

Leadership
Class
Self-esteem
participation
Community
Events
Volunteer
abilities
Flash All
Pathways
Digital
Inclusion
Singing
programs

DUKE STREET COMMUNITY HOUSE'S INCLUSION PHILOSOPHY

- *Duke Street Community House promotes a workplace and community that actively seeks to include, welcome and value the unique contributions of all community members. We encourage people living with a disability, people from culturally diverse backgrounds and Indigenous Australians to participate in our activities and apply for our positions.*
- This philosophy informs all of our work and practices



DUKE STREET COMMUNITY HOUSE & DISABILITY INCLUSION

- Inclusive Practice
 - Philosophy
 - Active promotion to disability community & networks
 - Policies & procedures
- Committee of Management
- Volunteer Opportunities
- Targeted Adult Education Courses
 - Digital literacy, Leadership, Self Esteem programs, Leisure activities
- Disability Inclusion Projects
 - Awareness events: Flash Mob events, Community Choir
 - Research projects: Pathways to Participation
 - Pilot Program: All Abilities Pathways



DUKE STREET COMMUNITY HOUSE & DISABILITY INCLUSION

Inclusive Policies & Procedures

- Commitment to reflecting the diversity of the community we are serving in our governance and volunteer program
- Willingness & flexibility to adapt roles and provide on-going training/support
- Allocate work that is important but not urgent
- Provide on-going positive feedback & recognition so that volunteers have the foundation for taking on new challenges
- Encourage carer/support worker to attend (and put them to work too!!!)
- Acknowledge there will be good and bad days
- Open & transparent communication




PATHWAYS TO PARTICIPATION PROJECT

Context

- DSCH was approached by the local DHHS to explore the issues experienced by people with a disability when participating in volunteering in the City of Brimbank
- A steering committee comprised of representatives from local disability services and volunteer services was formed to guide the project proposal
- Brimbank is a diverse municipality
 - Traditionally low SES however undergoing shifts
 - Large migrant communities
 - 6.4% of the population reported needed help in their day-to day lives due to disability (4.9 for Greater Melbourne); higher number of people on DSP
 - Lower rates of volunteering than the state average



Project Aims


- To understand the current evidence base and best practice initiatives in the area
 - To identify the current policies, services and strategies in place that support people with a disability to find and undertake volunteering in the Brimbank community
 - To identify the barriers experienced by people with a disability in finding and undertaking volunteering in the Brimbank community
 - To identify the barriers experienced by volunteer-involving organisations to facilitating inclusive volunteering programs
 - To understand the community needs and what services and strategies would best support inclusive volunteering
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Initial Findings

Benefits of volunteering

- For individuals: Meaningful activity, social connections, improved confidence, communication & self-esteem, skills development & work experience, improved health & wellbeing
- For organisations: more volunteers!, skills & expertise, reflecting diversity
- For the community: increased social participation, addressing stigma & misconceptions, economic benefits

Barriers to volunteering

- For individuals: Stigma & discrimination, lack of transport & accessible environments, lack of confidence & communication skills, lack of support to find & commence volunteer positions, lack of appropriate roles &/or flexibility in roles
 - For organisations: A lack of time, funding & resources, lack of disability awareness training, lack of flexibility to change roles, limited capacity to provide additional support
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PATHWAYS TO PARTICIPATION

Best practice initiatives

- Peer mentoring
 - Role modelling, opportunity for feedback & questions, promotes confidence & self esteem, increased engagement in vocational activities
- Disability Awareness Training
 - Addresses stigma & misconceptions held by organizational staff
- Supported employment models
 - Support to both find vocational opportunities, commence and sustain them



PATHWAYS TO PARTICIPATION

Opportunities & Outcomes

- Unexpected opportunities for health promotion & awareness
 - Talks on inclusive volunteering at various community forums
- Collaboration with other services & initiatives
 - Volunteering Victoria's 'Guide to Volunteering for People with a Disability'
 - WDV Enabling Women Leadership Program
- Media release & press
 - Star Weekly article
 - Cairns radio interview



Funding Opportunities

- The information gathered from the initial stages of the Pathways to Participation project has enabled us to develop evidence for other grant opportunities:
- CAIF10 Grant: 'All Abilities Pathways'
 - Peer facilitation & peer mentoring program to support community members to engage in accredited work readiness training courses
- Brimbank Council Grant Application (pending)
 - Peer mentoring training to support volunteers with a disability when the commence volunteering
- Brimbank Writers Festival (pending)
 - Disability Inclusion spoken word event
- NDIS? Will Volunteering be supported?



FOR MORE INFORMATION ABOUT THE
PATHWAYS TO PARTICIPATION PROJECT

Pathways to Participation Project Officer

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