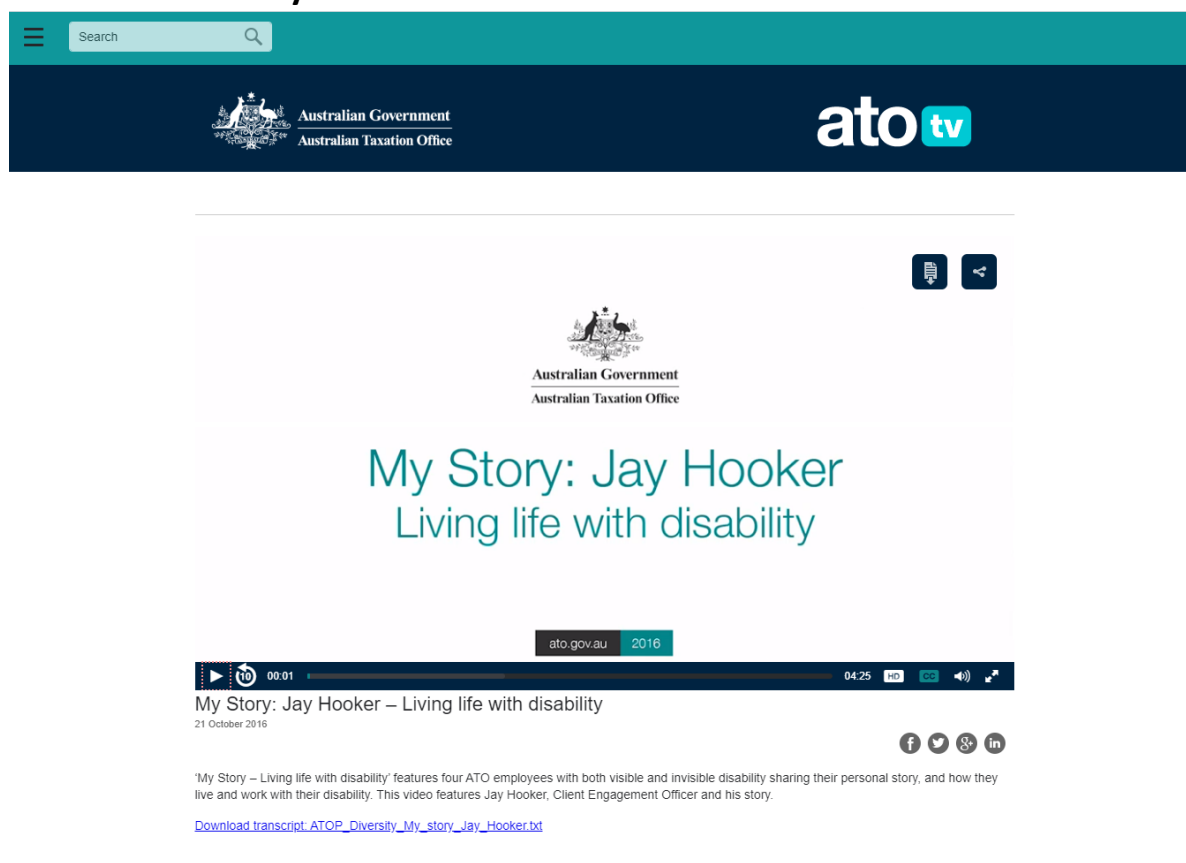


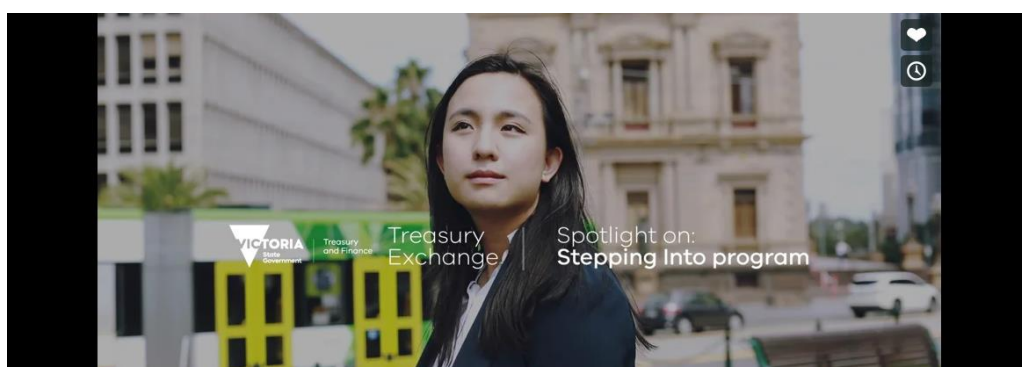
Question 26: Please name media coverage, awards, or other external recognition of the nominated Practice.

**a) Australian Government: Australian Taxation Office – Stepping Into Success Story**



Access video at: <https://tv.ato.gov.au/ato-tv/media?v=bd1bdiubwknfph>

**b) Victorian State Government: Department of Treasury and Finance – Spotlight on Stepping Into program**



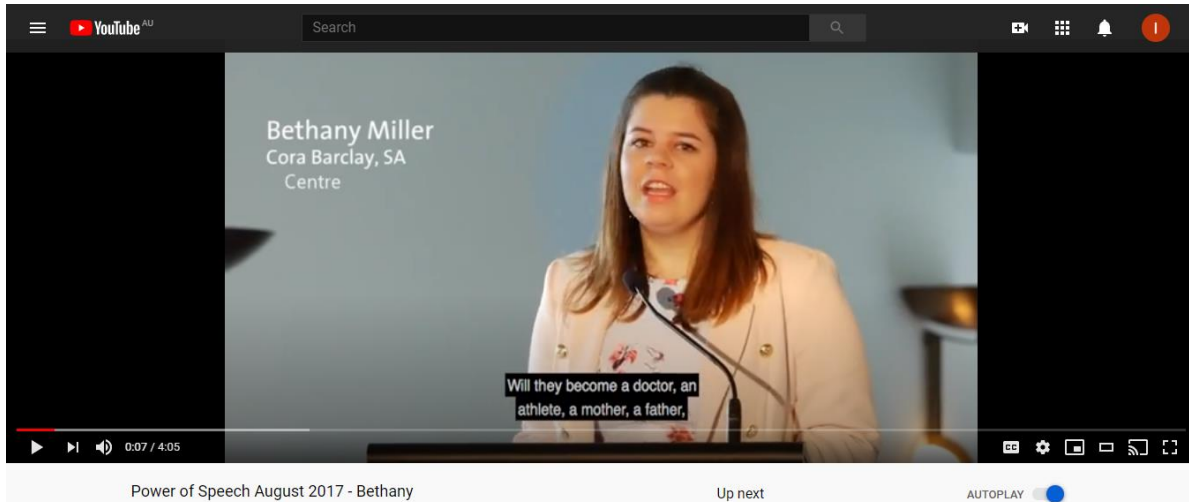
Access video at: <https://vimeo.com/393609782/38dcdbf701>





AUSTRALIAN  
NETWORK  
ON DISABILITY

**c) Stepping Into Alumni Bethany Miller speaks at Power of Speech Conference 2017**

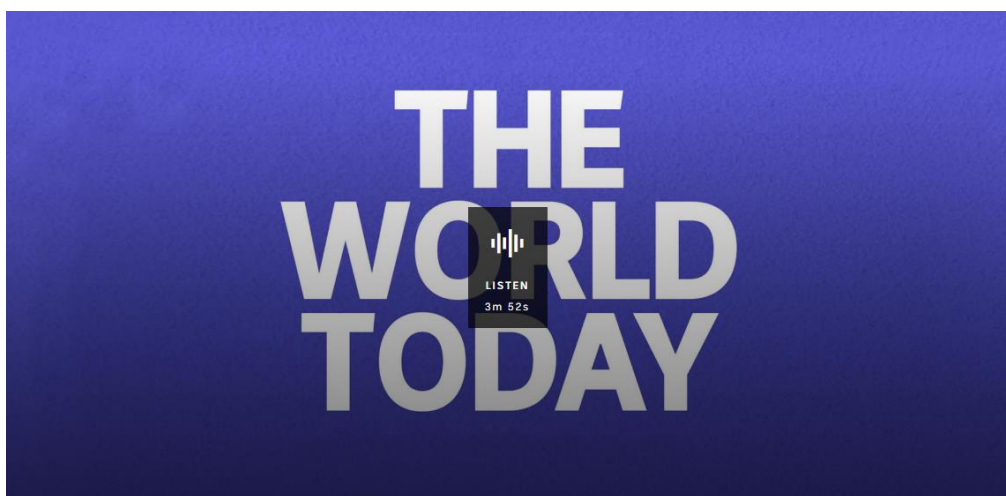


Access video at: <https://www.youtube.com/watch?v=SZ0H6S92Lsw>

Access transcript at:

[https://www.and.org.au/data/News/2018/Bethany\\_Miller\\_video\\_transcript.docx](https://www.and.org.au/data/News/2018/Bethany_Miller_video_transcript.docx)

**d) ABC (Australian Broadcasting Corporation) - Internship program gives young graduates with disability a workplace advantage (Radio Segment)**



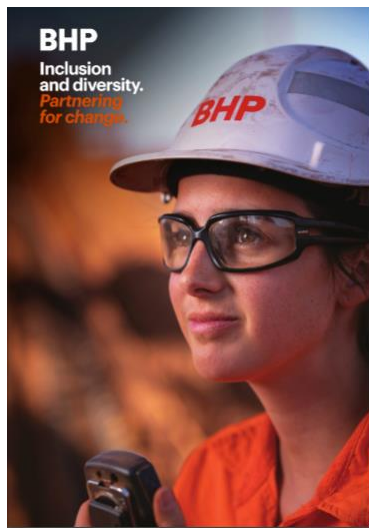
Access radio segment here:

<https://www.abc.net.au/radio/programs/worldtoday/internship-program-gives-young-graduates-with/1170644>





## e) BHP Inclusion and Diversity Storybook



### Our stories

#### Talent pipelines that cultivate inclusive and diverse workplace cultures

"Stepping Into has been a wonderful experience, and the learning curve has kept me on my toes. I'm just so thankful to have had this opportunity."

Ash Capricorn, Stepping Into Intern

The Australian Network on Disability's (AND) Stepping Into program is a highly valued talent pipeline for organisations like BHP that are actively seeking to employ people with disabilities. It matches talented university students with a disability to roles in leading organisations across Australia.

When Diane Spiranovic, BHP Manager Functional Performance Planning and Technical, was looking for an intern to join her team, Stepping Into caught her interest.

"Given our focus on inclusion and diversity, it made sense to approach the team at AND to discuss the requirements and see if they could help me - which they did," said Diane.

When she interviewed Ash, a candidate not favoured by AND, Diane felt confident that Ash and the team would reap great rewards from the pairing.

"I knew there was a lot we could do for Ash, but I was also keen to see how the team would benefit. I felt there'd be opportunities for mentoring, and also for us to gain



insights into how we could make the workplace truly inclusive for people with disability."

Initial mentor Stepping Into Program Manager from Australian Network on Disability said the program is designed to be mutually beneficial.

"It's an opportunity for university students with all different types of disability - including mental health conditions, chronic illness, sensory impairments and learning disabilities - to gain relevant work experience in their area of study," said Diane.

"It also allows our member organisations' leaders to better understand what disability is and how it impacts people in different ways. It also allows an opportunity to tap into the diverse graduate talent."

Initial lead BHP provided interns with opportunities, including geoscience and engineering, in metropolitan areas as well as in regional areas, such as on mining sites in the Pilbara in Western Australia.

"We have been working with BHP for a number of years, and last summer BHP hired 24 interns



- the biggest ever participating cohort from any organisation doing the program since it began in 2015," said Diane.

"The interns found the fact that the BHP team got them

invited into real work and real projects and the team loved their drive, enthusiasm and their contributions to the team."

Diane said Ash quickly found her place in the team, navigating new processes and systems with confidence and delivering quality work, which soon saw her working beyond an intern's remit.

When it came to workplace adjustments, the system that made the most difference to Ash were already in place, including BHP's flexible working policy for staff, which proved invaluable for Ash.

"Given flexible working policy has been fantastic and allowed me to work at my full capacity," said Ash.

Ash made such a positive impact in her time at BHP that what started as an internship position has turned into a year-long part-time role.

"When I came to have found me, and that one decided to my - what a bonus!" said Diane.

As for Ash, she's delighted they found each other too.

"Stepping Into has been a wonderful experience, and the learning curve has kept me on my toes. I'm just so thankful to have had this opportunity."

Access storybook here: <http://d2cw4v9dyksfgf.cloudfront.net/> (refer to page 32 for Stepping Into reference)

## f) RMIT University Stepping Into Success Story Damien Tran



### Internship program helps create more inclusive workplaces



Proving that a disability doesn't have to be a roadblock, alumni Damien Tran has charged ahead in his career thanks to the unique internship program Stepping Into.

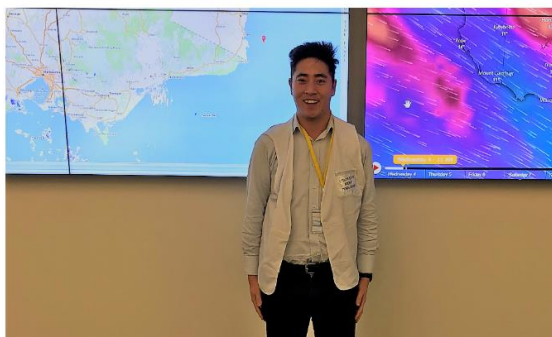
The Bachelor of [Urban and Regional Planning](#) (Honours) graduate undertook an internship at the Victorian [Department of Jobs, Precincts and Regions](#) (DJPR) as part of his final-year studies.

RMIT is a member of the [Australian Network on Disability](#) and participated in Stepping Into as both an education provider and employer.

SOCIETY AND ENVIRONMENT

16 May 2019

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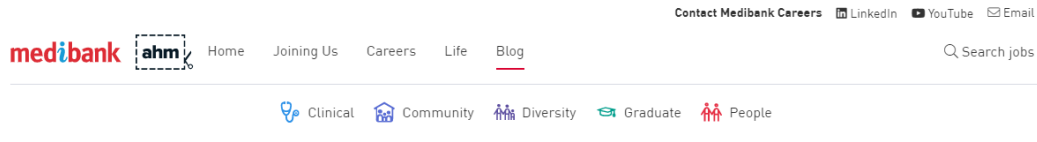
Alumni Damien Tran during his internship at Victorian Department of Jobs, Precincts and Regions.

Access story here: <https://www.rmit.edu.au/news/all-news/2019/may/stepping-into>





## g) Medibank Australia Stepping Into Success Story Jessica Schauer



### DIVERSITY

## Creating a more accessible recruitment process for people with disabilities is a strong priority for Jessica



Published: January 17, 2019

Internships are one of the best ways to explore different career options. Medibank has been working with the Australian Network on Disability, which connects people with disabilities to businesses through its 'Stepping Into Internships' program. Jessica Schauer took on her first internship with Medibank's Talent Acquisition team last July. She is back for the second time with the team, focussing on how to remove barriers for people with a disability during the recruitment process.

Jessica's passion to create a more inclusive recruitment process for people with a disability is something that is driven by her own personal situation.

"I have Ehlers-Danlos Syndrome, which means I either don't have the collagen or whatever is left surrounding my joints is really weak. This also means that all my joints dislocate. I can do most things others can but at times have to have adjustments," she says.

"When I'm at university, I use a dictation software so it types for me. At work, I make sure to take rest breaks and I also ensure that I stretch and do my exercises. Across my life, it will get a little bit worse but that depends on how I manage it and what I do day to day."

Asked what made her decide that Medibank was the place to intern, Jessica says it was strongly due to what she could see the business was trying to achieve.

"Medibank was one of the organisations that I could see was wanting to create change and improve. I could see that there was a foundation and if they had initiatives already in place then it was going to be a workplace that I would want to be a part of," she explains.



Access story here:

<https://careers.medibank.com.au/blog/2019/01/17/creating-a-more-accessible-recruitment-process-for-people-with-disabilities-is-a-strong-priority-for-jessica/>



## h) Australian Federal Department of Employment 2016 Annual Report



During 2015-16 steady progress was made in implementing the actions outlined in the Disability Action Plan, including:

- delivery of training programs to all employees focused on mental health awareness and disability confidence
- participation in the Australian Public Service Commission's RecruitAbility scheme and applying the RecruitAbility principles to all advertised vacancies
- participation in the Inter-Agency Accessibility Support Unit pilot and its community of practice
- continued participation in the Stepping Into Internship Program facilitated by the Australian Network on Disability.

*'Being able to participate in the Stepping Into Internship Program has given me valuable work experience in the workforce. I am fortunate I have been able to work with a supportive and encouraging team who have increased my confidence and abilities in the workplace. A positive aspect of the internship has been the Department of Employment's commitment to encouraging inclusion and diversity within its workforce, which has been a wonderful aspect of the internship.'*

—Rebecca, Stepping Into Internship Program participant

Access report here: <https://www.employment.gov.au/annual-report-2016/people>

## i) Reserve Bank of Australia Equity & Diversity Annual Report 2018



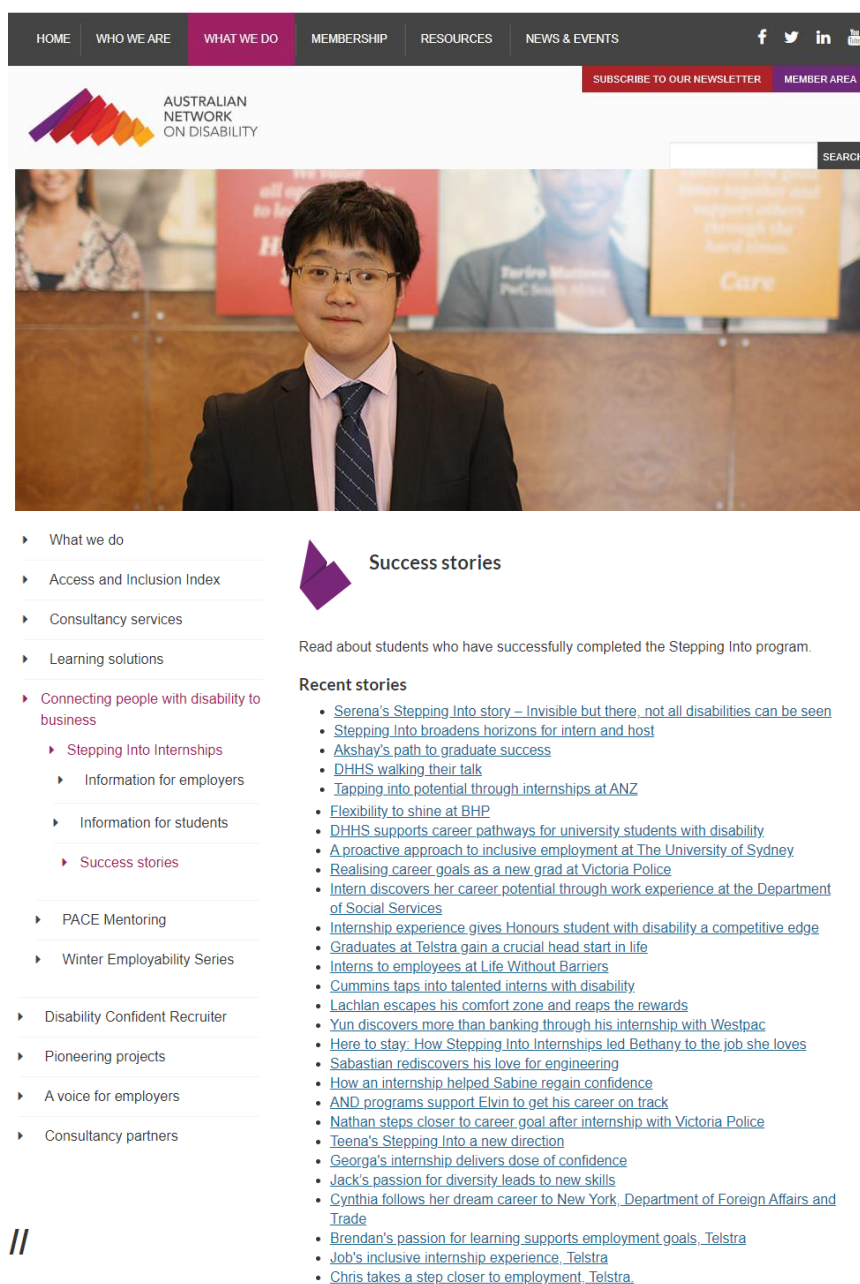
Access report here: <https://www.rba.gov.au/publications/annual-reports/ead/2018/pdf/ead-2018.pdf> (refer to page 8 for Stepping Into reference)



## j) External Recognition of Connect50 Project - Regional replication of Stepping Into (also run by Australian Network on Disability)

Access story at: <https://timesnewsgroup.com.au/bellarinetimes/news/intern-program-to-pair-graduates-with-a-disability-with-employers/>

## k) Australian Network on Disability Website – Stepping Into Success Stories



The screenshot shows the Australian Network on Disability website. The top navigation bar includes links for HOME, WHO WE ARE, WHAT WE DO (highlighted), MEMBERSHIP, RESOURCES, and NEWS & EVENTS. Below the navigation bar is a large banner image featuring a man in a suit and tie, with text overlays including 'will opt to be', 'Barline Melbourne', and 'Care'. To the right of the banner is a search bar and a 'SUBSCRIBE TO OUR NEWSLETTER' button. On the left side, there is a sidebar menu with categories like 'What we do', 'Access and Inclusion Index', 'Consultancy services', 'Learning solutions', 'Connecting people with disability to business', 'PACE Mentoring', 'Winter Employability Series', 'Disability Confident Recruiter', 'Pioneering projects', 'A voice for employers', and 'Consultancy partners'. The main content area is titled 'Success stories' and includes a sub-header 'Read about students who have successfully completed the Stepping Into program.' Below this is a list of 'Recent stories' with links to various articles, such as 'Serena's Stepping Into story - Invisible but there not all disabilities can be seen', 'Stepping Into broadens horizons for intern and host', 'Akshay's path to graduate success', 'DHHS walking their talk', 'Tapping into potential through internships at ANZ', 'Flexibility to shine at BHP', 'DHHS supports career pathways for university students with disability', 'A proactive approach to inclusive employment at The University of Sydney', 'Realising career goals as a new grad at Victoria Police', 'Intern discovers her career potential through work experience at the Department of Social Services', 'Internship experience gives Honours student with disability a competitive edge', 'Graduates at Telstra gain a crucial head start in life', 'Interns to employees at Life Without Barriers', 'Cummins taps into talented interns with disability', 'Lachlan escapes his comfort zone and reaps the rewards', 'Yun discovers more than banking through his internship with Westpac', 'Here to stay: How Stepping Into Internships led Bethany to the job she loves', 'Sebastian rediscovers his love for engineering', 'How an internship helped Sabine regain confidence', 'AND programs support Elvin to get his career on track', 'Nathan steps closer to career goal after internship with Victoria Police', 'Teena's Stepping Into a new direction', 'Georgia's internship delivers dose of confidence', 'Jack's passion for diversity leads to new skills', 'Cynthia follows her dream career to New York, Department of Foreign Affairs and Trade', 'Brendan's passion for learning supports employment goals, Telstra', 'Job's inclusive internship experience, Telstra', and 'Chris takes a step closer to employment, Telstra'.

Access webpage: <https://www.and.org.au/pages/success-stories.html>

