



WWDA LEAD Leadership and Mentoring Toolkit Launch Transcript, 16 October 2024.

Diane Kerr (0:14):

Hi. My name is Diane Kerr and I have the privilege of having the name aunty. I'm a Wurundjeri elder and I'm the eldest woman in my clan. So I've been asked to come today to welcome you to country. I honour my ancestors and I pay homage to all the sacred grounds that we're on. I wish to acknowledge any elders, elders of different nations, any Aboriginal and Torres Strait Islander persons, any First Nation people from across the waters. And I acknowledge you all and I pay my respects to your ancestors, elders and families. It's an honour and a privilege to be able to welcome you. And I'm in Melbourne, Naarm, and this is the traditional country of my grandmother and mother and ancestors. And I am very honoured to be first, I suppose, for the day, I better smile and make you feel happy.

But, you know, as women, we carry a load, and this morning I was grandmother, had to say hello to my four-month-old grandchild, then had to make sure that my daughter took her tablets. Then my nephew is not well, so I had to make sure he was fed. Then I borrowed his car. And of course, there's no petrol, so I had to get out and put petrol in the car.

And then I've driven to where I am and paid for my parking. That's a lot on my mind and it can make you really frustrated. And particularly as a disabled person, I've been, over the last few years, having a walker and my walking stick, and it's like I don't exist. People push in front of me, people tut behind me if I



take too long. You know, if I'm in the shop and I'm trying to get my bag and get my purse. People are very impatient these days. But I want you to remember just to take a breath and don't get upset and frustrating. And it's hard not to do, it really is. But I've learned just a [breath] "Okay, I'm me, I'm a woman and I'm deadly. I'm great." And then do what you need to do.

That's important. It's important that we all share who we are and where we come from. I firmly believe if we can understand each other and our cultures truly understand each other, we can live in harmony. When we live in harmony, we eradicate racism and stigma and we pave the way for our younger ones.

They can live in peace and walk our streets without fear of any harm. I offer you all my hand in friendship so that we can journey together. May Bunjil, my creator, surround you all and give you strength and resilience. On behalf of my elders, I say wominjeka Wurundjeri balk yearmenn koondee bik. That means welcome to Wurundjeri country. For those of you that aren't on Wurundjeri country, I cannot welcome you, but I can acknowledge the country you're on. And I say Noon Gudgin, that means thank you. Thank you for allowing me to be a part of your journey today and have a wonderful day. Noon Gudgin, thank you.

Hon. Amanda Rishworth MP (4:02):

Hello, I'm Amanda Rishworth, the Minister for Social Services. Welcome, everyone to the launch of the Women with Disabilities Australia Leadership and Mentoring Toolkit. I begin by acknowledging the Traditional Owners of the



land from which I'm speaking, the Ngunnawal people, and pay my respect to elders, past and present.

And I extend that acknowledgement and respect to any First Nations people joining us today. I'd like to extend a big thank you to Women with Disabilities Australia's CEO, Ms Sophie Cusworth, and the President of the Committee of Management, Ms Karin Swift, for inviting me today and for your vital role in developing this exciting new resource.

I'm very pleased to be part of the launch of WWDA's new and improved Leadership and Mentoring Toolkit as part of its Lead, Engage, Activate and Drive, or LEAD, program. We know boardrooms and leadership roles have been traditionally male dominated and not always inclusive. And that's why the lead programme is so important for women with disability, because it will contribute to breaking down barriers to executive and board positions for women and gender diverse people with disability.

Leadership groups that are more diverse, are more effective and there are immense benefits associated with diverse leadership. Boards with greater diversity result in better decision making and problem solving, as well as better financial performance for organisations. And people with disability in leadership positions leads to increased innovation and creativity, as well as more inclusive workplace cultures.



One in five Australians has a disability and organisations that are not inclusive are missing out on talented and dedicated employees that contribute to making companies more productive and have a better brand reputation because the diversity of their employees reflects their customers. And of course, this is amplified when people with disability are in leadership roles, particularly when we see more women and gender diverse people with disability in leadership roles.

Every level of society would be enriched by being more inclusive and have representative leadership and having the voices of women and gender diverse people with disability made more prominent in the community. I congratulate all the members of WWDA and beyond who contributed to this product for their hard work and commitment in making the new toolkit a reality.

The toolkit provides an up to date, accessible resource for women and gender diverse people with disability to develop their leadership skills and be empowered to take up leadership and mentoring roles. In particular, I want to highlight how the toolkit was designed by and for the people it is there to support. It is a product of co-design and co-produced by women and gender diverse people with disability. The commitment to the rights and inclusion and leadership of people with disability is baked into the very foundation of this product. This commitment is one the government shares wholeheartedly and is consistent with our policy priorities under Australia's Disability Strategy. One of the key objectives of the targeted action plans being developed under Australia's Disability Strategy is to increase the number of people with disability



in leadership roles across government and to other executive roles across the private and not-for-profit sector.

Honouring this vision, our government is proud to support projects that empower people with disability to build their capacity and skills to be leader in their lives and communities. We are proud to fund important projects like WWDA's LEAD program to support people with disability to speak up, know their rights, make their own decisions, take action and educate, lead and mentor other people in their communities.

The LEAD program, with funding from our information linkages and capacity building grant program, has already done wonderful work to help women and gender diverse people with disability to build their confidence, skills and knowledge. The Leadership and Mentoring Kit is the latest iteration from this programme and is a resource I'm excited to be introducing today.

The toolkit is an easy to use but rich repository of information, stories and activities to help women and gender diverse people to build their leadership skills and knowledge. It explores what diverse leadership can look like and the skills and qualities that might be needed to be an effective leader such as communication, trustworthiness, resilience, confidence, planning and motivation.

There is a strength based approach throughout and users are invited to reflect on what leadership means to them, the strengths they can and have used in



their lives, and how they can build on those strengths and chances for growth. Through activities and stories, the toolkit demonstrates how lived experience can make valuable leaders and supports the development of skills and knowledge needed to take up roles as leaders and mentors.

My congratulations once more to everyone at WWDA, uh, the entire LEAD project team and all who took part in the co-design process on delivering this wonderful product. I look forward to seeing everything the leaders and mentors with disability will achieve through this toolkit. Thank you.

Karin Swift (10:17):

My name is Karin Swift. I'm a woman in my early fifties with red hair, a gold necklace and a colourful floral dress, sitting in a wheelchair. My pronouns are she/her. And I'm coming to you today from the lands of the Turrbal and Jagera people. To everyone here today, I would like to acknowledge the Traditional Owners of the lands we are meeting on today, and acknowledge these lands were never ceded. I also acknowledge the lived experiences of women, girls and gender diverse people with disabilities in Australia and how collectively our stories, struggles and strengths shine a light on both our adversities and our successes. It is with great pleasure and pride that I share a few words for the launch of the WWDA LEAD Toolkit today.

This moment marks a significant milestone in our ongoing journey towards greater inclusivity and leadership for women and gender diverse people with



disabilities across Australia. My relationship with Women with Disabilities Australia, or WWDA, and the LEAD project has been deeply transformative.

From the beginning. WWDA's commitment to human rights advocacy and leadership resonated deeply with me. This organisation has tirelessly worked to address barriers, amplify voices and create opportunities for women and gender diverse people with disabilities, ensuring our rights are recognised and respected. The LEAD project has been cornerstone of this mission.

The LEAD project was gender inclusive, ensuring that all activities and resources were designed to address and support the unique experiences and needs of all women, girls and gender diverse people with disabilities, fostering an environment of equity and leadership. LEAD stands for lead, engage, activate and drive. It embodies the very essence of what we strive for, providing the tools, resources and support necessary for women and gender diverse people with disability to become leaders in their communities and beyond.

Throughout my involvement in the LEAD project, I've witnessed firsthand the incredible potential that lies within our community when given the right support.

My journey with the LEAD project has been both inspiring and empowering. I've had the opportunity to engage with dynamic women from diverse



backgrounds, each bringing their unique perspectives and strengths to the table.

The project has not only equipped us with essential skills, but has also fostered a strong, supportive network where we can share experiences, challenges and triumphs. The launch of the WWDA Toolkit is a testament to our collective efforts and dedication.

This toolkit is more than just a resource, it's an example of leadership designed to provide practical guidance and support to women and gender diverse people with disabilities. It covers crucial areas such as rights, education, self advocacy and leadership development, ensuring that every woman who accesses it, can feel empowered to take charge of their life and advocate for their needs and rights.

I'm incredibly proud to be part of this initiative and to see the positive impact it will undoubtedly have on women and girls with disabilities. Together, we're paving the way for a more inclusive, equitable future where women and gender diverse people with disabilities can thrive and lead with confidence.

Thank you to everyone who has contributed to making this toolkit a reality, including our Project Steering Committee, our Co-Design Committee and our Expert Co-Production panel. These committees and panels are made up of a diverse women and gender diverse people with disabilities and they've also been integral to the creation of this toolkit.



I'd like to also thank our project staff and consultants over the years. Your hard work, dedication and unwavering belief in the power of leadership have brought us to this momentous occasion. Let us continue to work together, support each other and strive for a world where all women and gender diverse people with disabilities can realise their full potential.

Thank you.

Sophie Cusworth (16:45):

Welcome to the launch of the Women with Disabilities Australia Leadership and Mentoring Toolkit I'm so pleased to welcome you to the launch of this important resource.

Research has shown that very few women with disabilities feel that they're represented in leadership roles. About 16% of us. That's barely three out of 20 women in our community, meaning that for every 20 of us, around 17 don't see leaders who look or sound or act or think like we do.

There is less information available about the experiences of non binary and gender diverse people with disabilities and leadership, but it would be fair to assume that this part of our community sees even fewer leaders who represent them. We urgently need to change this. When we see people like us in positions of leadership, we not only feel confident that our perspectives, needs



and voices will be heard, but we also understand that we can make a difference too.

Women with Disabilities Australia has sought to promote leaders and mentors within our community for many years. In fact, this project represents an update of a toolkit that was first released over 20 years ago. Our new Leadership and Mentoring Toolkit contains information, activities, illustrations and videos to build the skills and confidence of leaders in our community.

Its content is available in multiple accessible formats, including Easy Read, as well as through interactive web based content. It's also available in a range of languages, including Auslan. Every aspect of this project has been co-designed and co-created with women and gender diverse people with disabilities. Community members have provided leadership on the Project Steering Committee and the Co-Design Committee.

We've also sought advice and input from the WWDA Youth Advisory Group, First Nations women and gender diverse people with disabilities, plain English experts, and the project's expert co production panel. The toolkit is part of the LEAD project, which stands for lead, engage, activate and drive. The WWDA LEAD project has created opportunities for women, girls and gender diverse people with disabilities to build their leadership capacity through scholarships, mentoring, peer networking, blogging, the development of a leadership statement and activities during WWDA's leadership week.



I'm delighted to see this work continue with the launch of the Leadership and Mentoring Toolkit. Today, I'd like to congratulate all the staff and community members who contributed their skills, skills, enthusiasm and knowledge to this resource. Thanks to this important work, I look forward to seeing more women, girls and gender diverse people with disabilities finding their leadership identities.

We need to see the voices of our community represented and valued in leadership and decision making roles in all areas of life. It's time to recognise women, girls and gender diverse people with disabilities as the capable leaders we are.

Cat Standley (20:28):

Cat Standley, Project Manager. Justine Roberts, Project Manager. Sarah Hamilton, Membership and Communications Officer. Annette Maurer, Content Development Officer. Jessica O'Sullivan, Project Officer.

Justine Roberts (20:52):

Thank you for coming along to the Women with Disabilities Australia LEAD Toolkit launch. When we refer to Women with Disabilities Australia in this presentation, we will from now be using the acronym WWDA. We are so very excited to be presenting the Leadership and Mentoring Toolkit, which as Sophie and Karin have shared, was a collaborative and co designed process with input and support from so many women in the WWDA community.



A big thank you to the current team, Cat, Jess, Annette and Sarah, for all their hard work to bring many elements together, carefully reflecting the feedback, thoughts, ideas and content we received in co design and throughout the co production process. Thank you to everyone that worked on the LEAD project over the years. Each and every one of you was an important part of the many pieces that brought this toolkit together. We are now at the very exciting stage of the launch and we are delighted to share with you all an overview of the completed Leadership and Mentoring toolkit for the very first time.

It was a long journey to get to this place and we are honoured to be launching the end product encompassing so many voices. The team will be sharing the PDF version with you today, which has also been designed to be printed. You will notice that there are reflections and activities which you may choose to print to complete.

We will be talking through one of the LEAD principles and a brief overview of two others as we explore the PDF. We won't be sharing every single page due to time, but will display the pages we talk about. Cat will then share the web version and explore another lead principle in more detail as well as looking at mentoring and groups.

We were very fortunate to have a talented First Nations artist, Jannell, create two beautiful pieces of artwork for us to represent the essence of the toolkit. This piece of artwork is titled "Woman Spirit". The woman spirit in the centre of the artwork is looking after and guiding the women around her. She is



reaching out to them and wrapping around them to support and guide them on their journey.

The second piece of artwork is titled "Women Strength". In this artwork, the spirit woman represents our feminine strength, reaching out to support and guide each other. This links to the programs, connections, supports and learnings offered in the WWDA community. It symbolises the grounding and strength of Mother nature as a beautiful, strong woman. As we went through the design process and considered the colour palette for the toolkit, Jannell's artwork perfectly reflected the feedback from our co design committee to use soft feminine colours. Each principle has been assigned a colour from the Spirit Woman artwork.

We have also created some beautiful merchandise featuring this artwork. These characters were developed to represent people in our WWDA community. You will see them throughout the toolkit bringing life to the content.

Sarah Hamilton (24:42):

The leadership and mentoring toolkit was based in the human rights framework which underpins all of WWDA's work as well as specific information about human rights. In this section, information about human rights as it relates to leadership and participation for women and gender diverse people with disability is woven throughout the content.



The toolkit content was reviewed by women from our expert co production panel, including a young woman with a learning disability who finds it challenging to access written text, a youth member to make sure it was accessible and relatable for young women and gender diverse people with disabilities, a First nations WWDA member and WWDA members with lived experience.

The importance and value of these principles, nothing about us without us and valuing diversity and lived experience could not have been clearer as we progressed through the review process. Much of the language and many of the concepts across the toolkit became far more accessible and relevant as a result of this feedback.

Justine Roberts (25:53):

In the "About this Toolkit" section, there is some background information on how and why the toolkit was developed and who it is for. Also some useful information on how to use the toolkit. If you experience any triggers, distress or difficult feelings when accessing this toolkit, we have included a very useful link to WWDA's latest truly amazing resource, the Neve website.

We encourage you to access these resources. There are also contact details for places to reach out to for additional support if needed. There may be words that are unfamiliar in the toolkit and we have made a glossary to refer to when needed.

Annette Maurer (26:44):

Now to the main content. The toolkit will explore leadership in a way that guides you through one step at a time and builds on the previous information as you progressed. The idea behind this starting point was to get to the foundations of what the toolkit explores. What is leadership? Who are leaders? Where else and what else might leadership be? The questions and following discussion are there to nudge the reader into considering their own thoughts on leadership and what their preconceptions of leadership might be. We ask, how do we identify the qualities of a good leader? And how has leadership changed over time?

In each section there will be opportunity for reflections. This is to create a pause before moving into new content and to reflect on your thoughts of leadership in the context of your own experiences and community. You will see one of many insightful and inspirational quotes from WWDA members on this page.

This section explores everyday examples of leadership and more specifically strength based leadership from the way we communicate with each other, offer support, notice strengths, or celebrate achievements big and small. Having some element of a strength based approach, no matter what area that leadership is in, is an underpinning principle of the toolkit.

The importance of it and the influence it had on the toolkit's development was a crucial point that emerged from within co design process. From there, we



move into considering how your own strengths, experiences and resilience develop into leadership qualities within you. The following questions and reflections guide you into considering important aspects of understanding leadership in relation to yourself.

How do we identify our unique strengths? How do we identify them in others? How do we celebrate and build on these strengths? You will notice throughout the toolkit these gorgeous insect illustrations. I think we can all agree they bring a freshness and a bit of fun to the toolkit, whilst at the same time prompting us to consider the meaning behind the principle.

Sarah, an expert co production panel member, created this beautiful nature focus and came up with a design to illustrate each principle. Sarah has a language and learning disability as well as physical disability, and finds reading and writing difficult. She is a very talented artist but has had few opportunities to work in this area. In a change story, Sarah spoke about what working on the toolkit had meant for her.

Jessica O'Sullivan (29:25):

The support and guidance I have had from the LEAD team has given me a big boost in my confidence. It has opened a new chapter in my life. I feel like I have hope and something to offer because people believed in me. Now I would like to support other women with disabilities like me to get their artwork out on display.



The LEAD team supported me every step of the way, so I know how to do that for other women who might be finding it hard to put themselves out there.

Justine Roberts (29:59):

In co design, it was decided it would be useful to have the structure of the toolkit built around the five principles from the leadership statement. Let's have a detailed look at the first principle in the toolkit: "Challenging and transforming traditional views of leadership". You will see, as we progress, that the format is repeated for each principle, so this presentation will allow you to jump right in when you are ready to explore the toolkit yourself.

Another inspiring quote from a WWDA member is on this title page. "It's up to you to shine your light and be the leader you were always meant to be". Here we dive deeper into the different types of leadership and the pros and cons of both. We explore how different types of leadership can work together, combining the best parts and creating a leadership style that works for us.

We then have reflection questions as in other sections, and take you through some case studies to illustrate how these leadership qualities and styles can apply to real life situations. Under this principle, we explored how leadership has changed to value diversity. In a change story, one of our youth members, Sophie, reflected on the toolkit content.

Jessica O'Sullivan (31:28):



The toolkit was a valuable tool to learn about leadership. Everyday examples of leadership really reinforce the idea that leadership is more than what we get to see in the media. Growing up without examples of people with disabilities in a wide range of careers and achieving their goals really limited my ideas of what I could achieve.

I always felt like many positions in society were not accessible for people with disabilities. It makes leadership sound manageable and no longer out of reach. I will take the skills I learnt in the toolkit to be open to leadership roles and I also think the skills will improve my ability to advocate for myself, which is such an important and difficult skill as someone living with a disability. I have felt nervous about asking for help when I need it. The toolkit has been helpful by providing important language and ideas about leadership that help you to be able to advocate for yourself. The toolkit was empowering.

Justine Roberts (32:37):

You will find in each principle key concepts to summarise and revisit the content. These key concepts have all been translated into Easy Read.

Next will be activities to further consolidate learning. These can mostly be done either alone or in a group. This activity, for example, invites conversation and reflection about the many ways you have already been a leader. We hope you enjoy exploring these activities.



So, as we have seen in this principle, the structure of the toolkit allows opportunities to absorb content in different ways, to reflect on that content, experience the content through active participation and then a final review to consolidate learnings.

Next we move into the principle "Value, diversity and lived experience". In this principle we explore the amazing strengths valuing diversity and lived experience brings to leadership. We look at this in the context of human rights and how respecting human rights includes valuing everyone's differences whilst creating safe spaces for people where trust and respect are role modelled. We expand into the many types of lived experience we all bring to the interactions we have with others in a leadership or mentoring role. Also the richness of experience and possibilities we tap into whilst creating opportunities for equality of access.

"Lead by lifting others up". This principle is one of my favourites because I've seen so many examples where this has been a particular strength of women when they collaborate and connect with other women. It also highlights beautifully how leadership is often something we or others around us are doing all the time that we don't necessarily identify as leadership. It is the truly, often life changing leadership you find within your community, family and friends and within yourself. Sometimes we may not even realise the positive impact we make in another's life when we notice and highlight their strengths or something they have done which achieved a great outcome.



As in our other principles, the reflection time and workbook activities, will ask you to consider this principle in more depth as it relates to your life, and then participate in practical activities to make these ideas come to life, such as writing meaningful affirmations and identifying strengths. I will now hand over to Cat to take you through the amazing web version of the toolkit.

Cat Standley (36:08):

When you log into your WWDA member profile, you will land here. Here you can see the same artwork from our expert co production panel member, which ties both the PDF version and the web version of the Toolkit together, as well as the self care journal we designed for our committee and panel members. Jannell's artwork and colour scheme really inspired the design theme for all versions of the toolkit, including the Easy Read versions.

Here you will also be able to navigate to the two different PDF versions. One is for use online or in the downloadable format and the other is for printing. We have also included an accessible word format too, without all the colourful pages and illustrations. If you would prefer to print that version instead. At the top of the toolkit you can see that we have an "Exit toolkit" button which will help you to quickly navigate away from the toolkit and back to the WWDA homepage.

Moving through the toolkit, you will notice that you are able to track how far you have progressed through the content and what has been completed and what is yet to complete. Everything has been co designed so that you can move



through the content at your own pace, skip sections if you want to, or revisit previous parts of the toolkit.

How you use this information is completely up to you. To increase accessibility of the toolkit, we had plain English experts review the content and convert everything into plain English. This is also consistent with WWDA's other amazing resource, Neve, that has a plain English and Easy Read version. Additionally, in consultation with external providers, we then had the plain English version converted into Easy Read into nine different languages: English, two First nations languages, five international languages, and Auslan.

You will see that you will be able to access the glossary here. The glossary is also easily available to you by clicking on the button at the top of your screen, which will return you to the homepage of the toolkit. These icons here will allow you to view the toolkit in your preferred style, grid view or list view.

You will be able to switch between the two and decide which style you prefer to use the toolkit. Let's explore "Nothing about us without us" in more detail. Here, we will explore this principle in the web version and how you can use this toolkit from any device. This is such an important leadership principle and it really underpins how the whole toolkit was created in co design and co production.

Our committee members and panel members were engaged at all points throughout the development cycle to ensure that this toolkit was usable and



accessible. For the purposes of this demonstration, we will use the toolkit in list view on a desktop. From here, when you click on the principle it drops down a menu of items that you can click on.

This structure is the same as the PDF version and for each principle. When you haven't yet viewed content, the button will say start. Once you have viewed content already, the button will say viewed. Clicking on the first button in the section, it takes us directly to the information for this principle.

At the beginning of each principle are the videos that were created through intensive co design with the previous toolkit co design committee. The illustrations featured in these videos were created by a woman with disability and the videos were narrated by two different women with disabilities. Each of these videos captures the thoughts and the feelings of the leadership principals that they speak to.

We also had these videos translated into Auslan to increase accessibility. Continuing on through the content, we have broken up the information with blocks of colour and imagery so that it is easier for you to use as you get to the bottom of the page. We have included a big block of colour that includes information on what is coming up next.

Just below this is the "Continue" button. By clicking continue you will be directed to the next part of the toolkit. In this case, we will be taken to reflection time for this principle. Reflection time is something that came up in



many co design workshops with our committee. The WWDA LEAD co design committee highlighted the importance of being given the time and the space throughout the toolkit to stop and reflect on the information they had just read and learnt about.

It was because of these workshops that the project team thought it would be really important to ensure that reflection time was seen as its own section, allowing people to sit with these questions and take the time they wanted to reflect on the content. You will notice in the web version that we will have fillable fields where you will be able to input your answers to these reflective questions.

These answers will only be saved to your member profile and will not be able to be viewed by anyone else. Remember that you can also print these activities in either the PDF print version or word version and complete them on paper instead. At the end of each section you will be able to either click back to return to previous information or click continue to move to the next part of the principle.

In this next part of this principle, you will be able to read about the case studies that we have included to help form a contextual understanding of the leadership principle in action in a real life situation and help to bring this to your mind. All the case studies are from members of our community.



Let's move on to the next part of this principle. After consulting with external Easy Read providers about the best way to present this toolkit information in Easy Read format. We found that providing key summaries of the most important parts of the information was the best way to do this.

As a result, the key concept sections were developed and it was these summaries we had converted into Easy Read. Again, like the PDF version, the activities follow the same structure. It is completely up to you whether or not you use these activities. There is no obligation to complete the activities before you move on to the next section of the toolkit. If you choose not to complete these activities, then it won't affect the way you interact with the rest of the toolkit. Up next is the review section. Lastly, the review section ties all the information learned from the beginning of the principle right through to the end of the principle in a plain English summary. The "Up next" feature at the bottom speaks to the next principle and the continue button moves to the principle as well, where this layout will be the same as the next one.

Let's explore the last leadership principle: "Care for self to care for community". Through co design we decided to place this principle just before the next section.

Doing this was intentional so we could learn about how to care for ourselves in a leadership space in order to care for others in our community. This helped us to develop the safe leadership section. Everything you see in this principle mirrors the same format as the previous principle we have explored.



Let's move on to the next section of the toolkit. The safe leadership section was born out of the idea that part of being a leader was to practise safe leadership. This means that while we need to keep others safe, we also need to keep ourselves safe in leadership roles.

In this section you will find information on how to stay safe as a leader and how to practise safe leadership. We have also included a link from WWDA's Neve website on staying safe online. Mentoring was such a huge part of the LEAD project over the years and this was explored through the mentoring programmes and peer networking events.

Through our co design workshops we discussed the importance of mentoring and how it needed to be the focus of a toolkit. In this section we explore mentoring, mentoring relationships, the difference between mentoring, counselling, coaching and training, the benefits of a mentoring relationship, what to do when a mentoring relationship doesn't work out, and key learning opportunities.

This final section on groups provides an overview of how to form and run groups and links to further information on groups. Feel free to explore these valuable resources we have provided in this section.

That brings us to the end of the guided tour of all versions of the leadership and mentoring toolkit. The LEAD project has had such a massive and positive



impact on our lives and we are honoured to have had the opportunity to have collaborated with all the women and gender diverse people with disabilities in our community to include this incredible toolkit to WWDA's suite of accessible resources.

With that in mind, I want to offer thanks and acknowledgements to everyone that has been part of the LEAD project and the toolkit development over the years. Whether you have participated as a WWDA member, been a part of our project steering committee, co design committees, or our expert co production panel, or as part of the project team, it has been an absolute privilege to be able to be part of this extraordinary project with you all.

Thank you for joining us and we hope that you find the leadership and mentoring toolkit to be a valuable resource in your leadership journey.

Annette Maurer (45:59):

Women With Disabilities Australia.

All the achievements of LEAD have needed the support and dedication of many people working behind the scenes. We are deeply grateful for all of your contributions. Thank you for being part of LEAD.

We also extend our gratitude to the many committee members of the CDC, PSC and ECP for their long term contributions and collaborative efforts throughout LEAD. Thank you for your support, expertise and leadership.



Anjali Sharma.

Cheryl Knight.

Cheryl Parker.

Janel Manns.

Jannell Mongoo.

Karin Swift.

Kate Jennings.

Kaygan Barnard.

Kerrie Duff.

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Sarah Heta.

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A final thank you to the many individuals who contributed their time, energy and knowledge and have chosen to remain anonymous.

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