



Down Syndrome
Victoria

Diversity and inclusion action plan



Easy Read

www.downsyndrome.org.au

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About Down Syndrome Victoria



Down Syndrome Victoria supports people with Down syndrome and their families in Victoria.

We are called **DSV** for short.



We help people with Down syndrome and their families with

- Information
- Training
- Services.



People with Down syndrome should be able to do the same things as everyone else.



We work together with people with Down syndrome to make this happen.

About this plan



We want everyone to feel welcome and safe with DSV.

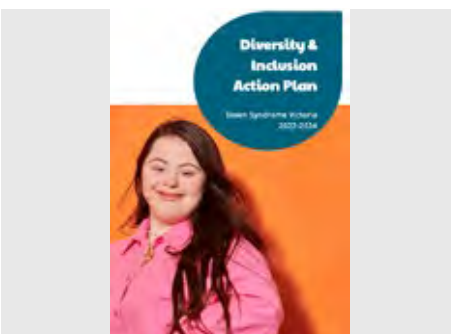


We want everyone to be able to be part of the **DSV community**.

The **DSV community** means people with Down syndrome, their families and everyone at DSV.



We wrote a plan that says what we will do to make this happen.



The plan is called the **diversity and inclusion action plan**.

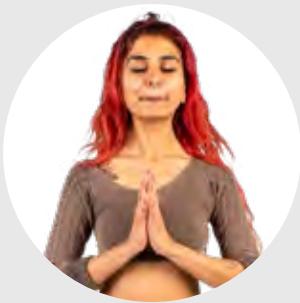
We will say **plan** for short.



Diversity means everyone is different.

People can be different in many ways like

- With their disability
- Where they come from
- What they believe in
- How much money they have.





Inclusion means everyone can be part of the community and feel safe.



The plan will help us know what makes things hard for some people with Down syndrome.



It will help us find ways to make these things better.

4 goals



We have 4 big **goals** in our plan.

Goals are the things we want to do.

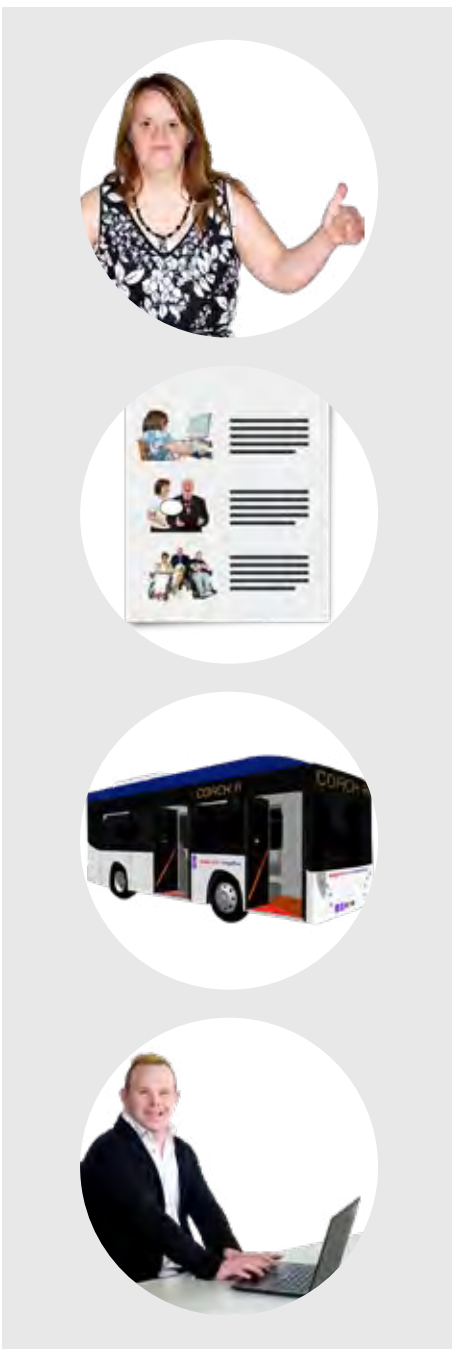
Our goals are

1. Everyone has the same rights and can do the same things

2. Better information

3. Everyone can come to us

4. DSV is a workplace for everyone.





We will talk about each goal.



We will tell you what we want to do about it.

Goal 1

Everyone has the same rights and can do the same things



We want to make sure that everyone at DSV has the same rights.



We want everyone to be able to do the same things in life.



We know it is a good thing that everyone is different.



If we are different we can learn from each other.

What we will do to get to our goal



We will work together with other organisations.



We will talk to different groups of people about what we can do better at DSV.



We will have more training for our staff.



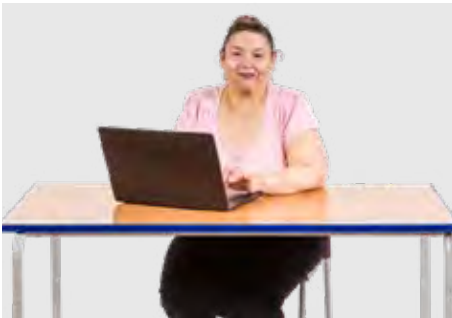
We will have events that bring everyone together.

Goal 2

Better information



All of our information should be in a way that everyone can understand like Easy Read.



It should be easy for everyone to get the information they need.



This might be information from our website or from our staff.

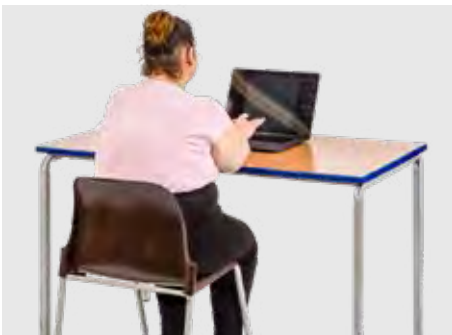


We want to get better at how we talk to different people.

What we will do to get to our goal



We will make sure we have more information in Easy Read on our website.



We will make sure all information is easy to find.



We will write a plan that says how we can talk to different people in a better way.



We will come up with rules for what information needs to be in Easy Read.



We will work together with others to come up with a **style guide**.



The **style guide** will say how we should write things so that everyone can understand.



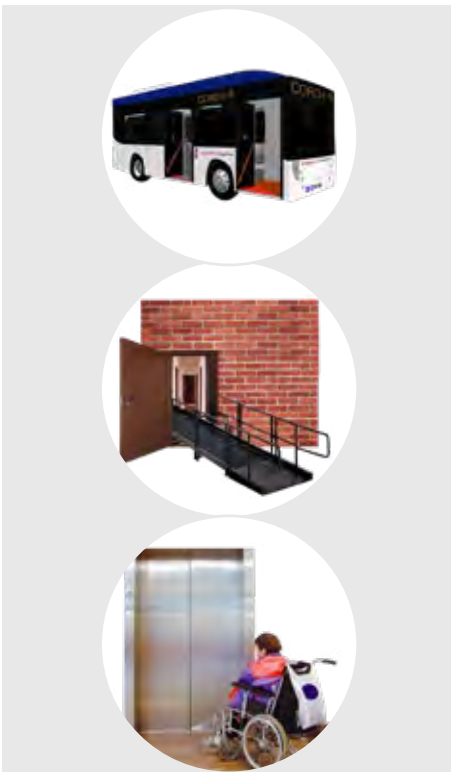
This style guide should be for all of Australia.

Goal 3

Everyone can come to DSV



We want everyone to be able to go to our office and our events.



That means buildings and places must be easy to

- Get to
- Get into
- Move around in



Buildings and places should make people feel welcome and safe.

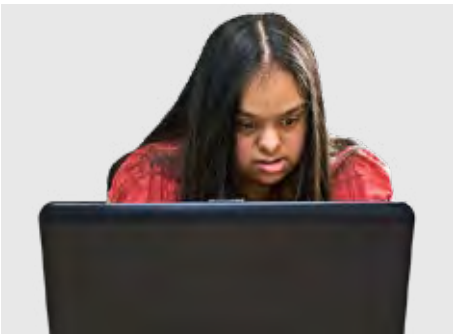
What we will do to get to our goal



We will think about what makes it hard for people to get to our office and to events.



We will make a plan about how we can make this better.



We will talk to our staff about how the **IT** in our office can be easier to use.



IT means things like computers or phones.

Goal 4

DSV is a workplace for everyone



DSV wants to be a workplace where many different people can work.



Everyone is welcome at DSV.



We also want to make sure our staff get the support they need to do their job well.

What we will do to get to our goal



We will look into how we hire staff at DSV.



We will think about what we can do better when we do this.



We will make sure we support the people we hire to do their job well.



We will look into small changes we can make so that it is easier for people to do their job.



We want to have 1 person with Down syndrome on our **Board**.



The **Board** is the group of people who make big decisions at DSV.



We will think about what other jobs and things people from our **DSV Advisory Network** can do.



The **DSV Advisory Network** is a group of people with Down syndrome that help DSV.

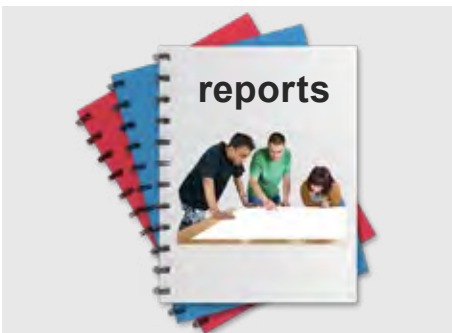
How we know the plan works



We have put together an **accessibility working group**.



This group will check how we are going with this plan.



They will write reports about it.



Every year we will look at the plan to see if we need to make changes.

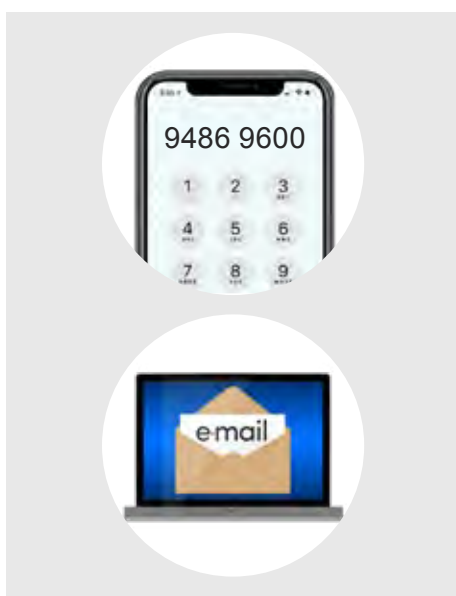
More information



You can contact DSV if you have questions about this plan.



You can also contact us to find out more about it.



You can

- Call us on **9486 9600**
- Send an email to **info@dsav.asn.au**

Council for Intellectual Disability made this document Easy Read. **CID** for short. You need to ask CID if you want to use any pictures in this document. You can contact CID at **business@cid.org.au**.