

**SAFE + EQUAL**

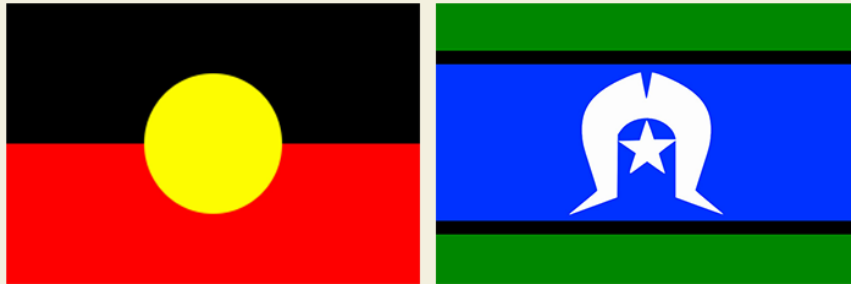


*Unlearning  
Ableism: From  
Bias to Best  
Practice*  
eLearn Module  
Launch



# Acknowledgement of Country

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WDV and Safe and Equal respectfully acknowledge the Traditional Owners of the land on which we work, the Boonwurrung, Wurundjeri Woi Wurrung and Wadawurrung peoples of the Kulin Nation, and pay our respects to their Elders past and present. We acknowledge that sovereignty has never been ceded, and support reconciliation, justice and the recognition of the ongoing living culture of all Aboriginal and Torres Strait Islander people.

We acknowledge the ongoing strength and resilience of Aboriginal and Torres Strait Islander women and gender diverse people with disabilities as they are 35 times more likely to experience violence.

# Introductions

Helen Freris (she/her), Advocacy Lead at Women with Disabilities Victoria

Brigid Evans (she/her), Senior Policy and Research Officer at Women with Disabilities Victoria

Brittany McCormack (she/her), Statewide Disability Inclusion Advisor at Safe and Equal

Lisa Harrison (she/her), Family Violence and Disability Practice Leader at FVREE

Susie Muller (she/her), Family Violence and Disability Practice Leader at CHIFVC



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# CONTENT WARNING

Today you will hear people discuss instances of discrimination and violence. These topics can be distressing for some participants.

If you feel distressed at any time, please feel free to use self-care strategies, or take a break if needed.



Link to referral resources: <https://www.wdv.org.au/wp-content/uploads/2022/09/Support-Service-Referral-Options.docx>

# Housekeeping

Today's event will be Live Captioned. To access live captions, please click on the link in the chat.

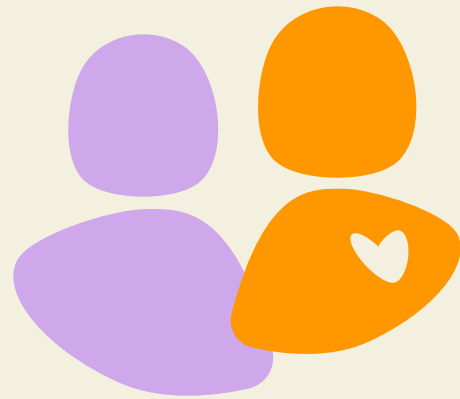
There are Auslan interpreters joining today's event, who are now on screen.

This event is in webinar format, which means participants can interact with presenters through the Q&A function, which will be monitored. We welcome questions via this function, and thanks to participants who have already submitted questions, which the panel will address during this event.

This event is being recorded.



# Note on Language



Today we will use person-first language, i.e. women with disabilities

For many people, identity first language, i.e. disabled woman, is a source of pride

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# What is Ableism?



# What is Ableism?

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Ableism refers to bias, prejudice, and **discrimination against people with disabilities.**

Like racism and sexism, ableism classifies entire groups of people as 'less than' and perpetrates harmful stereotypes, misconceptions, and generalisations about people with disabilities.

It includes discriminatory beliefs, processes, and practices that privilege people without disabilities, and disadvantage and exclude people with disabilities.

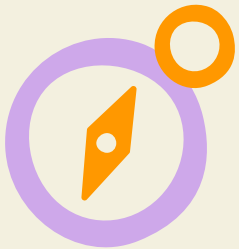




# Event Overview



- Introduction and project background
- Presentations from Family Violence and Disability Practice Leads: Ableism in Practice
- eLearn launch and overview
- Panel Q&A
- Wrap up, final remarks and thanks



# Project Background and Overview

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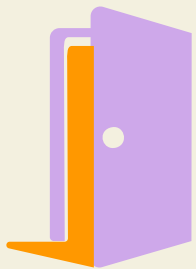


- Role of Family Violence and Disability Practice Leads
- eLearn purpose
  - Support sector capacity to respond effectively to promote safety and rights of women and children with disabilities experiencing violence and abuse
  - Dissemination of evidence-based knowledge
  - Support practitioner capacity across multiple sectors
- Partnership between two peak bodies: Safe and Equal and WDV
- Future modules



# Who is the eLearn for?

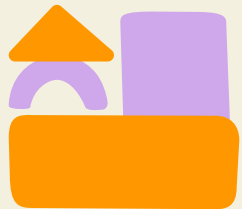
- Anyone who provides services to or supports women and gender diverse people with disabilities experiencing violence and abuse:
  - Specialist family violence and sexual assault services
  - Disability advocacy and service providers
  - General clinical, allied health and community service providers
  - Lived experience workers



# How was the eLearn developed?



- Co-design and review from lived experience advocates and Family Violence and Disability Practice Leads
- Consultation with subject matter experts
- Grounded in current practice evidence



# Implications for primary prevention

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- Promotes gender and disability transformative practice
- Challenges the normalisation of violence against women, girls and gender diverse people
- Centers women, girls and gender diverse people with disabilities as experts
- Co-design
- Accessibility



# Completing the eLearn

- Free, accessible and self-paced
- Available via Safe and Equal's training portal
- 1-2 hours duration
- WCAG compliant
- Notification of completion confirmation



# Family Violence Disability Practice Leader Initiative

Lisa Harrison (FVREE)

Susie Muller (CHIFVC)



# Overview



- Overview of the Family Violence Disability Practice Leader Initiative (FVDPLI)
- How the FVDPLI addresses ableism and unconscious bias in the context of service provision
- Examples of FVDPLI projects and resources



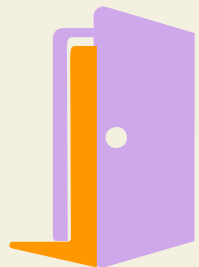


# Family Violence Disability Practice Leader Initiative



The Royal Commission into Family Violence 2016 identified that family violence and sexual assault workforces needed more support to work effectively and appropriately with people with disabilities and ensure people are supported to access the right services and supports.

Family Violence Disability Practice Leader Initiative (FVDPLI) provides practice leadership at the intersection of family violence and sexual assault as well as disability.



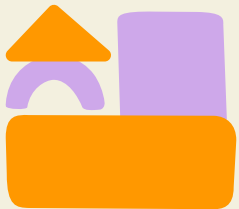
- Secondary consultation
- Training and capacity building activities
- Resourcing and resource development
- Advocacy
- Strengthening relationships between key services

# FVPLI role in action



Addressing ableism and reducing barriers in the context of disability family violence:

- Responding to disability family violence
- Addressing barriers to safety and support
- Streamlining referral pathways
- Inclusive and accessible services

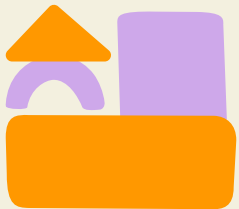


# Practice considerations



## Addressing ableism and unconscious bias by building capacity:

- Disability inclusive practice approaches
- Reflective practice and building practitioner confidence
- Tailored capacity building activities
- Resourcing and resource development



# Unlearning Ableism: From Bias to Best Practice

eLearn Overview



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Women with  
Disabilities  
Victoria

# Module Overview

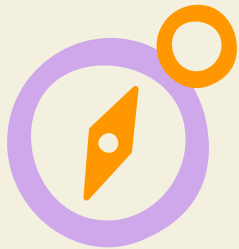


# Module Overview

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- Introduction to unlearning ableism: from bias to best practice
- Understanding ableism and unconscious bias towards people with disabilities
- How ableist attitudes impact people with disabilities
- How ableist attitudes impact service delivery when working with victim survivors with disabilities
- Recognising and challenging unconscious bias and ableism



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# Learning Outcomes



# By the end of this eLearn, you will:

- Understand the concepts and origins of unconscious bias and ableism
- Understand how ableist attitudes impact people with disabilities
- Build capacity to understand how unconscious bias and ableism affect service delivery for victim survivors of family violence
- Know how to recognise and challenge unconscious bias and ableism
- Get access to resources to support your continued learning in this space.

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How ableism shows up in service delivery and perpetuates violence against people with disabilities.



# Unlearning ableism

## Practical support and guidance from the eLearn

- Unpacking assumptions around capacity and decision-making
- How to ask questions in a respectful and empathetic way
- Understanding someone's access needs and offering adjustments to service delivery



# Strategies for recognising and challenging ableism in our work

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*Lesson 25 of 29*

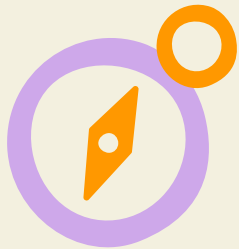
## Strategies for recognising and challenging unconscious bias and ableism in our work

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Once you have engaged in the above reflection exercises, it is time to consider how you can take steps to address the tangible impacts of unconscious bias within your service context

The below ideas are useful starting points:

*Review each flashcard carefully and flip them to read the content before moving on.*



**ACTIVELY QUESTION  
ASSUMPTIONS**



**TAKE TIME TO MAKE  
DECISIONS**



**DELIBERATELY BRING  
DIVERSITY INTO DECISION  
MAKING**



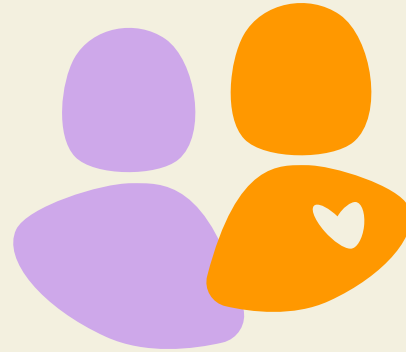
# Key Messages

The key messages of the eLearn highlight how to support and empower people with disabilities through inclusive, person-centred, accessible practice





**Listen to and value  
choices**



**Work with the  
whole person**



**Support Decision  
making**



**Accessibility is  
everyone's  
business**



**Everybody has  
unconscious biases**

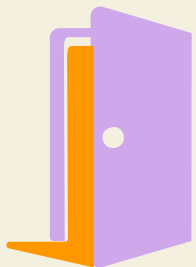
# Key messages in practice



# Disability Responsive Intake Process



- CHIFVC developed the Disability Responsive Intake Process in response to feedback about system gaps from women with disability that had accessed family violence services
- The resource was developed and endorsed by people with disability
- The Disability Responsive Intake Process is an example of how ableism and unconscious bias can be challenged by seeing diversity as an expected part of human life.





# Disability Responsive Intake Process



- Background
- Reasons for non-disclosure
- Social model of disability
- Addressing barriers to service access
- What was designed

## Appendix 3

### CHIFVC Disability-Responsive Intake Process (practice-ready layout)

#### Tailoring service delivery to meet the needs of clients

It is a **requirement under human rights and discrimination law** that services meet the needs of people with disability. This process is designed to help you ensure your services meet the varied needs of your clients.

For people with disability, **disclosing disability may be a risk**, which is why these questions are structured to clarify their needs independently of disclosing disability status. People with disability may:

- have experienced discrimination during previous engagements,
- have had their disability status used against them as part of the violence they are experiencing, or
- be seeking to manage the risk of their children being removed<sup>1</sup>.

**Disability is not always visible**, and you will not always be able to tell. These questions are designed to help both you and your client clarify how you can modify service delivery to meet their needs. Clients may not share their disability status with you. This does not mean that they do not have disability support needs. For all of the reasons above, people with disability may require significant rapport to be developed before they will share their disability status with you.

Of all of the attributes a worker may display, **empathy is most important** to ensuring a good experience for clients. Curiosity and a lack of assumptions is vital.

For some people, this may be the first time they have had the opportunity to share their preferences

# Disability Inclusion and Safety Resource Hub

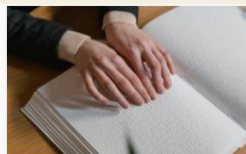


- Aims to provide key resources that can assist organisational leaders and practitioners supporting people with disability who are experiencing or using family violence.

- A collaboration of Eastern Region Family Violence Partnership and Family Violence Disability Practice Leader Initiative.
- Located on the Eastern Region Family Violence Partnership website.



Aboriginal and Torres Strait Islander



Accessible Resources



Adolescents using Violence in the Home and young people with disability



Children and Young People



Culturally and Linguistically Diverse



Disability Action Planning



Disability Advocacy and Self Advocacy



Disabled Persons Organisations



<https://rfvp.org.au/disability-resource-hub/>

# Disability Inclusion and Safety Forums



Established to build capacity of organisations to better respond and reduce barriers of access to services for people with disability who are experiencing or using family violence.

- Building practitioner and organisational capacity to provide more accessible and inclusive service responses
- Strengthen collaboration between key services
- Highlighting best practice approaches that promote an inclusive, family violence and trauma informed lens to service provision.

A collaboration between FVREE, ECASA and the Inner East Child and Family Services Alliance



# Links



- Disability Responsive Intake Process
- <https://chifvc.org.au/wp-content/uploads/2024/07/Intake-is-More-Than-a-Process-Report.pdf>
- Eastern Melbourne Disability Inclusion and Safety Resource Hub
- [Disability Inclusion and Safety Resource Hub – RFVP](#)



# Family Violence Disability Practice Leaders



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[Family Violence and Disability Practice Leader Initiative | Safe and Equal](#)

# Thank you



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**Break**



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# Q&A





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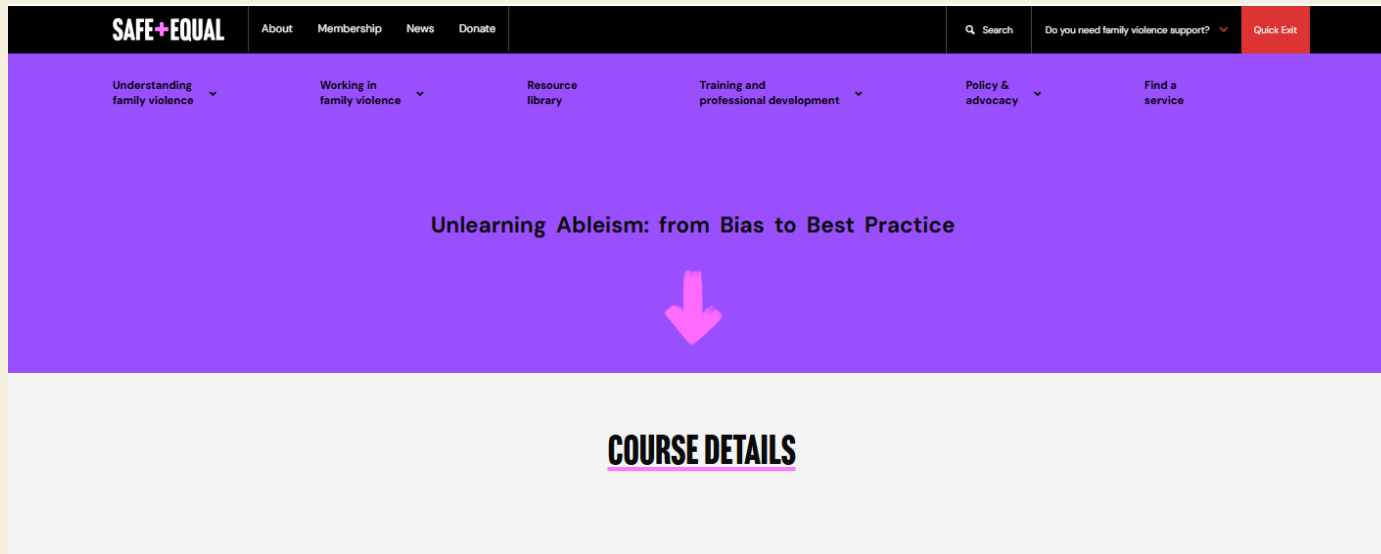


Women with  
Disabilities  
Victoria

# Wrap up

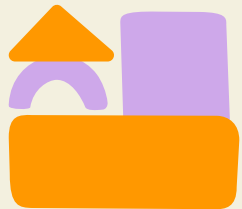


# eLearn access



# Feedback and supporting resources

- Feedback survey
- Access to webinar slides, recording and transcript



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*Thank you*

