



>> Hi everyone, happy International Women's Day! Or is dialectical it, -- or as I like to college, happy international smash the patriarchy day. In today's session we will be launching the WWDA disability leadership statement was that we will discuss how the statement was developed and how it encompasses our vision for transforming society's understanding, definition and presentation of what leadership means. In the work and preparation that we did for this webinar, webinar -- WWDA has worked in a co-design framework and approach with the WWDA LEAD co-design steering committee made up of experienced women and non-binary people across the country.

Through this process and space, WWDA has recognised and explored existing leadership struggles, progress, achievements, including feminist and transformative leaderships that contribute to the history of disability rights movements and the formation of WWDA as an organisation.

So first of all I would like to say hi to everyone and said that my name is Akii, my opponents are they/them and I'm very happy to be a host for today's webinar. I would like to acknowledge and pay my respects to the traditional custodians of the land on which I am a resident and I guess someone virtually streaming from. I am a resident of Naarm in Wurundjeri country of the Kulin Nation is also known as Melbourne, Victoria.

Just before I start I will give a bit of an introduction about myself, and a visual description of what they look like, sorry. And my environment for any blind or low vision folks today. I am an Asian person, I have long blue purple and pink hair, I'm wearing aviator style reading glasses. I have a nose piercing, I am wearing a dark green top and a pink check-in blazer and I have a virtual WWDA LEAD background stop and just little bit of information about me, which you may or may not know, if you have joined WWDA's webinars before previously.

I'm a passionate disability and gender advocate working across Australia and overseas in public capacity building. I'm a first-generation Aussie with from a refugee back in with a lifetime of personal lived experience as a chronically ill, clear and non-binary present full stop I live with chronic pain and a systemic genetic condition called Ehlers-Danlos syndrome, plus multiple other chronic conditions. On the board of disability justice Australia and currently work as a project manager in disability sport and recreation. My work in accessibility, disability inclusion, diversity, as well as serving on many advisory communities within health, disability, gender, and the LGBTQIA+ space including the wonderful WWDA LEAD Steering Committee and the WWDA LEAD Toolkit Co-Design Committee.

Enough about me, I will go through some housekeeping for today and then we will get into this fabulous webinar. Firstly, housekeeping, to ensure that everybody is accessing this webinar however suits you best, and so on the top right-hand corner of the screen, there is an X symbol and you can click on this to enlarge or minimise the screen to make it a full screen or a smaller screen. This view will highlight the speaker and the Auslan interpreter.

For closed captions, we have a separate screen on the bottom left hip -- hand corner. You can click on this to make the closed captions your main viewing window and if you want to access these closed captions in a separate screen altogether, you can click on the icon with an arrow on it, located on the top right hand side of the screen. This will pop the window out to make sure you can see it as a separate screen.

On all of the screens of the top right-hand corner, you will find a box with two back-and-forth arrows on it and if you click this, it will let you move between the different viewing screens. If you click the star icon on the side of the screen, this should take you back to the all screen view.

We encourage everyone to have a bit of a play around and try this function is to see which works best for you, so you can access this webinar in a way that suits you best.

Also at the bottom of the screen on the right-hand side there is an icon with a feature bubble. There is a feature that will let you submit questions. Please for free to submit questions at any time during this webinar. And if at any stage today you are experiencing any technical difficulties, like I am speaking right now, technical difficulties, this webinar will be recorded and you will be able to access it within 24 to 48 hours using the same link.

On the note of technical difficulties, on the right-hand side there is a speech bubble with a circle, with a letter I in it. Inside of that there is a link with web cast support. You can use this or if you scroll down the screen, you will be able to get IT support. You can also view the leadership statement there as well as access our survey that I can remind you about all these things throughout the webinar if needed. If you would like to tweet along with this live event, you can use #WWDA and #WWDALEAD.

Enough housekeeping. Before we get stuck into today's webinar, I would like to acknowledge, sorry, I would like to welcome Auntie Yvonne Weldon for today's Welcome to Country and acknowledgement. So welcome Auntie Yvonne Weldon, I will pass on over to yourself.

>> Thank you, can you see me? I'm having a bit of IT issues. It's always scary. I'm not sure if you can see me. Good afternoon everyone. As was said, my name is Yvonne Weldon, and I stand before you as a sovereign rector woman -- Wiradjuri woman. I am from the waters of the local and Murrumbidgee rivers. And the elected deputy chairperson of the metropolitan local Aboriginal Land Council, who has the rights for the land that I am on.



I would like to pay my respectable Elders past, and present, and to all First Nations, to you, and to the many nations of the lands that you are on today. Our boundaries are known and lived to a interconnection across the country. Not through roads and man-made things. On behalf of the metropolitan land Council, Elders, and the members, I welcome a run to the land of the Gadigal. I acknowledge the Gadigal people and also the People's lands that you are on today, whose spirits and ancestors will always remember this land on mother Earth.

Across this continent of hours there are hundreds of tribes and clans existing here for 65,000 years, representing the world's oldest living culture. In my life I have been privileged by the teaching of many incredible Wiradjuri women. My many great aunty's, and of course my mother Anne Weldon. In recognition of these women, could you please pause for a moment to remember the many sacrifices women have made and the ones we will continue to make and those we should not have to.

Let us remember the many women that paved the way for us, walking beside us, and you, soon to be following in all our footsteps. We must honour and recognise, to keep the trailblazing alive, and burning bright inside us all. Making our society and world inclusive, and breaking through basis, and not creating them. Together, we can bring about positive changes to multiple changes -- generations. I starting with healing what should have not taken place. To the present-day generations giving us hope and creating a future for the next generation is for everyone in this country.

Whatever walks of life we all come from, we will need to support each other, bringing out hidden heartaches to share and strength together. All of us can make 70 changes if we share our strength together and we can only truly go forward if we work in partnerships equally. Just as the 2018 NAIDOC theme of because we can we can, the theme of 2020 for the national day of Aboriginal and Torres Strait Islanders children, which was we are the builders of tomorrow, hear our voice. We all are that voice, and we all need to stand strong together.

As our future continues, step forward and raise our voice for so many of us that are told we don't have, and we should have a voice. So know that in the footprints of our ancestors we walk. We leave the prince as they stand. As we draw upon my people's spirits, as we continue an agenda, may my people's spirits walk with you and guide you as we strive forward for us all. Again on behalf of the metropolitan local Aboriginal Land Council, welcome to Gadigal land. This always was, always will be Aboriginal land. Thank you and have a wonderful day.

>> Thank you so much Aunty Yvonne Weldon. As always your welcomes and acknowledgements are so heartfelt and so meaningful and every time I listen to them I'm in awe. Thank you again.

I wanted to talk and give an introduction about Women with Disabilities Australia, or WWDA. As we shorten its to. For those who do not know about WWDA, WWDA is a national disabled persons organisation that represents more than 2,000,000 women and girls, feminine identifying and non-binary people across Australia for over 25 years. Our goal is to be a national force that leads the way for women and girls and four non-binary people with disability to improve opportunities for our community.

We use the term with women and girls with disability, and this is understanding that this is inclusive of all feminine identifying and non-binary people in Australia. WWDA is an award-winning, pardon me, an award-winning DPO Australian organisation and the WWDA lead project started in 2019. It is a groundbreaking, exciting, ILC, information, linkages and capacity building project is in co-design and meaningful committee representation to develop sustainable outcomes in leadership, engagement, empowerment, and opportunities to build community capacity for women and girls with this ability.

LEAD, L4 lead, E4 engage, E4 activate and D4 drive. It's a program to promote lead people with disability spoken both individually and collectively. WWDA deliver a huge range of activities to build the leadership skills of all of our community and provide a wide range of activities, peer networking, and mentoring opportunities, including scholarships and other online programs, some of which are currently out right now.

We would sincerely like to thank the Department of Social Services for their funding of the WWDA LEAD project for the ILC program. You will be able to access previous webinars as well is this one when the link becomes available within the next 24 to 48 hours. Debbie Mack would also like to acknowledge the WWDA LEAD project steering committee and Caroline Lambert who oversaw the co-design of this statement. WWDA also acknowledges Ali Banks who created the wonderful illustrations that I have behind me. Thank you Ali and Caroline for your work.

OK, so now for the main part of today's webinar. We will have four panellists or speakers and I would love to provide them with a huge welcome. We will have the Hon. Marise Payne, pronounced she/her. Saphia Grant, pronouns they/them. Karin Swift, pronouns she/her and Monique Crowden, pronouns she/her. I would like to introduce Marise Payne to introduce the statement. Marise Payne has into -- served as the Minister for Women since 2019 and Foreign Minister since 2018. Prior to this she said that the defence Minister, the first woman -- woman to hold this position for three years from September 2015. During which he oversaw major developers



including the delivery of a defence White Paper and the creation of a \$200,000,000,000 defence material program.

Following the election of the coalition government in September 2013, Marise served as Minister for human services for two years. After growing up in Sydney and the New South Wales Southern Highlands, Marise studied at the University of New South Wales, completing a bachelor of arts and law. A member of the Liberal party since 1982, she was a national young liberal movements first female president. After serving as a political advisor to some of the most significant figures of liberal politics at the time, Marise worked in the financial industry. She became a Liberal party senator for New South Wales in 1987 and has led Senate and joint Parliamentary committees as well as holding several shadow portfolios in opposition, including Indigenous development, and employment and housing.

Based on Western Sydney for more than 20 years, Marise works within community, along with local organisations, and businesses, to help the region develop its potential. Away from politics, Marise is a devoted fan of the century I dragons and Geelong cats. She is an enthusiastic supporter of the arts in Australia. Welcome Marise. We will have a recording of Marise today.

(Video plays)

>> I commend their work and leadership to inform national policies to promote and protect the rights of women and girls with disabilities, and to increase their participation in all aspects of society. Supporting and showcasing the abilities, talents, and leadership with women -- for women with a disability is important to demonstrate the social, political, and economic benefits to be gained from the full and equal participation.

The WWDA leadership is -- vision statement is powerful, and values the voices and participation of women with disabilities. I welcome the statements principles. To lift others up by valuing diversity and a lived experience. To challenge and transform the traditional views of leadership. To encourage self-care, healthy boundaries, and personal development. And to empower women with disabilities to participate in decisions that affect them.

I am very pleased to know that the statement has been laid and informed by women with a disability. This is critical to ensure that efforts are targeted, effective, and appropriate. As one of the six national women's alliances funded by the Australian government, WWDA is working to elevate the voices of women with a disability and to promote their leadership potential across government and the private sector. Through the women's leadership and development program, the Morrison government is supporting leadership, learning, and employment opportunities for all women, including Women With Disabilities.

This morning, I was very pleased to announce an open ground around for organisations to apply for funding under the women's leadership and development programs, Lead and Succeeded great opportunity. Over \$20,000,000 is available to support projects that increase gender equality, extend leadership and education possibilities for women, and to build safer and more respectful workplaces. Priority will be given to organisations that deliver... This includes projects led by in working with disabilities, Aboriginal and Torres Strait Islander women, women living in regional and remote areas, LGBTQIA+ women, and older women.

Thank you, to WWDA, the board and executive director will continue an important contribution to advancing the safety, economic security, and leadership of Women With Disabilities. On International Women's Day, it is a great pleasure to support your leadership statement, and I look forward to the improved outcomes it will achieve.

>> Thank you, so much, Hon Marise Payne for taking out of what I am sure is a very, very busy schedule to film about today, and to officially open the webinar and launch our leadership statement at WWDA. Now, I would like to introduce you to Saphia. Saphia Grant, they/them, is the WWDA project manager and is passionate about working in codesign to include and empower women, girls, and non-binary people.

They have been advocating on issues such as human rights and climate change in their working career, with a background in studying psychology, business management, and lived experience as a parent and carer, white Australian, LGBTQIA+ person, with multiple disabilities, Saphia recognises their privilege and brings multiple lenses to the advocacy and work. While not working at WWDA, Saphia sits on the Tasmanian Department of Justice... And is evolved -- involved, while also spending time with her son, two rabbits, in Nipaluna/Hobart. Welcome, Saphia.

>> Thanks, Akii. Thank you for the introduction, yes, I do like spending time with my rabbits. Everybody who knows me knows that well. Today, I am here, and I am proud to be here today as it WWDA project manager. I want to acknowledge my privilege as a white Australian, and that that I live, work, and play with my rabbits and family on the colonised land of the people in Nipaluna/Hobart, Tasmania.

I pay my respects to ancestors and Elders past and present, and recognise a link to country, land, and the sea. First Nations property has never been ceded, and it was and always will be Aboriginal Land Council I believe that we cannot reach any true equality in and on this country until this is fully recognised and widely accepted as a so.



Today, I am going to talk to the preparation of the statement and the process of codesign, and what we did to put it together stop and a little bit more detail about the five principles. In preparation for the statement about myself and the amazing team at WWDA look at the previous WWDA surveys and statements, such as the leadership survey results were released in March, 2021. That is on our website.

Also on our website, you will find publications such as the position statement three, The Right to Participation, for Example. We Also Worked with Support from Carolina Lambert, a Social Change Consultant who we worked in codesign framework as an approach with the WWDA leader project steering committee. A couple of those members are here today, including Akii.

The project steering committee is made up of an experienced and diverse group of Women With Disabilities from across the country. Through this process and space for codesign at work, WWDA has recognised and explored the existing leadership struggles, progress, and achievements, including the feminist and trans -- transformative leadership that made up the history of the disability rights movement and the formation of a WWDA, we will hear about more as we go on. As well as the work of marginalised community, such as the First Nations people, LGBTQIA+, culturally and politically diverse people, the CA LT -- CALD you may hear them as.

Committee members were called and acquired through this process through specific workshops with Carolina Lambert, myself, and the WWDA team. A couple of reviews of the leadership statement itself, to provide advice, skills, and contribute to the planning and delivery of what we have ended up with today, and have released in an official capacity. Of the WWDA leadership statement, and the five principles.

I also wanted to acknowledge, again, and thank you? For doing it before, Ali Banks for the image that is being used to represent the five principles. Our principles are: one, lead by letting others up. Leadership that create space for others to join in, feel, and be heard to. WWDA believes in advocating that kindness and compassion by supporting all women and girls with disability, regardless of gender, age, employment status, sexual orientation, cultural background, or other identity markers, to engage in meaningful processes, activities, and conversations about their experiences and the barriers they face to access and participate in leadership spaces.

Number two principal is a value diversity and a lived experience. This is about promoting the status of women and girls with a disability in all of our diversity. WWDA observed that full accessibility and inclusivity in all areas of public, private, educational, political, economic, social, and cultural life must be standard, not an optional addition. Women and girls with a disability should not have to fight for our rights to occupy spaces and positions.

Three, challenging and transforming traditional views of the leadership. Women With Disabilities are not problems to be fixed, we are problem solvers, and we prove this over and over again. WWDA endorses acknowledging, respecting, including, supporting and valuing the personal and unique leadership styles of the Women With Disabilities was in line with the levels of intersectional feminism leadership, WWDA inspires me self-aware, passionate, solution focused, trauma informed, collaborative, collective, in its presentation.

Four, principal at number four – care. To careful community. The relationships that we have with ourselves and others are the most important resources that we have. So what does this mean? WWDA encourages practising self-care, healthy boundaries, personal development, up skilling while using inclusive, diverse, collaborative approaches, as many hands make light work for a sustainable leadership approach. While the recognised intersectional feminist elite leadership is often responsive and reactive, we use a slow, intentional, relational approach, abiding by the land -- mantra that low and steady wins the race.

Principle five, inclusion is not segregation. The WDA believes that women and girls with disabilities... Acknowledging the work and the lived experience and acknowledges of women and girls with a disability throughout history, as well as the barriers that prevent the full and equal participation of women and girls with disabilities. Organisations must make concerted and organised efforts to ensure that policies and programs are codesigned by and for women and girls with a disability, and meet the needs of our community.

There is more about the principles in the WWDA leadership statement about what does this look like. For further information, I really, really do hope that many of you viewing this will go and follow the link that will be provided later to the full WWDA LEADS statement. What does it look like in our community? What do these principles look like?

I am passionate about the WWDA LEADS statement, not just because I am passionate about codesigned and are seeing that the work that women, girls, non-binary people with disability platforms and included in all areas of life. I am passionate about this because, I guess, a community worth living in really must include Women With Disabilities, and reflect women's experience as much as men, and people living with a disability. We have a different view of the world and our experiences are different, yet most of the important decisions economically, politically, socially, and even in our own homes have, until very recently, assumed that men and people without disability are the only ones that matter.



I want to highlight that today of all days, because it is really important to me. Many women with a disability do not want what has happened to us... Sorry, this is really personal. Many women with a disability do not want what happened to us to happen to other people, and this is what drives many of us. This drive to make the world a better place. So, yes. I am here both in the capacity personally, as a person with a disability, non-binary person with a disability, and systemically.

This is a deeply personal, and it really something I want to see happen. I really believe in this work.

>> Thank you so much Saph for sharing your experiences. We can clearly tell how much this means to you, and it does mean a lot to all of us in the WWDA steering committee and the members of WWDA because it directly impacts us. It is a project that is by us, for us. And that is one of the principles, nothing for us without us. So it's really important work and it's very exciting work, but it is also work that will hopefully lead to ongoing systemic change that will lead to better and positive outcomes for all women, famine and identifying, non-binding people -- non-binary people with disability.

Thank you again Saph for talking to the five pillars of the leadership statement. As mentioned, you can access the full leadership document on WWDA's website and we will send out the links as well.

Next I would like to introduce Karin Swift. Karin Swift will give, sorry, it has had an extensive career in disability at and social policy where she has committed to people with disability living valued lives in the community. Karin is a past president of Women With Disabilities Australia and has an extensive background in that government and non-government organisations. Karin has represented the Australian government at the commission for the Status of Women, CSW 57, held at the United Nations, New York, providing high-level, strategic advice, to Women with Disabilities and violence and presenting at various side events.

Karin has also led training alongside the Australian rights commission, and been a keynote speaker Fort WWDA in Indonesia and South Korea on gender and disability and the elimination of violence. Karin has previously worked at Queenslanders with disabilities network, QDN, in various roles, and provided strategic, high-level advice, and analysis, and many contemporary disability issues and other social policies including human rights, gender issues, the National disability scheme, NDIS, and the Royal Commission, housing, transport and welfare reform. Karen currently works giving policy analysis and presentations to a diverse range of audiences on a diverse range of social policy issues.

Karin will give a short description of their involvement in co-design processes and why she feels this leadership statement is needed. Welcome Karen.

>> Thank you for that introduction Akii. I'm really enjoying the webinar so far. Let's see how we go. In honour of what you said earlier, Akii, happy non-patriarchy day everybody. I would like to acknowledge the traditional owners of the lands which I'm speaking on, and I pay my respects to the Elders past, present, and emerging, and acknowledge that this land was never ceded.

I've been asked to speak about the co-design process and wife of the leadership statement was needed. I was a latecomer to the Women With Disabilities Australia, all of WWDA LEAD Project steering committee, but was laid - - made to feel very welcome. I am a long-term member of WWDA, and past president and board member.

Coming back to be on the steering committee was like being welcomed back home by family after being away for some time. I'm full of gratitude to my colleagues on the PSC and the WWDA staff for this opportunity. I am also impressed to see many new people at this table. Which speaks to me about the work that WWDA has done in developing its membership and its leadership.

All of WWDA's work is grounded in the human rights framework that encompasses the lived experience of women, girls, famine identifying -- feminine identifying and non-binary people with disability full stop without this lived experience to come from, WWDA would not be able to speak with the authority it does on a wide range of policy issues, human rights abuses, and leadership.

WWDA is not new to working in ways that embrace co-design. Over the years, I've been invited to come together with other members of WWDA to contribute language to various strategic planning events, subcommittees, and think tanks. Each of these processes were led by Women with Disabilities. And co-designed by Women with Disabilities to ensure that our voices were heard and our issues were put forward and centre at the table.

Also, particular care was taken to address mine and others support needs so we could participate in these events any meaningful way. For me, this meant travelling with a support worker and ensuring both accommodation and meeting spaces were welcoming and accessible for my physical needs. It particular aspect of this project's co-design process I enjoyed was being asked to read several drafts of the WWDA LEAD statement.

A self-confessed word nerd, I loved how each draft came closer to representing a leadership picture of women, girls, feminine identifying and non-binary people with disability. My mother, on more than one occasion, said to

me growing up, "Choose your words carefully." And she must've had a premonition that I would one day be working with this group of wonderful people to co-create this statement. As her words rang true.

This was our moment to choose our words carefully. To carve out our destiny. To speak with passion, about not only our own leadership aspirations, but those of women, girls, feminine identifying and non-binary people to come. To chocolate values and principles that were important to us, such as creating a space for others to join, feel, and be heard. Promoting status and diversity of women and girls with disability. Women with Disabilities as problem solvers and perhaps most importantly, caring for self to careful community. For if we don't take care of ourselves, our leadership will face challenges.

It is so important that this leadership statement exists. It's no secret that the voices of women, girls, feminine identifying and non-binary people with disabilities are at risk of being drowned out, particularly at the political level, if there are not targeted strategies to enable us to both find our voices and be heard. This leadership statement provides a platform for women, girls, and non-binary people, to rise up and take our place as leaders in our communities, workplaces, on the political stage, and the world stage.

I've been lucky enough to represent WWDA several times overseas and I wish this statement had been around then. It would have given me further confidence to take my rightful place as a leader and speak my truth.

Congratulations to WWDA and the WWDA LEAD team for co-creating such a critical document for women, girls, non-binary people and feminine identifying people with disability. Thank you.

>> Thank you so much Karin for sharing all of those heartfelt sentiments and your continued commitment and work to WWDA and more members and more faces at the table mean that the movement is growing and more difference is being made to our community. Which is very exciting. Thank you again.

And next I would like to introduce Monique Crowden, pronouns she/her, Monique will give a short description of her involvement in this co-design process and why she feels that this leadership statement is needed. Monique is a passionate self advocate and leader for people with intellectual disability in Tasmania. Along with her other commitments, Monique has been involved with the Speak out Association of Tasmania and Women With Disabilities Australia. In recent years, Monique has sat on advisory boards including those which lead to the development of the OurSite website and she is now representing the project on the WWDA LEAD Steering Committee.

Monique also volunteers with her local girl guides group and is passionate about a truly inclusive society. Welcome Monique.

>> Hello, thank you everyone. Yes, I am very passionate about leadership. And the inclusion of people with disabilities. I am a mentor. I want to see all young people and young Women with Disabilities to rise up and to feel that they are accepted. And included in life. And to not feel scared and worried about speaking up. To talk to someone. Because there are people out there that care, that care about them. That's all I have to say.

Sorry, and also being a part of WWDA and Speak Out changed my life and without the help, without their help, I wouldn't be where I am now. And all my family as well. Both helped me so much. I just want everyone to be encouraged by this message. Thank you everyone.

SPEAKER:

Thank you Monique. Thank you for sharing what the leadership statement means to you and what your involvement with WWDA and the other organisations that you work with and support you and how they have contributed to your life and that's what WWDA is all about.

So thank you again to all of our wonderful speakers and to Saph who went to the five pillars of the leadership statement. Now it's question time, so we have a couple of questions that have been submitted, if you would like to submit questions, please do.

So the first few questions we have is addressed to all panel members, so please feel free to answer them as you would like. The first question is "Which is your favourite principal out of the five principles and why?" I am happy to go! (Laughs) To start everybody off.

I think my favourite one because, obviously, I have been involved with WWDA and the project for a while, the self-care and the boundaries. Caring about us before we can care for our community, because it really does highlight the importance of making sure that your cup is not empty, and confidently giving yourself to others and not forgetting about yourself.

This one resonates really strongly with me because I often do that. My cup is often empty or is empty, or becomes empty as a result of my chronic illnesses and disability. Then life and work, and every other thing in life,



and being an adult, adulting and all that sort of stuff, when you are passionate about something and contribute to something, you keep pouring and pouring and pouring and you forget that there is nothing left.

Having that within a leadership statement and saying to be a good leader that you need to care about yourself, as well, and to prioritise about yourself is crucial, because it demonstrates to everyone whether you are in leadership in the beginning, middle, and, towards the top – I do not know if there is an end to a leadership journey – but wherever you are in your journey of leadership, it matters how you feel, what you are doing. It matters how full your cup is before you can give to everyone else.

So, that is my input. Please, panel members, would anybody else like to contribute?

>> That was great, Akii. I am happy to go next. It is really hard to pick a favourite, they are like all of your babies. You have children, which one is your favourite? I have a look at them so many times and it was such an order to pull and to tease out all of the words, be a word nerd and do the thing that Karin was talking about and tease out all of the principles, smooch it all together, and come up with these principles.

I think for me, in my activism, I really like the number three. Challenging and transforming traditional views of a leadership. I really like the idea of challenging the kind of, status quo. It is OK to be different, it is not very surprising. I have the blue hair, and for people who do not know what I looked like, I have shortly hair, white skin, I have a black hat on. I have a proof of what got -- polkadot, Dangerfield address on. Gold earrings, I wear them quite a lot. I often wear bright, cut their clothing, and I make a lot of noise wherever I go.

The people who know me, they would not be surprised by this. One of my favourite quote that came out of this process is, "Women with disabilities are not problems to be fixed, we are problem solvers." All of my life... It just resonates with me so hard, because all of my life people have tried to fix me, fix my problems, or make me focus, or make me do things that I cannot do or do not want to do.

I need to be fixed, I need to be forced into situations and needed to learn how to deal. I came up with all kinds of strategies to deal with situations in which I was uncomfortable, disassociating, that was fun (Laughs) So, we problem solved, and for me, being seen as a problem solver and not a problem to be fixed because... It is true. We are. We problem solved, people with disabilities, non-binary people, like myself, and women, we are often carers of other people.

We are often parents, we are often working, and we have to problem solve and wear many hats at once. I think for me – that was a bit of a y response, and I will stop there – but for me, I think that is important, but they are all important. Thank you.

>> OK, we will move onto the next question. How do you hope that allies and people without disabilities will be influenced by the principles? Will somebody like to take that?

(Multiple speakers)

>> Sorry, can you repeat the question?

>> Apologies, I am just going to put the question in the chat for some of our panellists... Because they have different screens. I will pop that in the chat. I will provide, I guess, a response while I am doing that. Apologies.

>> Akii, I appreciate this accessibility.

>> Personally, as a WWDA member and toolkit member with the WWDA project, I would like allies and people without disabilities to recognise that we are leaders. First and foremost, and that we cannot be leaders, and that there are so many ways that we can be leaders and it demonstrates leadership qualities.

As Monica was saying, we all have different qualities and different things to contribute. Allies and people without disabilities, the first thing they can do isn't recognise that, support that, I believed that, and provide us -- up a lift to that, and provide us with a platform to be leaders. Giving us a platform, spreading the message and the word, making barriers are less common and challenges are less common, and giving us opportunities to succeed and live up to our potential rather than pushing us down.

As Saph mentioned, not treating us as problems but problem solvers, and seeing the beauty in the uniqueness that we have. So, that is my response, other panellists would like to respond?

>> I am going to keep this really short and it just say, include ask when it is about us. And include us even when it is not about us! Ask us, ask us. Not about how we got our disabilities, but what we think about your project, your strategy, more codesign processes. That thing.

>> Include us in everything because we are in everything, and I think that people forget that we are the world's largest minority, or the world's largest marginalised group in that aspect. So include us, because you do not sometimes, and it needs to be said that we do not deal with all of the barriers and challenges we do deal with if people were more committed to being an ally.

Karin or Monique?

>> Yes, I have got one. We need it should be included. We do not need to be put in a box, to leave us out of things. That is not what we need, we are leaders and we are capable of doing anything. Yes, we are capable like everybody else. They just need to hear what we have to say.

>> Agree!

>> Absolutely. I think, not only offer us a seat at the table, but actually value the fact that we are in there and give us a chance to share our experiences, and take those experiences on and listen to them. How about yourself, Karin? Would you like to contribute?

>> I just agree with what everybody has said. I do not think there should be a formal conversation about disability without people with disabilities present. I would like to pick up on what you said, Akii, about it is not just about disability issues. Really, there should be nothing without us, not just nothing about us without us, but nothing without us.

>> Absolutely (Laughs) I think we all agree, stop excluding us! Stop making decisions on our behalf, stop not asking us. Have us involved, we are here, we exist, and we want to make that change and that's the difference. At the end of the day, whether you are disabled or not, you want to be heard, valued, respected, and treated with dignity.

We need a bit more of a push for girls, women, and non-binary people with disabilities to have that. If you are an ally all non-disabled person, you can commit to that, and pledged to making that different, providing that support, and supporting what WWDA out -- WWDA does and many other organisations across Australia, to lift the voices of women, girls, and non-binary people with disabilities.

Many? -- Monique?

>> Yes, I was just going to say that I agree totally with what you said.

>> I was just going to say, that just because you always have one or two outspoken people who always get a Guernsey does not mean that you are getting the views of other people, all people. We really need to look at who is not getting the opportunities and dig a bit deeper.

>> Yes, diversify! And if you read the leadership statement, it seems as though a world which values the leadership of women and girls with disabilities, in all of our diversity. We are a diverse group! We have multiple identities that lay over each other that make our lives quite complex, but all of our experiences deserve to be platforms, and not just organised by the one disability -- toe canonisedtokenised -- by one disability leader that is on every single palatal panel.

We are short on time, but I just want to say, I hope you can see that world with us. That in every seminar there is Auslan and captioner, but it is a standard, not something you need to ask about before you attend a webinar.

>> Yes, activists -- accessibility for all benefits everyone. I think it is something that us as a community and society should commit to. Yes, accessibility, let us be able to get through the door before even thinking about the table. We name that may not be able to get through the door because availability is not accessible.

Thank you for that note, I'm going to quickly wrap up because we are slightly over. Thank you, to everybody who has attended our webinar today. A huge thank you to our panellists and guest speakers, for sharing the importance of our leadership statement. You are welcome to continue to simple questions if you like, and the WWDA will get back to you. Thank you, again, to the Department of Social Services for the WWDA project funding. We value all of your time and engagement for today's webinar, whether you haven't watched it live with us, or choose to watch the recording of it later on.

We would love your feedback, so if you could participate in the survey by clicking the survey button when you scroll down, or in the information area. It will be sent to any registered participants today, and please feel free to share this webinar with your friends, your family, and your community, especially if they were not able to make it today, because it is such a busy day for so many people around the world.

Last but not least, please connect with WWDA and all of the work that we are doing within the WWDA LEAD project. You can do this by becoming a WWDA member, and/or joining our closed Facebook group if you are a women, non-binary person, or women identifying with a disability. Please follow all of our platforms, currently I believe scholarships are open and a few other things are going on. Everything that we have shared today, you can find out through www.WWDA.org.au get in touch with us on a social.

Thank you again, to everyone, for your time today. Happy International Women's Day, or happy smashed the patriarchy day. Have a lovely afternoon, everyone.

>> Thank you, everyone.

>> Thank you.