



St Vincent de Paul Society  
NSW  
*good works*

# DISABILITY INCLUSION ACTION PLAN

## 2021-2025



**At Vinnies we know that Australia's diversity enriches us all and our society. We have a deep commitment to a world that promotes inclusion and participation, and we reject all forms of discrimination.**

We know when people from different backgrounds, with different lived experiences and points of view work together, we create the most value – for our people, the people we assist, and for society.

Our Disability Inclusion Action Plan (DIAP) is a plan for the whole of Vinnies to make sure people with disability are respected, celebrated and able to participate fully in all our programs.

It is an ambitious yet practical plan for us to remove the physical, social, and attitudinal barriers that can limit participation, while increasing opportunities for people with disability to access all of our activities, programs and services.

Through the DIAP we are committed to actions that:

- Enable people with disability to share their experience and knowledge as leaders in making change
- Tell a positive story of the contributions people with disability make to our work and our communities
- Make sure that all members, volunteers, and employees have an understanding of disability, and ways to be inclusive in the work they do
- Advocate for the rights of people with disability and support them in the issues they care about
- Make sure our communications are respectful and accessible, and that we have technology that is accessible for people with disability
- Improve opportunities for people with disability to join Vinnies as employees and have meaningful work and opportunities to progress in their careers
- Improve the accessibility of our buildings and spaces and make sure they are appropriate to people's needs

**Through our Disability Inclusion Action Plan, we will make change for greater access and inclusion as part of our wider mission of creating a more respectful, just, and compassionate society.**

## FIND OUT MORE

**For employees** — check out the diversity and inclusion resources on the staff portal  
**For members and volunteers** — check out the disability inclusion resources on the MAVS website: [mavs.vinnies.org.au](http://mavs.vinnies.org.au)