



Principle 5

There is a commitment to making Inclusive Governance work

Organisations need to commit to doing what it takes to make Inclusive Governance successful.

Participants in the research described the changes required as a cultural shift.

“If everybody is thinking that way, and attuned to including people in their work and there's an expectation that the voice of people with disability will be part of that work, then it becomes part of the culture of the organisation”

It is important that inclusion is not tokenistic, where people with disability might be present but not actively involved.

“For us inclusion is a rights-based motivation, so then we need to put in the supports, and the culture, and build that supportive framework around it. If it's just to tick-a-box, then it's the wrong motivation”

Inclusion is not always easy. Concerns need to be addressed, and strategies to reduce barriers found. This is not always easy

“...they find it incredibly hard to actually be inclusive...and I think changing the pace, changing the language is difficult for organisations”

Many participants believe that inclusive governance can benefit everyone.

“If they do believe it, if they actually believe it, like we believe, that this is a far better organisation...it will grow better...it will have better outcomes, they'll just be better overall with the input and contribution of people with disability”