



Disability
Leadership
Institute

Reaching equality

building a Human Rights Culture

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Human rights



Hands up if you've heard of human rights

Hands up if you are a human being

Fundamentals

Basic human rights principles:

1. Equality



Fundamentals

Basic human rights principles:

- 2. Self-determination
 - a. individual
 - b. collective



Mechanisms

Embedding ethical frameworks:

1. Culture
2. Strategic plan
3. Policies and procedures
4. Quality frameworks

How do we use these mechanisms?

Mechanisms

Culture

Mechanisms

Who drives the culture?

1. individuals working – everyday behaviour at the frontline
2. organisational behaviour – structures for staffing, board, messages to community



Mechanisms

Culture

always trumps

Strategy

Strategic Plan

How do we embed human rights in our strategic plan?

1. Use CRPD articles
2. Use other rights frameworks
3. Use rights language
4. Refer back to rights instruments

Outcomes

- Used by NDIS and ILC.
- Lets describe outcomes
- What outcomes do we want to see?
- Think about human rights outcomes



Reporting

- Against those human rights outcomes in your strategic plan
- Also against human rights outcomes in the ILC
- Shows progress over time to achieving equality.

Remember!

Culture

always trumps

Strategy

Who we are

- A professional hub for leaders with disabilities
- Specialist consulting for organisations wanting to improve their disability inclusion
- National Register of Disability Leaders
- Community of Practice, peer groups

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