00:00:22:10 - 00:00:47:06

Unknown

It. Welcome, everyone. Today, we'll be sharing our work with you in a presentation style to ask questions throughout this presentation. Please use the Q&A function and we will compile all questions to answer at the end. We'd also like to let you know that this session is automatically recorded.

00:00:50:17 - 00:01:16:19

Unknown

Welcome to Women with Disabilities Australia Session On our site, a website by and for women with Disability. We'd like to begin by wishing you all a very happy International Women's Day. My name is Zoe Hornstein. My pronouns are she, her and I am the project director overseeing the original, our site website and the expansion of our work through the Our Site 2.0 project.

00:01:17:19 - 00:01:41:10

Unknown

I have brown shoulder length, curly hair and white skin with blue eyes, and I'm wearing a pink jumper today. I'm sitting at a desk with a blurred background. I acknowledge that I'm coming to you from the land of the women in a people in Southern look truly to Tasmania, Australia and I also identify as the daughter of parents with disabilities.

00:01:42:04 - 00:02:10:13

Unknown

I'm joined by my colleague Tanya. Hi, my name is Tennant Sinclair. My pronouns are she her and I'm al sites Gender-based Violence Practice Manager. I have shoulder length, brown curly hair and brown eyes and is currently tied back in a ponytail. I'm wearing a navy blue top with my hair pulled back. I'm coming with you. Coming to you from the land of the young people of the nomad nation.

00:02:11:12 - 00:02:35:05

Unknown

I'm a sitting at a desk with a blurred background, identified as woman with a disability. We are also joined by our colleague Kat. Hi, I'm Kat Standley. My pronouns she her. And I'm the content development officer. I'm coming to you from the land of the vulnerable people of the island nation. I'm a woman of color. I have long brown and blond hair.

00:02:35:16 - 00:03:02:07

Unknown

I'm wearing green framed glasses and a black top. I'm sitting at a desk with the blurred background. I have lived experience of disability on behalf of women, women with Disabilities Australia. We acknowledge the land on which we meet with you. Today is the land of the First Nations people of Australia with a continued rich culture. I acknowledge that this land is stolen land and has never been ceded.

00:03:02:23 - 00:03:33:09

Unknown

We express our gratitude to the First Nations people for their continued care of this land, and we also acknowledge all First Nations people in the audience today. We celebrate the value of the unique personalities, strengths, interests and abilities of every audience member joining us. Each individual adds to our vibrant and diverse community. We also acknowledge and thank the captions and international sign language interpreters joining us today.

00:03:33:23 - 00:04:03:11

Unknown

We make special note to you all that the language we're using throughout this presentation is an Australian English perspective. The work we're doing with the Eyesight website is such a vital work for those of you in New York. I hope that you have really enjoyed the C as W form so far and as you end your day. We know that you're either at the end of a long day or you might be at the end of multiple long days at the forum already.

00:04:03:21 - 00:04:31:19

Unknown

And some of you might really be feeling quite energetic or some of you might have a much lower capacity. So we're going to make this session as interactive as is possible. We really value your time and we intend to be engaging and hopefully share something that's really helpful for you and your work. There'll be moments where we will invite you to think quietly about some things, and towards the end of the presentation there'll be time for some questions.

00:04:33:00 - 00:05:05:23

Unknown

The ACA team is fairly new reforming at the beginning of this year, so if you have any questions, we can't get to today, please feel free to email us. We love to learn and capacity exchange and today we have plenty of time together during this presentation. Tanya and I will be sharing our work with you through a series of slides that will present for about 25, 30 minutes, and then we'll have some time for questions and answers at the end.

00:05:06:18 - 00:05:38:13

Unknown

We'll take you on a journey through our sites, development and its future, and where we'll be sharing some tips and questions to ask yourself and or your organization when thinking about accessibility and resource creation. We are always listening, but right now we would like to present to you This slide shows the Disabilities Australia logo and some key points I'd like to take you through.

00:05:39:19 - 00:06:14:01

Unknown

Officially established in 1995, Women with Disabilities Australia Pronounced Widow is an award winning Australian Disabled Persons Organization, or JPI and National Women's Alliance for Women, Girls Feminine Identifying and Non-binary People with disabilities in Australia. Feminine Identify. It's a term that refers to gender identity or expression that describe someone with a gender that is or leans towards feminine. Some feminine identifying people also identify as women, while many don't.

00:06:15:18 - 00:06:45:05

Unknown

Non-binary is an umbrella term for someone who does not identify as exclusively male or female. Identities that are outside the gender binary. Someone who is non-binary may feel like a mix of genders or like they have no gender at all. We use the term women and girls with disabilities on the understanding that this is an inclusive. This is inclusive of women, girls, feminine, identifying and non-binary people with disabilities in Australia.

00:06:46:09 - 00:07:18:15

Unknown

Wedo represents more than 2 million individuals in Australia. We have affiliate organizations and networks in most states and territories of Australia and we are internationally recognized. All of our work is grounded in a human rights based framework that links gender and disability issues to civil, political, economic, social and cultural rights. Applying an intersectional feminist lens to promote the rights of women and girls with disabilities, we take part in a range of systems advocacy activities.

00:07:19:04 - 00:07:31:21

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Our work seeks to support and empower individuals, whilst also creating a greater awareness amongst governments and other of the relevant institutions about their obligations to do so.

00:07:35:08 - 00:07:58:12

Unknown

This slide shows three icons of women being engaged in different ways that are now to take you through. Our site is a website created because women and gender diverse people living with disabilities asked for it. We are very proud to have just marked our site's three year anniversary, with the website being launched on the 8th of March 2020.

00:07:59:19 - 00:08:36:07

Unknown

The website houses information and resources to support women and girls with disability to learn about and stand up for their rights. It is a website by and for women and girls with disability. Our site was an Australian wide two year project led by Women with Disabilities Australia. The project delivered on a vision that had been conceived by the wider community many years earlier for an accessible website that provided information about the rights of women and girls with disability in four key areas Leadership and participation.

00:08:36:18 - 00:09:07:20

Unknown

Decision making and agency. Sexuality and reproductive health and Safety from Violence. The website is grounded in the diverse experiences of women and girls with disability, and we continue to maintain the website updating it as needed and always looking for opportunities to keep it relevant and engaging. We would normally aim to be more engaging when sharing our work as interaction is really important to us and so we will be available at the end of this presentation for some questions.

00:09:08:06 - 00:09:30:18

Unknown

But instead of using the chat function for questions and answers at this point, we would really like to invite you to take a moment to think about what accessibility means to you and consider what words are. Concepts come to mind when you think about accessibility in your own personal life and also out in the community.

00:09:33:00 - 00:10:19:08

Unknown

When developing the outside website, we looked at accessibility in terms of accessible fonts, color contrast, different translation of languages, providing image descriptions in all our resources, providing captioned videos, we optimized the website for various devices. We created easy read versions of resources and communications. We're also working to a double A-plus accessibility rating when we take some time to when you take some time to look through the Our Site website, you may have suggestions or feedback for us which we would love to hear, and you can email us at our site.

00:10:19:13 - 00:10:41:13

Unknown

One word at WW day dot org to you and you might have some funds spotting the ways in which we've made this presentation accessible as well. Please join us now in watching a short clip from our executive director Carolyn from ADA introducing our site.

00:10:46:16 - 00:11:13:05

Unknown

Welcome. My name is Carolyn and I'm the CEO of Women with Disabilities Australia. I'm really proud to introduce you to a new website we have developed called as Such. The website has been created by women and girls with disability for women and girls with disability. It provides information, stories, videos and other resources on five main topics. Related to the rights of women with disability.

00:11:13:11 - 00:11:48:11

Unknown

These topics have been prioritized by women with disability themselves. They are your rights. This section provides information on the rights of women and girls with disability. Including United Nations conventions and Australian laws. Lead and take part. This section provides information about being a leader and taking part in every aspect of your community life choices. This section provides information that supports your right to make your own choices and decisions in everyday life.

00:11:49:05 - 00:12:20:04

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Six. And your body. This section provides information about your right to express your gender and sexuality, to have relationships, and to raise a family. Safety from Violence. This section provides information on your right to be free from any form of violence within each of these sections, there are lots of different pages. Once you go into one of these pages, you will find lots of information as well as videos, images and links.

00:12:20:04 - 00:12:47:00

Unknown

At the bottom of every page you will find a collection of important resources that you can view and also download. You will also find a section called Where to Next, which has links to other websites related to the topic that you might like to explore. Almost every page on our site has a summary provided in easy read. Easy read is a simple and easy to understand language and images.

00:12:47:15 - 00:13:13:20

Unknown

Our site also features a real story section which showcases the stories of women with disability from across Australia. These include poems, audio written stories and a series of videos. If you need to stop using our site quickly and you don't want someone to see you using it, you can click on the red exit button in the bottom right hand corner of the screen at any time.

00:13:14:07 - 00:13:33:06

Unknown

This will quickly take you to the Google home page. We would love to hear what you think about our site and how you think we can make it even better. You can do this by clicking on the contribute link and filling out the form. You can also tell us if you would like to submit your own story to the Real Stories section.

00:13:33:22 - 00:13:50:13

Unknown

Our site also has a Facebook group linked to the women with disabilities Australia Facebook page, so make sure you check it out and get involved. Thank you for visiting. I hope you find what you are looking for and enjoy exploring such.

00:13:53:19 - 00:14:34:08

Unknown

This next slide shows a photograph of the original site committee members. Overall, we engaged over 110 additional women with disabilities using a co-design approach where we involved women with disability in every stage of the project. Women with disability were involved in governance committees, advisory panels, workshops and also user testing of the website. Some messages from the original site co-design is women and girls with a disability joined hearts and minds to create our site with their own personal experiences, stories and expertise.

00:14:35:17 - 00:14:43:16

Unknown

Women with disability own our site, and no one can take this from us. Our site can be our voice.

00:14:46:18 - 00:15:16:06

Unknown

This slide has the new landing page for the Real Stories web page on our site alongside a range of resources. Our site also houses stories contributed by women with disabilities. Over the past three years, nearly 100 stories have been shared in a range of mediums, including poems, written stories, audio interviews, short style documentary clips, short documentary style clips and art forms.

00:15:17:02 - 00:15:49:05

Unknown

They fall into the categories you'll write, lead and take part. Life choices, sexing your body and Safety and violence. We have built a new Real Stories page, which we launched on our three year anniversary. You might like to check it out. This slide shows the storytelling workshop image, which we used for social media to celebrate our site's three year anniversary.

00:15:49:15 - 00:16:18:07

Unknown

We look back at the stories that have been shared on our site. We have been exploring innovative ways to engage women and gender diverse people with disability to share their story. In April, we are hosting a storytelling workshop to launch our Community of Storytellers campaign, where we aim to build the skills and confidence of women and gender diverse people with disabilities so that they may share their stories in a way that makes them feel comfortable and valued.

00:16:19:20 - 00:16:29:21

Unknown

The workshop will help contributors get to know the different ways that they can tell a story such as through social video or writing.

00:16:32:16 - 00:17:00:03

Unknown

This slide shows the original site logo, the arrow relating to the new our site 2.0 onwards logo. We've been fortunate enough now to now be able to expand our site in 2022, where we received funding to expand our site from the National Government, Department of Social Services. The focus of expansion is to reduce the rate of gender based violence against women with disabilities.

00:17:01:01 - 00:17:30:08

Unknown

The term gender based violence is used to encapsulate the many forms of violence women with disabilities face and goes beyond family and domestic violence. The aim is to fill in some of the gaps of knowledge for both women and women with disabilities, as well as professionals who may not have previously had much experience with disability before. We are engaging in co-design with women with disabilities as well as professionals from on non-disclosure specific services.

00:17:35:13 - 00:18:07:18

Unknown

Most of the next slides can have summary points rather, and pictures journey so far. We have recruited a diverse steering committee of nine members from across Australia, varying in ages, backgrounds and disabilities. This group meets virtually on a regular basis to provide feedback on what we have done and where we are heading, where we should be heading. We recently completed an engagement session with the steering committee asking what topics they would like to see on the new website.

00:18:09:06 - 00:18:36:06

Unknown

The next major stage is the in-person workshops with women and gender diverse people with disabilities, as well as service providers who do not work in the disability sector. We're on two sets of workshops. The first focuses on what users want. By this we mean what content they will covered, as well as expand accessibility. We then come back later for user testing, allowing time to adjust and to make changes to the website.

00:18:37:14 - 00:19:01:19

Unknown

We are also planning on hosting online workshops and a range of services for those who are unable to attend in-person workshops. For example, for people who are housebound or working, caring for others who live too far away from an in-person workshop, or who are concerned about the impacts of COVID, it will be creating content which will be reviewed by an expert panel.

00:19:02:19 - 00:19:35:07

Unknown

This website expansion project is led by women with disabilities and the lived experiences. We are also hoping to start bridging the gap between women with disabilities and professionals who do not work in who are not working in the disability sector. Specifically. We are asking them what information do you need to help you to support our community? Professionals don't know everything, so let's stop assuming we know what they need to learn and start applying co-design principles over the course of this expansion project.

00:19:35:12 - 00:19:52:01

Unknown

We are. We have the capacity and commitment to change our project plan based on co-design. We have allowed time to change based on feedback. Consider how could you build capacity to change into your project and time frames.

00:19:55:09 - 00:20:21:08

Unknown

This slide shows four icons and a short description, which I'll take you through now. Our commitment to co-design at Twitter incorporates the following a genuine, non tokenistic approach to involving women and girls with disability that results in a shared ownership of activities that the project delivers a feeling of being valued and respected for contributions to the co-design process.

00:20:21:21 - 00:20:54:10

Unknown

A commitment in trying to ensure that women and girls are supported to participate and that materials are available, accessible and appropriate for them. A shared understanding of what co-design means based on an honest and transparent dialog and partnership. We are committed to ensuring that participants contributions influence the activities and programs that the our Site 2.0 project delivers. This rests on the commitment of staff members to be accountable to women and girls with disabilities.

00:20:55:10 - 00:21:27:21

Unknown

We value the contributions of women and girls with disabilities by reimbursing them for their involvement and expertise. If you are a small organization, for example, or a group and financial remuneration is not an option, what are some of the ways that you could exchange skills, knowledge and ideas? Can you provide opportunities like training or mentoring? For example, by being inclusive in all the intersectional experiences of women and girls with disabilities?

00:21:28:06 - 00:21:39:11

Unknown

Our site aims to be a place that provides women and girls with disability, a place to find relevant and useful information as well as a community.

00:21:43:24 - 00:22:14:13

Unknown

Co-design principles are essential to creating resources that work for the user. Co-design allows for feedback, development, learning and improvement. Co-design can give women with disabilities a sense of ownership when done meaningfully. Ownership leads to investment into your community. For example, spreading the word about the site, offering contributions to keep current, letting you know when site has broken, for example, broken links as well as outdated information.

00:22:16:01 - 00:22:42:10

Unknown

Co-design can eliminate unpopular or unuseful ideas or concepts early in the development stage. It clarifies identity and ideals. The project staff member. This is not about you. Be flexible and be ready to listen and learn. It makes way for fresh ideas and information that is genuinely useful to your target group, not a guess about what they believe to be useful.

00:22:43:13 - 00:23:04:16

Unknown

Have a commitment to co-design in your terms of reference. In terms of reference is a guiding document for which for what a project is aiming to do. Respect and celebrate other organizations that are using co-design to deliver their projects or initiatives and services. We can learn from each other.

00:23:06:21 - 00:23:38:14

Unknown

At Women with Disabilities Australia. We believe the people using the service should be the ones making designing the service. Co-design allows for feedback, improvement, feedback, improvement and so on and so on. We are proactive in our recruitment of diversity in all our project committees and panels, and we aim to strike a balance between frequency. Remaining also conscious of the intensity of any engagement and are mindful of our community and their capacity throughout the project.

00:23:39:09 - 00:24:00:18

Unknown

We ensure all meeting materials are accessible and meet the accessibility needs of the group individuals. We're aware of analyst language in co-design. For example, women with disabilities are not vulnerable. This is a social construct of discrimination and oppression and should not be reinforced.

00:24:04:09 - 00:24:33:00

Unknown

Some co-design questions you could ask is the online design software you are using accessible. This is could be as simple as a website. You are using. What can you do to honor exchanges? Are you able to pay those you co-design with? Are you able to offer training and exchange? People are sharing their stories and experiences with you. It's their intellectual capital.

00:24:33:09 - 00:25:06:02

Unknown

They are also providing you with their time. Are you working together on content development? Have you created enough time to develop content with those you are co-designing with? Don't assume you know how women with disabilities use technology, for example. Rather, try to understand the barriers that they might be experiencing and try to reduce those barriers. Where. Where can you slow things down and allow people to be meaningfully engaged?

00:25:06:14 - 00:25:46:24

Unknown

People need time to contribute, and you are. Are you building in enough time in between phases of the project? Work with your communities and co-design committees to better understand how they are working, what they need, how they're using it. Spend time demystifying complex text tech in general language as well as acronyms in your co-design groups and committees. You might like to take a moment to add to some of these for yourself.

00:25:48:08 - 00:26:16:06

Unknown

Also, it is not just a website, it is a community. We develop resources for our community that our community wants and we are willing to change. We are working directly with women with disabilities. We are working with gender based violence sector and we are listening to multiple voices and creating multiple stories and resources. We are creating a safe space to challenge what's been and what's being done.

00:26:16:21 - 00:26:39:18

Unknown

There are many great projects in the past, but how can we do better with what we have available to us now? How do we push ourselves further? What's changed? And how do we embrace change? We also need to be talking to those professionals outside of the disabled community who work with us. How can we help them to help us?

00:26:40:11 - 00:26:58:01

Unknown

We know things can improve, so let's start talking to each other and embrace co-design with profession levels as well. We are co-creating content with all members of the community. Empower women with disabilities to live their best lives.

00:27:01:05 - 00:27:27:01

Unknown

We hope that you have taken at least one valuable item away from this session to share with others, and please get in touch with us if you have any insights, feedback or questions about how you might meaningfully co-design a space people can call their own to find out more about our site or Women with Disabilities Australia. You can use any of the links provided on this slide.

00:27:27:15 - 00:27:56:06

Unknown

You can use the link to the report written about our site, which might be a good starting point if you want to develop a similar resource using co-design. Thank you so much for sharing your time with us. For those of you who are aware of the opening of the Commission on the Status of Women Forum by the UN Secretary-General Antonio Guterres, you will have but you he I mean, he shared with you.

00:27:56:13 - 00:28:25:22

Unknown

You might remember that his urgent action to equalize power in relation to gender equality was in three ways. One was to increase education. Two was to promote women's leadership, and three was to create safe digital environments for women and girls. And these three commitments really speak to the work that we're doing at our site and also all the work that we do in Women with Disabilities Australia.

00:28:27:15 - 00:28:54:12

Unknown

We really wish you the best over the course of the the rest of the forum. And again, if you have any questions or feedback or insights that you'd like to share with us, we would love to continue the conversation. You can email us at our site at WWE Day dot org to you and we would love to continue the conversation with you.

00:28:54:18 - 00:29:07:08

Unknown

Thank you.