateful to VALID and our other members for making sure the rights of people with an intellectual disability were not forgotten in the Government's response to the pandemic. We fought hard to advocate for the prioritisation of people with disability. We told the Government what people with an intellectual disability and families needed to be able to get vaccinated and stay safe. We also shared stories of how people's rights were being impacted in different ways by lockdowns.

We continued to work with our members to provide a strong voice to the Disability Royal Commission (DRC). Although interrupted by COVID, there were 10 public hearings across the year. Inclusion Australia and members participated as witnesses and supported people with an intellectual disability to give evidence on a range of issues from COVID to inclusive education.

In April, we ran our #EqualPayEqualRespect campaign. This campaign was linked to the DRC hearing on Australian Disability Enterprises (ADEs). It attracted significant media attention ('Royal commission hears Australian disability enterprise workers paid as little as \$2.50 an hour') and community support, with self-advocates like Greg Tucker from VALID at the forefront.

We continued our focus on employment elsewhere, building on our ~~Everyone Can Work~~ initiative. We included working with the Australian Government on reforms to Disability Employment Services (DES).

It was a big year for the Our Voice Committee, who give advice to the Inclusion Australia Board. Heather Forsyth from VALID stepped down as Chair, with Kalena Bos from Speak Out Tasmania taking over. The Committee spent a lot of time talking with people with an intellectual disability about the NDIS. They asked what was working well and about ideas for making the NDIS better.

There were lots of team changes at Inclusion Australia this year. Our team has grown to help us do our work, with more paid roles for people with an intellectual disability. We also set up our first team in the Northern Territory.



Our project teams had a busy year, working with our members on the Make Decisions Real, Your Service Your Rights, and Towards Inclusive Practice projects. One great part of this was working with teams of Inclusion Advisors across the country to tell the government how to be more inclusive of people with an intellectual disability. This was not always easy, but we have learned a lot about how to use our voices together to make change.

To learn more about all our projects, visit:
<https://www.inclusionaustralia.org.au/what-we-do/our-projects/>

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