



Women
With
Disabilities
Australia
(WWDA)

Leadership statement

March 2022

Easy Read version



How to use this statement



Women With Disabilities Australia (WWDA) wrote this statement. When you see the word 'we', it means WWDA.



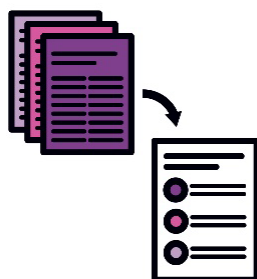
We wrote this statement in an easy to read way.
We use pictures to explain some ideas.

Bold
Not bold

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 27.



This Easy Read statement is a summary of another statement. This means it only includes the most important ideas.



You can ask for help to read this statement.
A friend, family member or support person
may be able to help you.



We recognise **First Nations peoples** as the
traditional owners of our land – Australia.

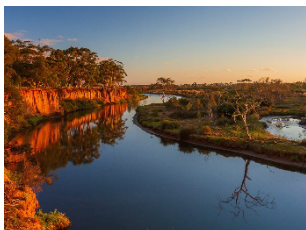


First Nations peoples are also known as Aboriginal
and Torres Strait Islander peoples.

They were the first people to live on and use the:



- land



- rivers



- seas.

What's in this statement?

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About Women With Disabilities Australia (WWDA)

Who do we support?



Women With Disabilities Australia (WWDA) is an organisation that supports women and girls with disability.



WWDA also supports **feminine-identifying** people with disability.



When you are feminine-identifying, you might not feel that you are a woman.

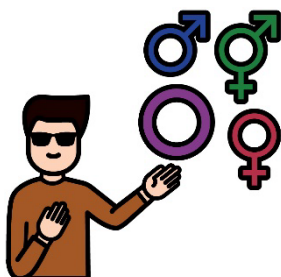
But:



- you are not a man
- you might experience some things like women
- other people might think you are a woman.



WWDA also supports **non-binary** people with disability.



If someone doesn't feel they are male or female, they might say they are non-binary.

When we say 'women and girls with disability'
we mean:



- women and girls with disability



- non-binary people with disability



- feminine-identifying people with disability.

What do we do?



We speak up for the **rights** of women and girls with disability.

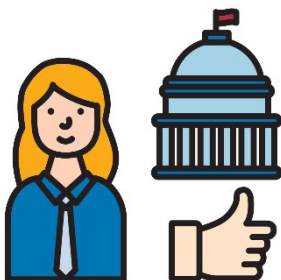


Your rights are:

- rules about how you can expect to be treated
- the freedoms you have that the law protects.



We help women and girls with disability understand their rights.



We also help governments understand the rights of women and girls with disability.

We work with organisations in:



- Australia



- other countries.



We work with these organisations to speak up about the rights of women and girls with disability.

Why did we write this statement?



WWDA started in 1995.

Since then, we have heard lots of reports from:



- women and girls with disability



- people who support women and girls with disability

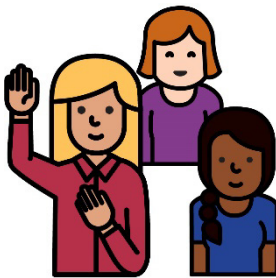


- disability organisations.

These reports talk about how not many women and girls with disability are:



- leaders in the community



- included in decisions that affect them.



There have been some good changes over time.



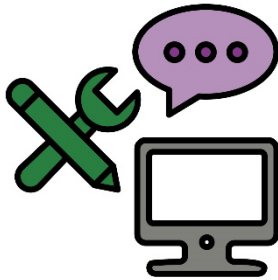
But women and girls with disability still get told they can't be leaders.



Our members are **diverse**.

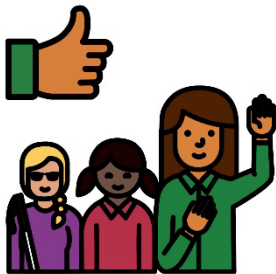


When an organisation is diverse, lots of different people are members.



Our members have different:

- experiences
- skills
- knowledge.



This makes our members good leaders for the community.



We support our members to be leaders.



We give our members chances to:

- share their stories
- talk about their experiences of being left out of the community.

WWDA LEAD



The **National Disability Insurance Scheme (NDIS)** is a way to support Australians with disability.



The NDIS has the Information, Linkages and Capacity Building (ILC) program.

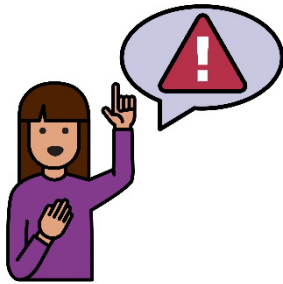


The ILC program has helped us start a project to help women and girls with disability be leaders. Our project is called WWDA LEAD.

We made the word LEAD from the first letters of 4 words:



- Lead
- Engage
- Active
- Drive.



WWDA LEAD will help women and girls with disability speak up about:

- being leaders
- doing things for themselves
- rights
- freedoms.



We wrote this statement with help from the **WWDA LEAD Project Steering Committee**.



The WWDA LEAD Project Steering Committee is a group of diverse women and girls with disability.

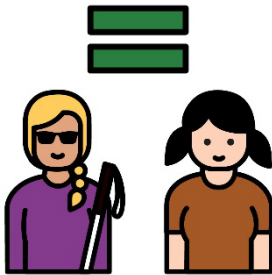
They run our WWDA LEAD project.

What we want our world to be in the future

We want a world where all women and girls with disability have the same:



- rights as people without disability



- chances as people without disability.



Systems are things that:

- connect with each other
- work together.

We believe that all systems must be:



- **inclusive** – everyone can take part



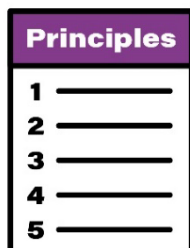
- **accessible** – everyone can use it.

Our principles



Our **principles** are ideas we:

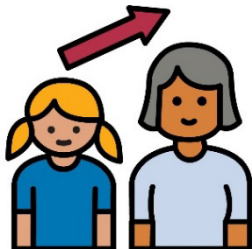
- believe in
- think are important.



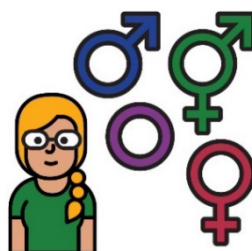
We have 5 principles we wrote with women and girls with disability.

1. Lead by lifting other people up

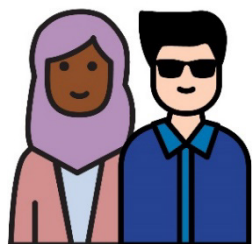
We believe we should support women and girls with disability of all:



- ages



- genders – who you feel you are as a person



- backgrounds.

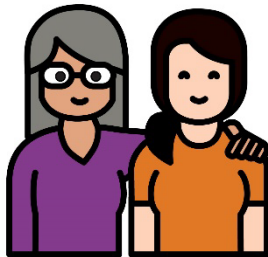


We believe we should support these women and girls with disability to talk about their experiences of trying to be leaders.

Women and girls with disability who speak about their experience can:



- make other women and girls with disability feel included



- support other women and girls with disability



- teach the community what it's like to have a disability.



Women and girls who become leaders can:

- feel supported
- learn how to be good leaders.



Women and girls with disability who become leaders give other women and girls with disability a chance to be:

- seen
- heard.

2. Value diversity and experience



We believe all areas of life must be fully:

- accessible
- inclusive.

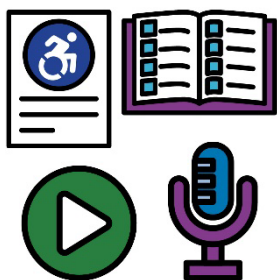


Women and girls with disability are experts on:

- their experiences
- who they are
- their bodies
- their lives.



Women and girls can take part in all areas of life if more information is accessible.



They might need:

- accessible documents
- Easy Read documents
- videos
- audio files.



LGBTIQ+ people with disability should be able to take part in all areas of life.



People with disability from different backgrounds should be able to take part in all areas of life.



This includes First Nations people with disability.

3. Changing what we think about leadership



We should respect different ways for women and girls with disability to be leaders.



We should support different ways for women and girls with disability to lead.

We believe people with disability learn how to be leaders because of their:



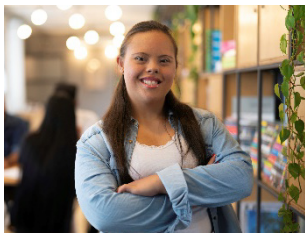
- community



- experiences in life.



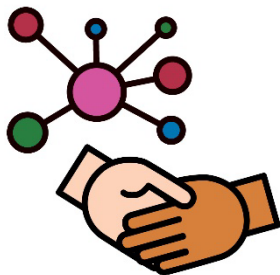
We need more spaces where people can learn how to be leaders.



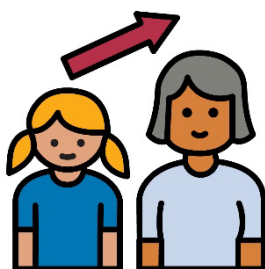
Women and girls with disability should:

- make these spaces
- run these spaces.

Being a leader can be different because of:



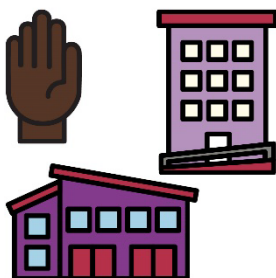
- what system you're in



- the stage of life you are at

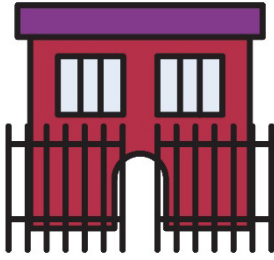


- who you are as a person.



Women and girls with disability should be leaders in different places.

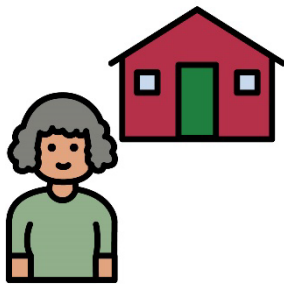
These places can be:



- prisons



- homes for people with disability



- aged care.



People with disability have rights.

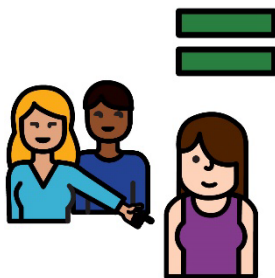
We must change how we think about people with disability so they:



- have the same rights as other people

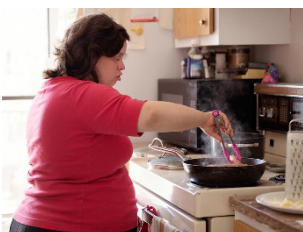


- are treated with respect



- are treated the same as other people.

4. Caring for yourself and the community



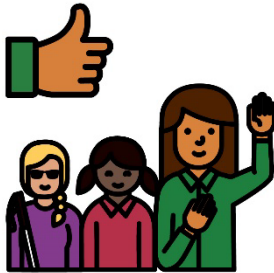
Caring for yourself is part of being a good leader.



Women and girls with disability can get support from others.

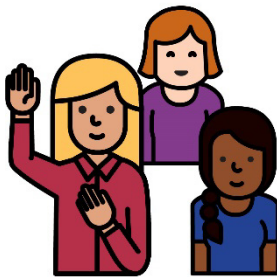


They can support other people too.



Women and girls with disability can become leaders, even if they don't see themselves as leaders.

5. Nothing about us, without us



Women and girls with disability must be included in decisions that affect them.

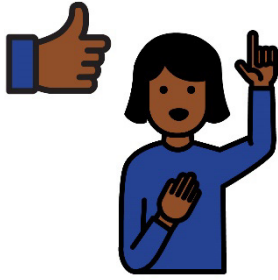
This includes decisions about:



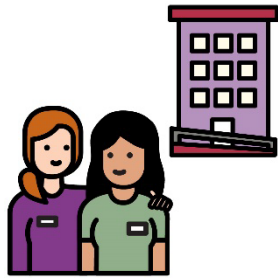
- where they live



- what supports they get.



We should speak up about the good work women and girls with disability do.



Disability organisations run by women and girls with disability should have more support.



We should listen to First Nations women and girls with disability who tell us about their experiences.

Word list

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



Accessible

When something is accessible, everyone can use it.



Feminine-identifying

When you are feminine-identifying, you might not feel that you are a woman.

But:



- you are not a man
- you might experience some things like women
- other people might think you are a woman.



First Nations peoples

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



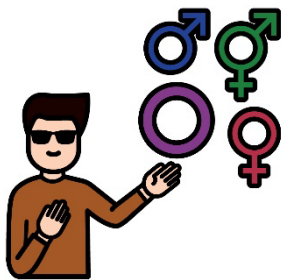
Inclusive

When something is inclusive, everyone can take part.



National Disability Insurance Scheme (NDIS)

The National Disability Insurance Scheme (NDIS) is a way to support Australians with disability.



Non-binary

If someone doesn't feel they are male or female, they might say they are non-binary.



Principles

Our principles are ideas we:

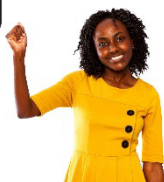
- believe in
- think are important.



Rights

Your rights are:

- rules about how you can expect to be treated
- the freedoms you have that the law protects.





Systems

Systems are things that:

- connect with each other
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WWDA LEAD Project Steering Committee

The WWDA LEAD Project Steering Committee is a group of diverse women and girls with disability.

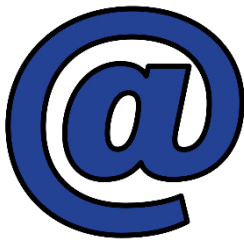
They run our WWDA LEAD project.

Contact us



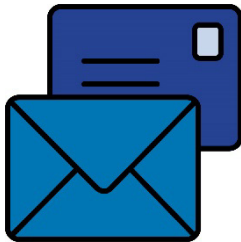
You can call us.

0438 535 123



You can send us an email.

officeadmin@wwda.org.au



You can write to us.

PO Box 407

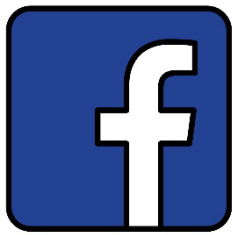
Lenah Valley

7008 Tasmania Australia



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