



AUSTRALIAN
NETWORK
ON DISABILITY

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

The screenshot shows the ATO website header with a search bar, the Australian Government logo, and the 'ato tv' logo. Below the header is a video player interface. The video title is 'My Story: Jay Hooker - Living life with disability'. The video player shows a progress bar at 00:01 of 04:25. Below the video player, there is a description: 'My Story - Living life with disability' features four ATO employees with both visible and invisible disability sharing their personal story, and how they live and work with their disability. This video features Jay Hooker, Client Engagement Officer and his story. A link to download the transcript is provided: [Download transcript: ATOP_Diversity_My_story_Jay_Hooker.txt](#).

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

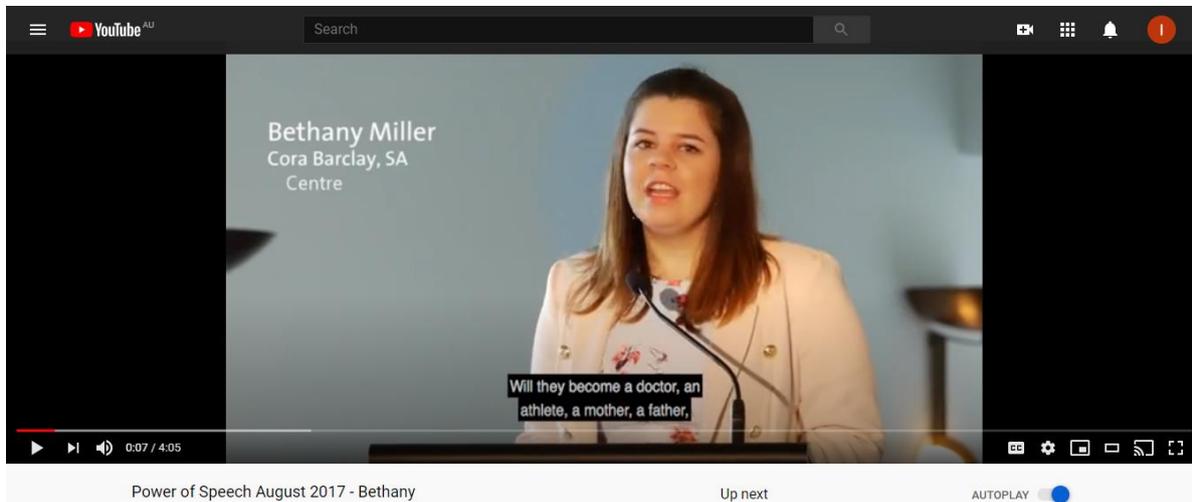


Access video at: <https://vimeo.com/393609782/38dcdbf701>





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

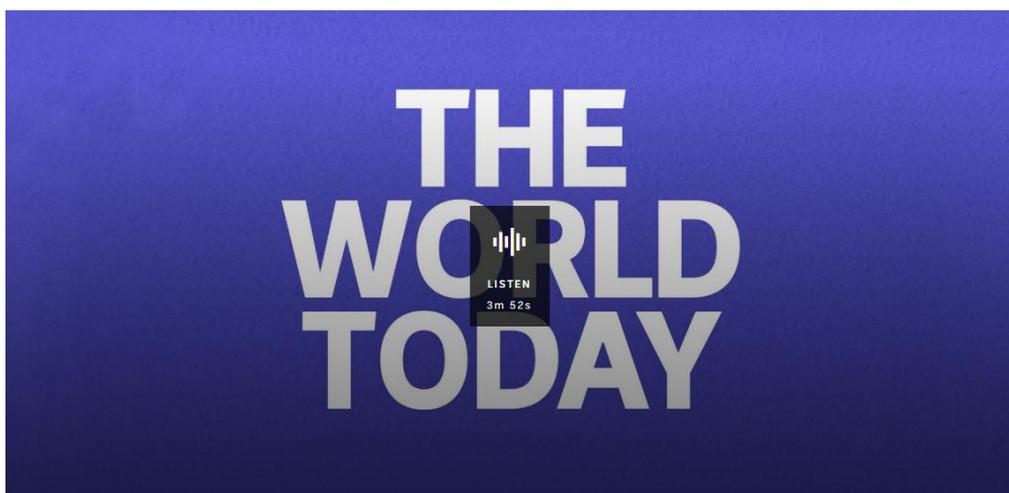


Access video at: <https://www.youtube.com/watch?v=SZ0H6S92Lsw>

Access transcript at:

[https://www.and.org.au/data/News/2018/Bethany_Miller_video_transcript.d
OCX](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)



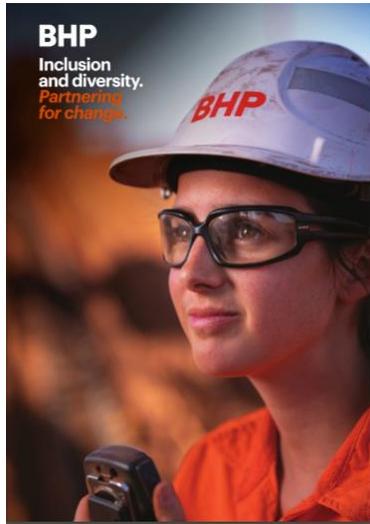
Access radio segment here:

<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."

Anti-Cavali, Stepping Into team

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

"My 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 Anti, in conditions set forward by AND, Diane took confidence in Anti and the team would not regret meeting from the meeting.

"I knew there was a lot we could do for Anti, 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."

Subal Heman, Stepping Into Program Manager from Australian Network on Disability and 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 direct work experience in their area of study," said Subal.

"It also allows our member organisations' leaders to better understand what disability is and hear it plus it's also an opportunity to help find the diverse pipeline talent."

Subal said BHP provided interns with opportunities, including experience 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 34 interns."



The biggest ever participating cohort from any organisation during the program since it began in 2015," said Subal.

"The interns found the fact that the BHP team got them into real work and real projects and the team loved their drive, enthusiasm and their contributions to the team."

Diane said Anti quickly found her place in the team, navigating her processes and systems with confidence and delivering quality work, which never saw her working beyond an intern's term.

"When it came to next follow up interviews, the systems that made the most difference to Anti were already in place, including BHP's flexible working policy for staff, which is crucially important for Anti."

"Signs, flexible working policy has been fantastic and allowed me to work to my full capacity," said Anti.

Anti made such a positive impact in her time at BHP that what started as an 8-week position has turned into a year-long part-time role.

"It's so pleased to have found her, and that Anti decided to stay - what a bonus!" said Diane.

As for Anti, 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



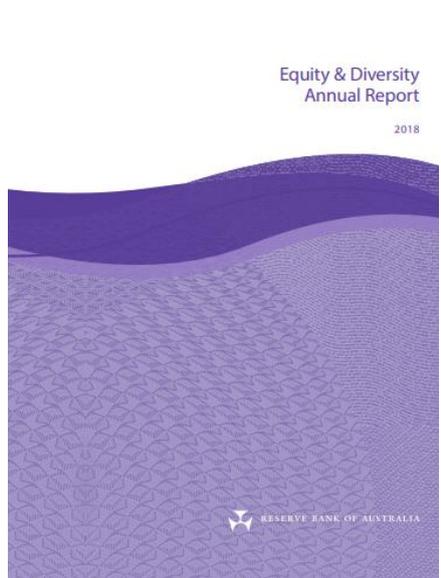
During 2015-16 steady progress was made in implementing the actions outlined in the Disability Action Plan, including:

- 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.



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

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



Equity & Diversity
Annual Report
2018

RESERVE BANK OF AUSTRALIA

Diversity continues to be seen as a key strength of the Bank

The Bank has also renewed membership of the Australian Mathematical Sciences Institute to help improve the representation of women in Science, Technology, Engineering and Mathematics (STEM) disciplines.

Data Collection
Equity and diversity information is sought from employees when they commence employment at the Bank and as part of a periodic profile update. It is provided on a voluntary basis, and includes information on disability, Indigenous, ethnic origin and proficiency in languages other than English. The Bank's equity and diversity statistics are based primarily on these data.

For potential employees of the Bank, the job application form contains an equity and diversity questionnaire, which provides the Bank with a better understanding of the applicants from a diversity perspective and facilitates any reasonable adjustments that might be required, both during the recruitment process and in subsequent employment.

Each ERG has nominated a Diversity Data representative to analyse relevant data from internal and external sources to help inform policy and initiatives to best meet the needs of the Bank employees.

External Memberships
The Bank keeps up to date on external equity, diversity and inclusion practices through memberships to ensure its Diversity and Inclusion Program remains current. These memberships provide access to information, consultation and guidance in our approaches to specific issues and initiatives.

During the reporting period, the Bank renewed its membership in Pride in Diversity (PID), a not-for-profit employer support program on LGBT workplace inclusion, and Diversity Council Australia, a not-for-profit diversity adviser to businesses in Australia. The Bank also renewed its Silver membership with the Australian Network on Disability, a not-for-profit organisation that aims to advance the inclusion of people with disability in all aspects of employment, and the NSW Equal Employment Opportunity Practitioner Association. The Bank was also re-accredited as a Breastfeeding Friendly Workplace by the Australian Breastfeeding Association.

RESERVE BANK OF AUSTRALIA

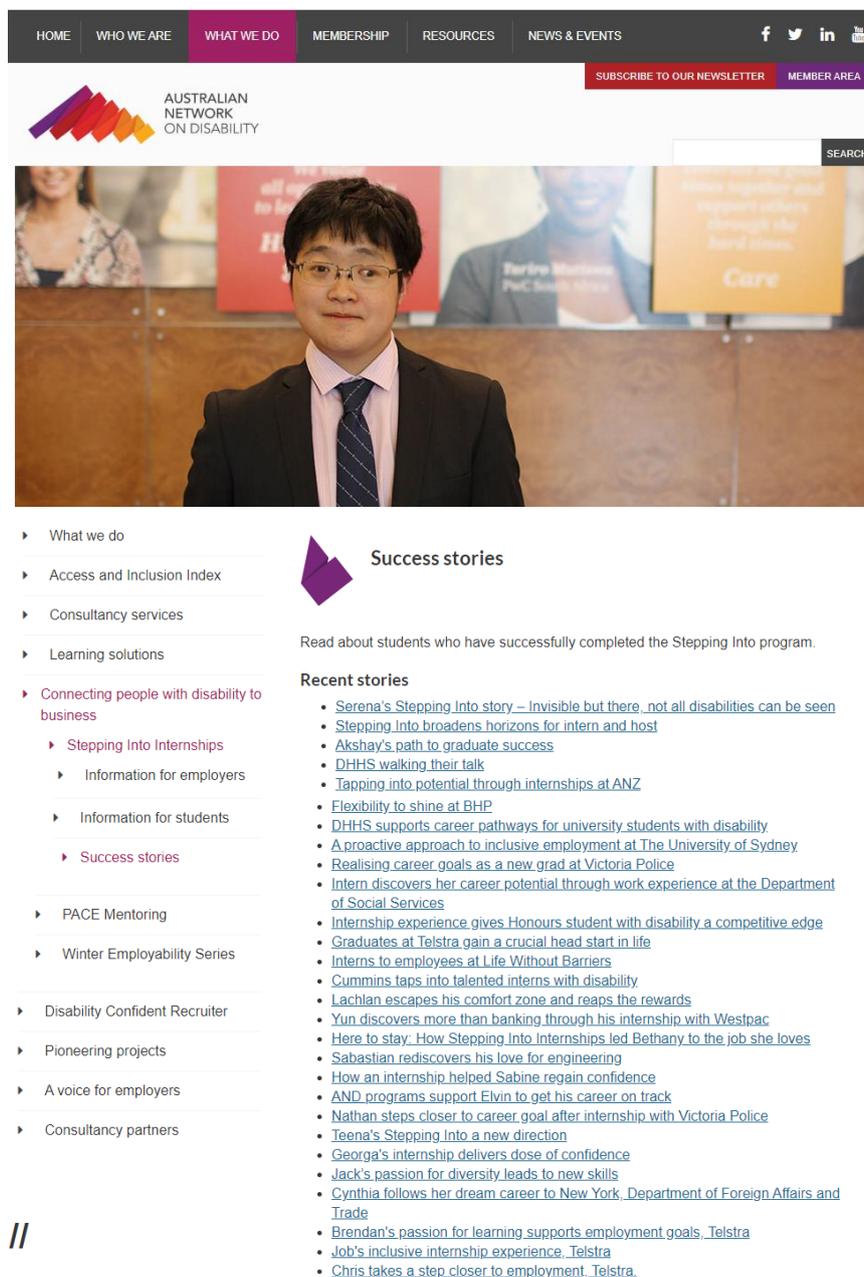
Access report here: <https://www.rba.gov.au/publications/annual-reports/ead/2018/pdf/ead-2018.pdf> (refer to page 8 for Stepping Into reference)



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



HOME WHO WE ARE WHAT WE DO MEMBERSHIP RESOURCES NEWS & EVENTS

SUBSCRIBE TO OUR NEWSLETTER MEMBER AREA

AUSTRALIAN NETWORK ON DISABILITY

SEARCH

What we do

- Access and Inclusion Index
- Consultancy services
- Learning solutions
- Connecting people with disability to business
 - Stepping Into Internships
 - Information for employers
 - Information for students
 - Success stories
 - PACE Mentoring
 - Winter Employability Series
- Disability Confident Recruiter
- Pioneering projects
- A voice for employers
- Consultancy partners

Success stories

Read about students who have successfully completed the Stepping Into program.

Recent stories

- [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](#)
- [Chris takes a step closer to employment, Telstra.](#)

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

