

# Friday Workshops



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## Building Capacity for Lifelong Inclusion

2 Day CRU Event : 14th & 15th March 2025



# Inclusive Education



## Why the struggle, and why we must persist!

Inclusive education is a human right, supported by Australian legislation and policy. Over 50 years of research clearly states that inclusive education benefits all. So why does inclusive education remain so elusive for students with disability in Australia?

This session will explore the history of education in this country, and how it has led to the current barriers. We will examine what can be learnt from countries where the inclusive education movement has made solid gains and explore approaches that may lead to similar success here. We will identify practical steps to further progress inclusive education in Australia.

### Learning Objectives

When undertaken as training for family members, carers or supporters, participants will:

- Learn about evidence-based strategies and long-term outcomes for inclusive education.
- Build skills and capacity including through peer learning, to support children with disability to be included and build social connections in mainstream and community environments.

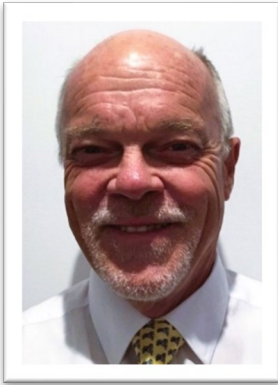


**FRIDAY WORKSHOP**

14<sup>th</sup> March 2025

**Note:** Repeat session on Saturday, with different co-presenters each day!

# Meet Your Presenters



**Dr Bob Jackson** started in disability as a direct care staff member in a huge institution in NSW. In the 1970s he worked as a psychologist, institution superintendent, service manager and Regional Director with the State Disability Services Commission of WA.

From 1995, Dr Jackson has been closely involved with school inclusion, advising families, teachers, schools and education systems on the rationale and practicalities of inclusion. Dr Jackson was contracted by the Federal Government to review disability discrimination in education in Australia and other countries and has appeared as an expert witness in several discrimination cases since the early 1990s. Currently Dr Jackson is working as a private consultant in disability and education but remains an Adjunct Associate Professor at Curtin University. He was a co-founder of All Means All, and a foundation member of the Australian Coalition for Inclusive Education (ACIE) and the teacher professional organisation Inclusive Educators Australia.



**Lyla, Renee & Aaron Brown** will join the inclusive education workshop on Friday. Together they will share their experience of Lyla attending local schools, their learnings and the impact this has had on their lives.

Lyla, her mum Renee and dad Aaron along with her brother Noah live on the Sunshine Coast. Lyla is 20 years old and attended her local primary school and high school with her brother. Lyla graduated from high school in 2021 and is living her best life. Lyla is learning to become a dog trainer and has recently held her first art exhibition. Lyla works at a local café, enjoys going to karaoke at the local pub on a Friday night and has aspirations of becoming a famous singer. Together Renee and Aaron run their own small business. Aaron is a machine operator, and Renee works as a teaching assistant and is studying to be a primary school teacher. The Brown family have been connecting with CRU for many years and have supported other families in advocating for their child's inclusion at school.



# Employment



## Getting a Job – stories of where to start and what it takes!

Drawing on real life examples this workshop will show that having a job is possible and that there are different ways to achieve the benefits and satisfaction of having paid employment. Four speakers will address this, sharing stories of what is possible in Queensland, other Australian states and overseas.

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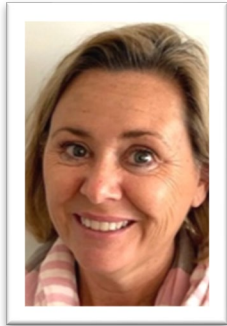
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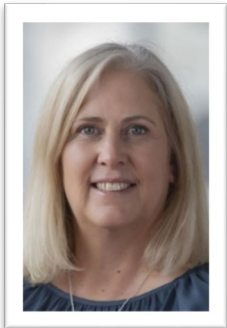
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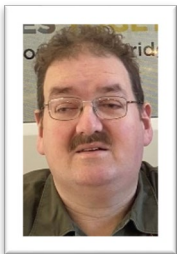


**Helen Neale** works for Community Living Project (CLP) in SA as the Project Lead of a 5-year ILC Grant (Information, Linkages and Capacity Building (ILC)) called 'Discover Micro Enterprise – Exploring Possibilities'.

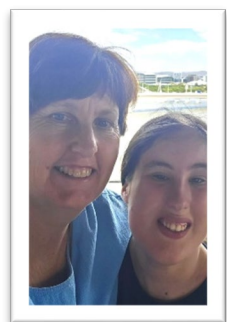
Helen's son, Tom, owns a small business known as Ground Control by Major Tom. Helen is passionate about inspiring people with disability to have high expectations about careers and work.



**Dr Jenny Crosbie** is a Principal Industry Fellow at the Centre for Social Impact, Swinburne University, Melbourne. Jenny has supported people with disabilities to be included in all aspects of community life for over 35 years, with a particular interest in school to work transition for young people with intellectual disability. Jenny's research has a strong lens on the ecosystem in which young people with disability, families, service providers, employers and government are operating. In this presentation Jenny will look at the 'big picture' and discuss the barriers and enablers to employment in the Australian context. She will also share stories of national and international initiatives.



**Rohan & Jenni Pidgeon:** Rohan Pidgeon is the owner of Rohan Pidgeon Enterprises in Toowoomba in Southwest Queensland, selling woodwork, arts and crafts. Rohan will present with his mother Jenni Pidgeon and friend Paul Taylor on Rohan's career so far and plans for future business ventures. This story starts in Clermont in Central Queensland, when Jenni was on the management committee of Queensland Parents for People with a Disability (QPPD). In the 90s Rohan did work experience at school, volunteered, and earned his first award-wage job. Rohan now works at his own business and lives in his own place in Toowoomba. This presentation includes the changing role of family in Rohan's work life, Rohan's work now, and how he makes business decisions with the assistance of his friend and business advisor Paul.



**Tracey Healy** lives in Brisbane and is mum to 17-year-old Jess who is currently completing Year 12. Jess has a rare genetic condition that impacts her both physically and cognitively. As a passionate advocate for inclusion, Tracey is navigating the journey of future employment for Jess. The families vision focuses on customized employment solutions that highlight Jess's strengths and interests, challenging traditional expectations and redefining what's possible. During this presentation, Tracey will share insights into the journey to date and the family's approach to planning for Jess's future, exploring creative pathways that promote independence, confidence, and success in the workforce.

# Supported Decision Making



## Voice, Rights and Risk: Exploring Supported-Decision Making

This workshop grounds supported decision-making in human rights and explores two complex areas of supported decision making in practice: supporting communication and enabling risk.

How do we ensure that each person is supported in the way they need to make decisions and to have their will and preferences understood, respected and translated into action?

The workshop also explores enabling risk. Taking risks is a normal and exciting part of life and an important part of learning about ourselves and the world. As risk comes with the possibility of negative consequences, how best to support a person to make risky decisions?

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When undertaken as training for people with disability, family members, carers or supporters this workshop will:

- Build capacity to support increased independence and life skills including lifelong learning through understanding and maximising supported, rather than substitute, decision making.
- Build capacity and skills to develop, or support others to develop life skills including decision-making, problem-solving and lifelong learning.



### FRIDAY WORKSHOP

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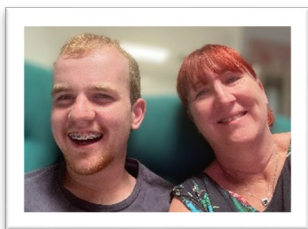


**Dr Michelle Browning** is passionate about supporting individuals and organisations to develop their skill in the practice of supported decision-making. She is a Churchill Fellow and has completed doctoral research into the practice in Canada.

Michelle has been involved in developing, implementing and evaluating supported decision-making projects across Australia. She facilitates training, practice groups and supervision for supporters wanting to build their confidence as practitioners. She also provides training for decision makers wanting to understand more about decision making and their rights.



**John Chesterman** is the Queensland Public Advocate. A lawyer and historian by training, John has expertise in the fields of human rights, guardianship, supported decision-making, powers of attorney and elder abuse. Prior to taking up his current position John was Victoria's Deputy Public Advocate. He has previously undertaken a Churchill Fellowship on the topic of adult safeguarding, and his books include, as co-author, *The politics of human rights in Australia* (CUP).



**Taylor & Hazel Lloyd** will present on Taylor's experiences as a decision maker, with a focus on support for communication. They will share what works best for Taylor, how they worked this out and how they resource people in Taylor's life to understand and facilitate Taylor's decision making.

Taylor is 18 and lives in Brisbane with his Mum, Dad, Nanna, Sister and dog. Taylor is currently a job seeker, with his family supporting him to explore customised employment as a pathway to meaningful work. He enjoys regular gym sessions, Pickleball, 10 Pin bowling league, volunteer work, model train club, playing Keno, and several game shows including The Chase. His favourite Chaser is The Professor, who is yours?!

Hazel is Taylor's mum and is a passionate advocate for authentic inclusion. Hazel wants Taylor to experience a typical, regular life which includes real connection and belonging in his local community. Hazel believes that communication is key for all people and is always considering how to support Taylor to express himself and his wants and needs, and how to ensure that those around him are best equipped to do this as well.

# Behaviour & Sensory & Movement Differences



## Looking Behind the Behaviour: Part A - A holistic approach to exploring sensory and movement differences

Sorting out the complex mix of behaviour, sensory processing, movement difference, trauma and other challenges can make it possible to truly understand a person's needs and assist them to have the best life possible. This workshop will deepen and clarify knowledge and understanding of these factors and how they can impact an individual.

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- Build capacity and understanding of impacts of disability or differences on a person and their behaviour which, when not well understood and supported, are an impediment to social and community participation and living as independently as possible.
- Build capacity and skills to develop, or support others to develop life skills to support increased independence.



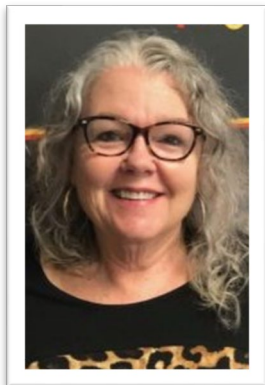
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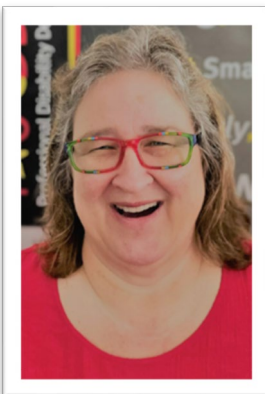


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Ann works with people with disability and their families across Australia to develop creative options and understand what's possible in making a good life. Ann is the mother of three adults, two of whom live with disability.



**Joyce-Lyn Smith** has 28 years' professional experience supporting people with complex support needs in a variety of environments and settings. Living in Townsville, she is the Clinical Director at PoDDSS (Professional Disability Development Supports & Services) and has previously worked in the Intensive Behaviour Support Team with the Queensland government.

Following completion of the mentoring program with Professor Anne M. Donnellan, University of San Diego and Martha R. Leary (SLP), Nova Scotia in 2009, Joyce-Lyn collaborated with Learning Disability & Mental Health Nurse Karl Jacks to develop their workshop on sensory and movement differences.



**Rodney Mills:** For many years Rodney was put in the 'too hard basket' because he was exhibiting 'challenging behaviours' on an almost daily basis.

Today Rodney is a professional consultant, teacher and trainer, who worked for 10 years in a paid job at the organisation that used to support him.

Rodney runs his own business and presents at conferences and workshops. In his work he shares insights about living with Autism and OCD and how he has gradually built a meaningful life where he is no longer defined by these labels and by 'behaviour'.

# Respectful Support



**Respectful Support** – this collaborative workshop led by three managers of small to medium sized Queensland services, invites workers and organisational leaders to engage in collaborative dialogue. There will be short presentations that get to the nitty gritty of what it takes to work with people respectfully and the importance of values and mindsets in this work. It's an opportunity to explore the question of growth and why size matters with these arrangements and to think about sustainability.

The presentations will be interspersed with time for discussion giving opportunities to exchange ideas and learn from varied perspectives. This session is perfect for those looking to deepen their practice and contribute to a respectful, values-driven approach to support.

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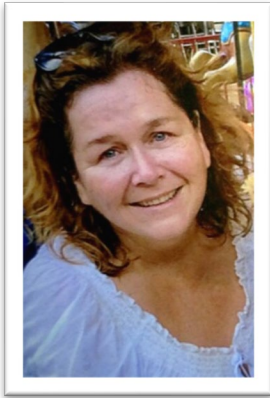
- Build capacity and skill to recognise high quality formal support and utilise formal support in sustainable arrangements.
- Develop capacity including through peer learning, drawing from the experiences of people with disability and families, workers and coordinators around life transition points, life skills and greater independence in the community.



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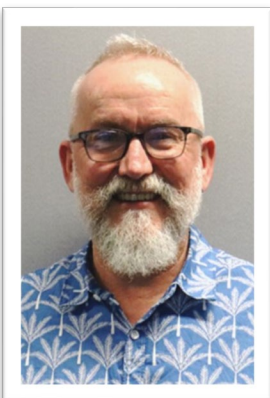
**Leanne Burke** has worked at Staffing Options since 2006, establishing the host agency for self-directed support and has collaborated in transitioning the principles of self-direction and shared management into the services provided under the NDIS.

Prior to this she worked for 12 years in coordination roles for small family and user-governed services including Homeswest and Lifestyle Options Inc.



**Ricky Esterquest** founded Towards Better in Townsville in 2020. He is the Principal Community Development Worker there.

With over 17 years' experience in disability and community services in Queensland, Ricky's main priority is the inclusion of individuals with a disability in work, learning, and other valued social roles. Originally from Chicago, Ricky moved to Townsville nine years ago and continues to live there with his wife and two boys.



**Matt Stone** has worked in individual and family support services for people with disability since the late 80s. He is currently a manager at Staff Connection and works in the Gold Coast and Scenic Rim areas. Social Role Valorisation (SRV) has been a major influence on Matt's work and his thinking.

Matt Stone will also be joined by Casey & Roschell van Den Brink as well as Lisa Berry.





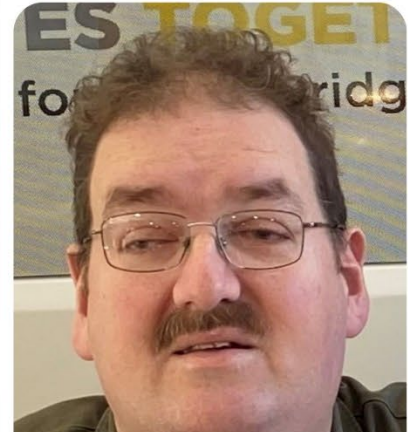
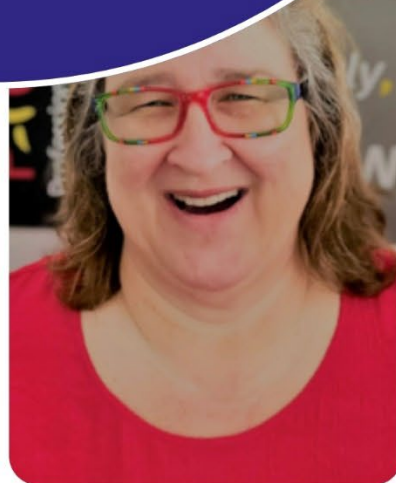
**Saturday Workshops**



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# Inclusive Education



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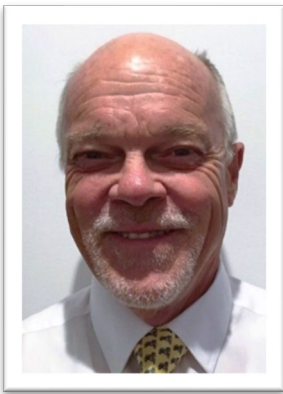
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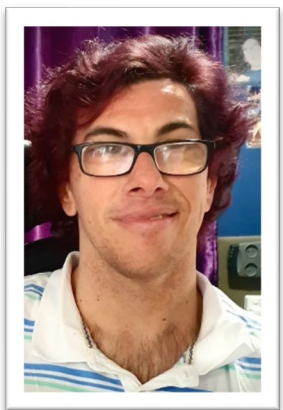


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**Dan Read** will join the inclusive education workshop on Saturday. Dan will share his broader life experiences in the plenary session and then will join the inclusive education workshop to share his school experiences, the impact they have had on his life and the learnings he has taken from them and now shares with others.

Dan Read is a songwriter/musician and business owner who writes, collaborates and performs with other talented musicians. He has completed a Diploma in Music and a Certificate III in Business Studies. As a seasoned traveller and natural storyteller, he enjoys meeting interesting characters from whom he draws inspiration for new stories and songs. Dan's own story is always the same – find your passion, follow your dreams, work hard to realise those dreams and take control of the direction of your life.

# Employment



## Customised Employment

Since 2020, CRU, Family Advocacy (NSW) and Imagine More (ACT) have worked together on a project called 'From School to Work' funded by the Department of Social Services, to support high school students with disability and their families to engage with employment. 'From School to Work' provides information to help students and their families build confidence and explore what work could look like for them.

Through that project we have explored in depth the idea of Customised Employment. In this workshop, Fiona McIntosh and Katie Hodges, two of our interstate partners in the *School to Work* project will give an introductory overview of the stages of this process and share stories of Customised Employment in action.

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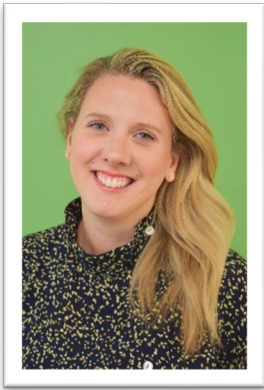


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# Meet Your Presenters



**Katie Hodges** brings over 15 years' experience working in the disability sector. Originally from the U.S., Katie joined the *School to Work* Project at Resourcing Inclusive Communities (NSW) in 2020.

Katie is passionate about empowering families with valuable, evidence-based information and resources, so that they can best support their family member living with a disability to be included in the community. Through the *School to Work* Project, Katie has accessed Customised Employment Training from Marc Gold & Associates in the United States and works closely with the consortium partners to inform families and professionals about the benefits of the Customised Employment approach.



**Fiona McIntosh** has extensive experience in Customised Employment, supporting people with intellectual and developmental disability to achieve meaningful and sustainable work.

At Imagine More (ACT), she facilitates workshops, webinars, and peer groups that empower families and educators to create employment opportunities with and for people with disability. Fiona combines professional expertise with personal insight as a family member. To people with disability and a woman with disability. She has over 30 years in policy, program development, and stakeholder engagement—including 15 years focused on disability in government and non-government sectors.

Passionate about inclusion and belonging, Fiona is dedicated to helping families and communities imagine and achieve meaningful, valued roles for people with disability.



# Supported Decision Making



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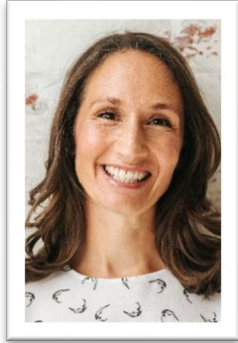
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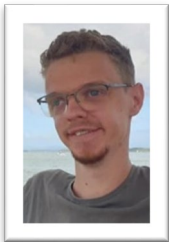
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**Dale & Anita Speed** will share their experiences so far around supported decision-making and enabling risk: Dale as a decision-maker and Anita as a family member.



Dale is an open-hearted and adventurous young man from Brisbane who lives in his own home, has a job, good friends and an active social life. Dale is a cricketer, a passionate supporter of his favourite sporting teams, and an international traveller. Dale works as a Maintenance Assistant, and his big dream is to get a loader license and drive earthmoving equipment for a job one day. Anita, Dale's mother, is interested in how social and business values can intersect, and has worked across the disability and corporates sectors. She is the secretary of Values in Action Association, a Queensland organisation promoting Social Role Valorisation (SRV). Along with family and trusted friends, Anita and Dale are still learning how best to understand and manage risk in decisions that are important to Dale.

# Behaviour and Sensory and Movement Differences



## Looking Behind the Behaviour: Part B - Sensory, Trauma and Nervous System Insights

To be able to thrive in life, we first need to have our fundamental needs met. Understanding sensory and movement differences, what is going on with a person's nervous system, trauma and other factors can each and all play a role.

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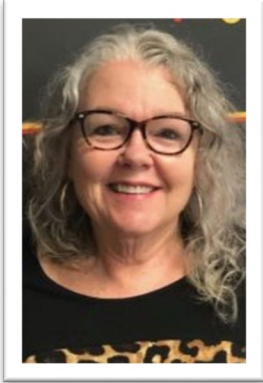


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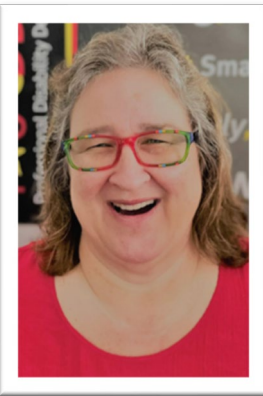
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Rodney runs his own business and presents at conferences and workshops. In his work he shares insights about living with Autism and OCD and how he has gradually built a meaningful life where he is no longer defined by these labels and by 'behaviour'.



# Friendships & Connections



## Friendship, connection and the importance of freely given relationships

We can't buy friends; we can't make people be friends, but we can do some things that increase the chances for friendship and connection to happen. The stark reality is that for some, the only people who really know and appreciate them are family members and paid workers. Relationship and connection is seen as an optional add-on after all other 'care' is provided rather than a fundamental human need.

In this workshop we will hear stories of people both preventing and remedying isolation. They contain intentional strategies that have helped people move from isolation to more connected lives. This is an opportunity for families and paid supporters to learn strategies that will increase the chances of connection.

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*When undertaken as training for people with disability, family members, carers or supporters this workshop will:*

- Build capacity and life skills, or support others to build capacity and life skills to develop, sustain and improve relationships.
- Develop capacity including through peer learning, drawing from the experiences of people with disability and families around building connections and relationships towards greater, lifelong independence in the community.



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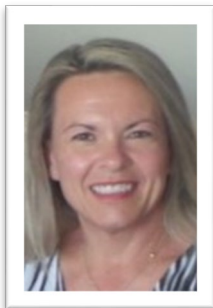
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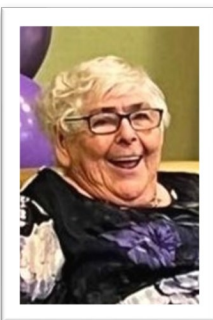
**Lisa Bridle** is a Brisbane parent of 3 adult children and has a professional background in community development and disability advocacy. Lisa worked at CRU for many years and is passionate about building inclusive communities where everyone's gifts and contributions are valued. In this presentation, Lisa will describe how her son Sean, who is now 30, began friendships at kindergarten and in Year 1 that are still going strong today. She will discuss the approach and strategies used to nurture opportunities for friendships from Sean's early years to school and beyond, and how these efforts have led to a rich and inclusive adult life.



**Katrina Fredberg:** For over 20 years Community Living Project in Adelaide has created and sponsored dedicated projects to focus on intentionally building networks of support around people with disabilities and their families. Katrina Fredberg who coordinates the Circles Initiative will describe what they do and what they have learnt in that project as well as in the Neighbourhood Circles Project which focused on the important work of building bridges to neighbourhood. There will be people with disability and their families connected with this project at this session.



**Jenny Smith** was the founding member of Capricorn Citizen Advocacy in Rockhampton and is herself a Citizen Advocate. Jenny first began supported decision-making as a key part of her extensive background in disability advocacy. For several decades, Jenny has worked with marginalised and vulnerable people in aged care, disability services, mental health and youth work. Until 2023, she worked for Queensland Advocacy for Inclusion as a Decision Support Advocate. Alongside her continuing advocacy, Jenny currently works as a decision coach.



*June Arthy 1939- 2024*

## **June Arthy's friends – Bronwyn Moloney, Marie Vitelli and Robyn Adams**

**Sharing June's story** – June Arthy was a long-term & respected guest presenter of CRU. June passed away last November at the age of 87, surrounded by family and friends. Two of June's friends, **Robyn Adams** and **Bronwyn Moloney** and her cousin **Marie Vitelli** will share what was put in place over the past 20 years to help June move from being very isolated, vulnerable and lost in the system to a different life surrounded by a strong network of friends, advocates and family.

# Home



## Home of Your Own

This workshop will explore what it takes for people with disabilities to live well in a home of their own. Drawing on a range of stories, our speakers will highlight the importance of being established in your own home as a launchpad to many other opportunities and a critical piece in planning for succession. The speakers and stories will challenge our assumptions that people are safer in groups; that community is dangerous; and that people will be lonely. We will delve into how people are thinking creatively to achieve this, and you can expect to leave with some practical strategies. This session will have a focus on assisting people to share their homes with housemates.

### Learning Objectives

*When undertaken as training for people with disability, family members, carers or supporters this workshop will:*

- Build capacity and skill to design, find and maintain appropriate individualised home and living arrangement & supports.
- Develop capacity including through peer learning, drawing from the experiences of people with disability and families around transitioning to sustainable, innovative, individualised living arrangements and greater independence in the community.



**SATURDAY WORKSHOP**

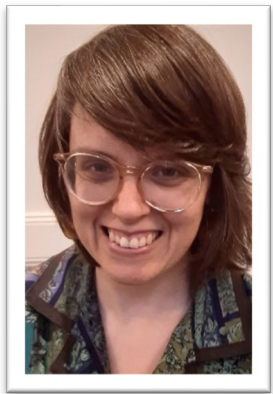
15<sup>th</sup> March 2025

# Meet Your Presenters



**Deb Rouget:** For nearly 30 years, Deb Rouget has been involved in the lives of people with disabilities and their families. Deb was one of the founders of Belonging Matters, a capacity building organisation in Melbourne and has enjoyed her role as CEO for 20 years.

Deb has gained much practical experience and wisdom in regard to supporting people with developmental disability to live in their own home, rather than in congregate care. She has witnessed how people flourish when they are supported to authentically live in their own home, develop to their full potential and connect to their neighbourhood. Deb writes and teaches about belonging and social inclusion.



**Bec Feldman** works for Belonging Matters in Victoria. She assists people with developmental disabilities and their families to think about and explore home, in community. She provides mentoring and advice for people who would like to move into their own home with a range of supports, rather than live in traditional segregated housing.

Bec also works on a project for a large service provider in Melbourne aimed at creating more individualised and inclusive lives. She was a founding board member of the not-for-profit charity Neighbourhood Connect and has a passion for local community and the connections, care and sense of belonging that can make magic happen in and around people's homes, neighbourhoods and local communities. In her spare time, Bec enjoys yoga, theatre and mostly healthy cooking!