Turning Plans into Outcomes
NSW Conference 23-24 February
Speaker Biographies
Day 1
Welcome to Country
Aunty Norma Ingram
Norma is a Wiradjuri woman born in Cowra NSW and raised on ‘Erambie’ Aboriginal Reserve. She has lived most of her life in inner city Redfern. Norma has a Masters of Education from Harvard University. This is Norma’s second term on the City’s advisory panel.
Norma has over 35 years of direct industry experience in education, training and serving Aboriginal communities. She has held a number of roles including Senior Aboriginal Coordinator at TAFE and managing training programs at the University of Technology Sydney (UTS) as well as providing corporate training programs for Qantas and the NSW Department of Premier and Cabinet.
Norma’s dedication to her community has been demonstrated through various roles including CEO of both the Metropolitan Local Aboriginal Land Council and the NSW State Aboriginal Land Council, and board member of Murawina Pre-School, Wyanga Aboriginal Elders Program, the Indigenous Land Corporation (ILC) and NSW Aboriginal Housing Office, and as a member of the Indigenous Advisory Group at UTS.

Forecasting the future – The Disability Sector under the NDIS
Penny Knight, Curtain University Not-for-Profit initiative
Penny Knight is a strategist and analyst. She is an expert in the development of evidence-based strategy and in change management, and has extensive knowledge of research and data analysis, performance management and reporting across a wide range of sectors.
After starting her career in commercial research in Australia, she then worked with KPMG London and later PriceWaterhouseCoopers Hong Kong advising clients in the private, public and not-for-profit sectors. She has held senior government roles, most recently with the Strategic Policy Unit in WA Treasury where she was responsible for reviewing WA Government’s performance management framework, program and agency evaluations.
In 2012, she began working with Curtin Not-for-profit Initiative and has lead a range of national research projects, including the 2013 Charities Report and other landmark studies for the Australian Charities and Not-for-profits Commission. Among other projects, she is currently lead researcher for a longitudinal study of Australia’s disability sector which involves evaluating the impact of the National Disability Insurance Scheme on a panel of 180 service providers across Australia.
Penny is also Managing Director of BaxterLawley, a consulting firm specialising in providing strategic planning, public policy, evaluations, performance improvement, governance and research services. One of the projects she undertakes is the annual
NFP Governance and Performance Study for the Australian Institute of Company Directors.
Her qualifications include a B Com and an MBA and she is a member of the Australian Institute of Company Directors and the Australian Social and Market Research Society. She is a board member for Nulsen Disability Services and Therapy Focus.

Keynote Speaker

**Alastair McEwin, Disability Discrimination Commissioner, Australian Human Rights Commission**

Alastair McEwin is Australia’s Disability Discrimination Commissioner. He commenced in this role in August 2016. Alastair’s educational background is in arts, law and business administration. Following his undergraduate studies in Adelaide, he spent time in Vancouver, Canada, pursuing postgraduate studies. Prior to moving to Sydney to commence as a consultant with Accenture, a global management and IT consulting company, he worked as Associate to the Hon. Justice John von Doussa at the Federal Court. Alastair has a strong background in working with non-profit organisations. He was the Executive Director of Community Legal Centres NSW, the peak body for Community Legal Centres in NSW. Other roles include CEO of People with Disability Australia and Manager of the Australian Centre for Disability Law. Prior to commencing in his current role, he was the Chairperson of the NSW Disability Council, the official advisory board to the NSW Government on disability issues. He was also the President of the Deaf Society of NSW and Chairperson of the Australian Theatre of the Deaf. He has also been the coordinator of the World Federation of the Deaf Expert Group on Human Rights and an adjunct lecturer for the Masters of Community Management degree at the University of Technology Sydney.

National Reforms: What is the way forward?

**Ken Baker, Chief Executive, National Disability Services**

Dr Ken Baker AM is the Chief Executive of National Disability Services. Ken has worked in social policy and public affairs for 30 years. Based in Canberra, he is currently a member of the NDIS Independent Advisory Council, the Disability Employment Services Reference Group and other committees advising on disability policy.

Panel: Is simply doing good, good enough? How disability providers are focussing on delivering outcomes under the NDIS

**Hugh Packard, Valmar Support Services**

28 years involvement in the disability sector, with 25 years as CEO of Valmar Support Services Ltd. At this time Valmar had six staff, operated from two locations solely within the small town of Tumut and was at constant threat of insolvency. Valmar still has its Head Office in rural NSW in Tumut, but now provides a wide range of disability services in rural and regional SE NSW and the ACT. Valmar has
Almost all growth that has occurred in my time at Valmar has occurred by attracting new services or clients, being invited into geographic or service areas, or being asked to take on services by various levels of government. Very limited growth has been achieved through competitive tender and zero through takeovers.

As well as our core “historical” geographic areas of Tumut, Batlow, Tumbarumba and Gundagai, Valmar now provides a range of services and/or has a network of offices and outlets in Yass, Boorowa, Griffith, Lockhart, Berrigan, Crookwell, Goulburn, Queanbeyan and more recently in the ACT.

Over the last 15 years or so I have presented papers at numerous NDS regional, State and national disability conferences, including a number based on my Churchill Fellowship and others based on wage determination in ADEs, other on managing growth and others at NDS Support Worker Conferences on Surviving and Thriving as a Worker in the New NDIS World.

I was a Supported Wage System Wage Assessor for the first 10 years the SWS was in place and I was an elected rural Local Government Shire Counsellor for two terms from 1995 to 2004.

Last year, with almost no expenditure on marketing or promotions, the NDIS has provided Valmar with the opportunity to expanded our activities in the ACT from less than ½ a FTE staff person to 100 staff. This experience has reinforced my view that the only way to successfully navigate the uncertain NDIS future is with adaptability, flexibility, persistence and optimism.

Liz Forsyth, Northcott

Liz came to Northcott in 2008 with a social work background, and worked in a range of operational management, business development and strategy roles. In recent years, she has been instrumental in preparing the organisation for the introduction of the National Disability Insurance Scheme (NDIS). As General Manager Customer Experience, Liz is now responsible for Northcott’s NDIS strategy, customer insights and experience, product development, marketing and communications. Liz is also Executive Director of Northcott’s innovation start-up company, NI (Northcott Innovation).

Gordon Duff, National Disability Services

Gordon Duff has more than 20 years’ experience in human services and advocacy in a career spanning New Zealand, Canada, the UK and Australia, and across academia, government, non-government and business sectors. At NDS he leads work on Sector Development, Workforce Development and has led the establishment of the NDS Centre for Applied Disability Research. He holds Honours degrees in Economics and Business Administration from New Zealand universities and a Masters in Social Policy from the London School of Economics.

Concurrent Sessions:

Workforce Innovation

High Performing workplace trial – teams and innovation
John Faithfull, ACES

John Faithfull was CEO of ACES Incorporated, a day program service provider in Port Macquarie for 14 years, and has stepped back to manage the organisation’s transition to the NDIS during the past year. Relevant to his conference topic, he first implemented self-organising teams 25 years ago in a heavy industry setting. Achieving the same in a human services environment was an elusive goal for many years. As with most breakthroughs, the solution was simple, but it only became obvious when faced with the immense challenges involved in transitioning to the NDIS. John has a broad background in the private, public and not for profit sectors. He holds an MBA, and has tertiary qualifications in disciplines including disability, alternative dispute resolution, training and Eastern philosophy.

Archie Bowell, ACES

Archie Bowell is a Direct Support Worker who has recently moved into the role of an NDIS Steward within his organisation. Having lived abroad in 3 different countries for 12 years, and then returning to Port Macquarie in 2010, Archie decided to put his extensive life experience to work within the Disability Industry. Starting as a Support Worker with his organisation, Aces; Archie’s role has now developed into that of NDIS Steward. One part of a small team of workers who are dedicated and passionate about helping their clients and families/carers transition into the NDIS; and empower them to receive the full services and supports they deserve.

Robyn Kaczmarek, The Co-operative Life

“The Co-operative Life “is Robyn's brainchild, it is in fact, her reaction to having been poorly treated as a support worker in an agency. The co-operative delivers person centred care in an employee owned social care business in a range of community settings across Sydney. It is based on the fundamental premise that engaged employee owners deliver a higher quality of care and support than more traditional forms of home care provision
Robyn is highly committed to person centred active support and self-management of staff and thus improving the conditions of work for support workers in order to promote first class quality care into the communities they serve. She brings great energy to the organisation approaching all tasks and people with integrity, compassion and humanity. Robyn strives to break the vicious cycle of poor work conditions for support workers which effectively leaves the mistreated to care for the vulnerable.

Victor Tyler, The Co-operative Life

Vic has had the pleasure in establishing and operating a Montessori School where he introduced key principles crucial in developing self-Managed staff and the self-created child who both acquire the knowledge and desire to “Do it in cooperation and do it to together” These 1o principals under have travelled with Vic in developing self-Managed teams in the not for profit businesses specifically in supporting people
living with a disability. Now working with “The Cooperative Life” Vic is assisting with
the development of Self-Managed Teams in a caring co-operative environment.

Lesley Goedknegt, The Co-operative Life

My name is Lesley Goedknegt, born and raised in the Netherlands. I'd been in
Australia for a couple of months in 2015 and came back three months ago to work
and live here. I finished my bachelor’s degree in Nursing in the Netherlands in 2014.
I've worked in Mental Health for almost 2 years. I felt unsatisfied in practising my
work because of the restrictions I often experienced from management. I heard of
Buurtzorg and it's self-managed workteams in Community Nursing. I started to
deepen into the business model and the values of this organisation and got
interested. I applied for a job as a community health nurse and got hired. I worked
for Buurtzorg for a year with pleasure. That feeling of responsibility but also the
freedom to determine in consensus with my team how to organise the daily job made
my work so much more fun. I started working for the Co-operative Life mid-January.
I'm happy for receiving this opportunity because I truly believe in the values, vision
and mission of this organisation.

Casualisation and job quality in disability support work

David Carey, ConnectABILITY

David Carey is CEO of ConnectAbility Australia, a disability and community aged
care provider located in the Hunter Region. The organisation employs over 135 staff
and supports over 400 people across all business areas.
David is a member of the Australian Institute of Management and holds an Advanced
Diploma in Business Management. David is also on the NDS State Committee and
Hunter Business Chamber Committee.
His experience in industry includes working across a range of community
organisations including aged care, disability and children’s services. In working in
these areas he came to appreciate the necessity of a qualified and committed
workforce in order to provide quality outcomes for client groups.
ConnectAbility have transitioned fully to the NDIS and David’s skills and lived
experiences have been utilised to support the changes to business models required
for the organisation to ensure growth and financial viability into the future.

Anthony Mitchell, LeapFrog ABILITY

In the early 1990’s, Anthony worked for large multi-national companies before joining
a consulting firm where his expertise in process re-engineering led him to provide
expert advice for businesses in many different countries throughout Asia, Europe,
Africa and North America.
In 2001, Anthony moved to Newcastle and worked for the NSW Department of
Health in the Hunter Region for the next nine years. Anthony was involved in large
scale process and system changes as the public hospital system adapted to the
changing needs of the community.
Anthony took on the role of Chief Executive Officer with LeapFrog ability in January
2011. His focus was to develop LeapFrog ability into an organisation that is even
more flexible and responsive to client’s needs. Anthony has committed LeapFrog
ability to embracing Person-Centred Approaches to care and is a believer in the
National Disability Insurance Scheme. In July 2013, LeapFrog ability was one of the first five organisations to provide services under the NDIS model in the Hunter Launch site. Anthony believes these new approaches to support provision allow clients and their carers to be most involved in the decisions involving their own lives, while simultaneously instilling a client service focus into LeapFrog ability staff. Anthony’s vision is to see LeapFrog ability become a trusted service with a reputation for quality. He aims for the community to view LeapFrog ability as a trusted, unbiased provider of support services and information that will assist to improve the quality of life for disadvantaged people.

**Diana Allen, Sunshine**

Diana started working in the field of disabilities when she left school in 1978. She spent many years working at the frontline supporting people with disabilities to access the community and develop essential life skills. Diana has worked in a range of support models, but she has always focused on individualised support as best she could.

Diana has a Diploma in Community Services, Diploma in Disability Work, and Certificate 4 in Training an assessment. She has worked as a trainer in both these disciplines and her extensive experience places her in good stead to pass on knowledge to others in the sector.

Diana is now working in the NDIS space as a Manager with Sunshine. She is determined to make the most of the opportunity that the NDIS model brings to the table by providing people with a disability the choice and control in their life they are entitled to by offering a model of support that reflects the vision of the insurance scheme.

**Technology & outcomes**

What can technology offer the disability sector?

**Professor Simon Darcy, UTS**

Simon Darcy is a Professor in Management at the UTS Business School, University of Technology Sydney. He is an interdisciplinary researcher with expertise in developing inclusive organisational approaches for diversity groups. Simon has a long history of working in disability services through not-for-profit advocacy groups, and research for government and the commercial sector. He spent 4 years with the Disability Council of NSW from 2012-2015 working on amongst other contributions including disability employment, the NSW Inclusion Act 2014 and transition to NDIS.

**Professor Hung Nguyen AM, UTS**

Professor Hung Nguyen is currently Assistant Deputy Vice Chancellor (Innovation), Director of the Centre for Health Technologies, and Professor of Electrical Engineering at the University of Technology Sydney (UTS). He has been involved with research in the areas of biomedical engineering, artificial intelligence, neuroscience and advanced control for more than 20 years. He has developed several medical devices and system for diabetes, disability, fatigue, cardiovascular diseases, and breast cancer. Prof Nguyen was appointed a Member of the Order of Australia (AM) in 2002, a finalist for NSW Australian of the Year 2012, and was
awarded the 2016 Chancellor’s Medal for Exceptional Research at UTS. He was Dean of the Faculty of Engineering and Information Technology at UTS from 2010 to 2014, and Founder and CEO/Managing Director of AIMedics Pty Ltd from 2001 to 2006. Prof Nguyen is a Fellow of the Australian Computer Society, the British Computer Society, and the Institution of Engineers, Australia.

Peter Horsley, Remarkable (A Division of Cerebral Palsy Alliance)

Pete has more than 10 years' experience in the not for profit sector in youth, corporate engagement, social impact and innovation. He is currently the Founder of Cerebral Palsy Alliance’s Technology Accelerator called Remarkable, supporting new startups as they create technology to advance the social and economic inclusion of people with disability. Peter started his career as a landscape architect and sees the potential for design and innovation to create positive change.

Outcome & data measurement

NDIS outcomes framework

Sarah Johnson, NDIA

Sarah Johnson is the scheme actuary of the NDIS. Prior to being appointed the Scheme Actuary of the NDIS, she was a Director at PricewaterhouseCoopers. Sarah has worked within the disability sector and broader health and human services sector for the last ten years. She assisted the Disability Investment Group in costing an NDIS in the Way Forward report, and worked with the Productivity Commission on the Disability Care and Support Inquiry. She has also undertaken a lot of actuarial work in accident compensation, housing, child protection, health and aged care. In 2016 Sarah was awarded Actuary of the Year by the Actuaries Institute in recognition for her significant contributions to the success of the NDIS and the introduction of actuarial techniques into new areas of social policy.

What’s the point? Making the best use of outcome data

Lena Etuk, Centre for Social Impact

Lena Etuk is a Senior Research Officer at the Centre for Social Impact at UNSW Australia. Her research focuses on the development of appropriate technological solutions for the collection and dissemination of scientific information to catalyse social impact. In addition, Lena's research interests include community development, program evaluation, poverty, inequality, race and ethnicity, and community-based participatory research. Lena joined the Centre in September 2016. Lena has a Master of Science in Sociology from the University of Wisconsin-Madison, with a specialty in social stratification and demography. Prior to joining the Centre for Social Impact, Lena worked for 10 years as an applied Social Demographer at Oregon State University (USA). There she worked to increase Oregonians’ access to social scientific information that could help them and their communities realize positive change. Her research focused on community vitality; evaluation of community development programs; community-based indicator systems; social demographic analyses of rural communities, labour markets, and
specific population sub-groups in Oregon; and the development of the Rural Communities Explorer (www.oregonexplorer.info/rural), a highly-used website that provides community practitioners access to economic, social, and environmental information about Oregon and Siskiyou County California’s places and people.

**Stephen Bennet, Centre for Social Impact**

Stephen Bennett is passionate about helping organisations improve their capacity to create social change. As a Research Officer at the Centre for Social Impact at UNSW Australia, Stephen has worked with a range of not-for-profits, governments and corporates to help them to demonstrate and understand their social outcomes. His research focuses on assessing and developing appropriate methods for social outcomes measurement across a range of social contexts, including housing and homelessness and children and young people, and organisational contexts (e.g. placed based, collaborative and collective impact initiatives).

**Emily Albert, Incus Group**

Emily is a social impact and sustainability specialist. She is currently the Sydney Principal of The Incus Group, a social impact consultancy working with organisations to help measure what matters and convert best intentions into successful outcomes. Emily works with organisations to articulate, measure and value the change they create, and to use outcomes data to improve program design and thereby create greater impact.

Previously she worked at Net Balance where she managed the social impact team to design and develop the Social Impact Measurement Toolkit for NDS NSW. Emily’s range of experience for not-for-profit, corporate and government clients includes community investment strategy and advice; social impact evaluation, analysis and program design; liveability frameworks; sustainability strategy and reporting advice; sustainable supply chain management; and human rights risk assessments.

Prior to Net Balance Emily worked for Business in the Community in London leading their corporate responsibility advisory practice for member companies. She also managed the Corporate Responsibility Index for The Ethics Centre in Sydney engaging with over 30 businesses to help them design and implement their corporate responsibility strategies.

Emily has an MBA from INSEAD and is a trained Social Return on Investment practitioner.

**Adrian Marshall, National Disability Services**

15+ years in the disability sector with a focus on service quality and outcomes Adrian is a passionate advocate for improvement and innovation in service provision and review. Adrian’s studies at UTS and Uni of Sydney centred on social research and public policy.

**Day 2**

**NDIS Keynote Address**

**Vicki Rundle, Markets and Supports Group, NDIA**
Vicki Rundle was appointed as Deputy Chief Executive Officer (Acting) for the Markets and Providers Group on 1 February 2017 with the National Disability Insurance Agency. In this Group Vicki will focus on Business Transformation, Markets and Providers and People and Culture projects. Vicki was previously the General Manager for Operations from 29 October 2015 and was leading the implementation of the NSW, ACT, SA and Tasmanian bilateral agreements, including the establishment of regional offices in those states. In October 2016, Vicki moved into a national office operational policy and co-ordination role in the operations arm of the NDIA. Vicki has worked in senior executive roles in the Commonwealth and State Government in a range of health and human services across policy and corporate roles. Vicki was awarded a Public Service Medal in 2013 for her work on the COAG national early childhood quality reforms. Vicki’s is also a Graduate Member of the Australian Institute of Company Directors, and a qualified coach recognised by the Institute of Executive Coaching and Leadership.

Serious Reportable Incidents: Lessons learned, future actions

Steve Kinmond, Community and Disability Services Commissioner and Deputy Ombudsman, NSW Ombudsman

Steve has been the Deputy Ombudsman and Community & Disability Services Commissioner for 12 years. Prior to this, he was the Assistant Ombudsman (Police) for eight years. He has legislative responsibility for reviewing and promoting improvements in community and disability services; reviewing disability and child deaths; handling complaints about government and non-government community and disability service providers; and ensuring relevant agencies appropriately respond to allegations of child abuse made against their ‘employees’. He has also worked extensively with Aboriginal communities. Steve has 30 years of investigative experience. He previously worked as a solicitor and ran his own consultancy practice.

Concurrent Sessions

Employment Outcomes

NDIS and the Future of Employment

Peter De Natris, NDIA

Peter is currently a strategic adviser to the National Disability Insurance Agency (NDIA). His focus is on early childhood and early education, the school years and employment for NDIS participants. Prior to this he had 12 years with Ageing, Disability and Home Care, in NSW as a Regional Director in Southern NSW and the Executive Director, Community Access. In his current role for the NDIA he is focusing on key areas of Scheme Design which recognise the shift from the current program based systems to an Insurance scheme based on markets that need to be developed and supported so that best practice can be enabled and continuous improvement encouraged.
Peter has had various leadership roles with private enterprise in Hospitality and Event Management, with TAFE and Adult Education, and with the Victorian, NSW and Commonwealth public services working in Education, Employment and the Human Services areas.

Kyllie Tegg, Mai Wel

Peter Broadhead, DSS

Peter Broadhead is the manager of the Disability Employment Services (DES) Branch in the Department of Social Services. From April 2016, the branch also took on responsibility for building on the work of the former Disability Employment Taskforce, to provide advice to government on options for DES beyond the expiry of the current arrangements in March 2018, and any related initiatives to address increased employment opportunities for people with disability in the open labour market.

Peter first came to DES about 18 months ago, commencing as the manager of the DES Policy and Performance Branch in late August 2015. His responsibilities for DES were extended in February 2016, with the addition of eligibility and assessment, employer engagement and participant services.

He has worked in departments of health and social policy in 2 states and the Commonwealth for about 30 years, at senior executive levels for the last 25.

Supported employment: The challenge, vision and practice

Kerrie Langford, National Disability Services

National Employment Manager, National Disability Services. Kerrie has over 30 years’ experience working in the not-for profit sector in direct service, policy development, senior management and executive roles. Prior to joining National Disability Services in 2013, she was the CEO of a leading Disability Employment Service for over 10 years. Kerrie’s career encompasses a broad range of specialist disability service experience including: nursing, accommodation support and management, community services, volunteer management and disability employment. In her current role with NDS, Kerrie has oversight of the disability employment services portfolio including Disability Employment Services, Australian Disability Enterprises, Social Enterprises, transition to work programs and the interface with the National Disability Insurance Scheme.

Katherine McLellan, National Disability Services

Katherine is the Director of Communications at National Disability Services. As part of her role she acts as the Campaign Director for BuyAbility – a new campaign to promote supported employment, see more people with disability in work and attract more business for supported employment enterprises. Katherine has a degree in Communications, has been with NDS since 2009 and lives for Arsenal Football Club.

Helen Bouropoulos, National Disability Services

Helen Bouropoulos has more than 15 years’ experience in product marketing and organisational strategy in a career spanning the telecommunications, IT, banking
and non-government industries. At NDS Helen is responsible for the development of resources and tools for the disability sector and leads the work on initiatives such National Disability Practitioners, carecareers, ADE Procurement and the Learn & Develop practice. She holds a degree in business and a Masters in Communication Management from the University of Technology Sydney.

**Community Inclusion and social participation**

A new frontier: Inclusion of people with intellectual disability at university

**Professor Patricia O’Brien, Centre for Disability Studies**

In 2009 Patricia returned to Australia from Trinity College Dublin to take up the position of Chair in Disability Studies and Director, Centre for Disability Studies, University of Sydney.

Since taking up the position at the Centre for Disability Studies (CDS) Patricia has led a team of researchers, educators and clinicians in implementing the vision of the organisation, Building Capacity for Change. Patricia promotes research that is inclusive of people with disabilities as co-researchers, as well as the promotion of access to tertiary education for students with intellectual disabilities. Over the last three years the University of Sydney through the work of CDS has welcomed a group of students with intellectual disability to audit university papers of interest. Patricia’s research interests cover advocacy, deinstitutionalisation, community participation, transition, inclusive research and education.

**Friederike Gadow, Centre for Disability Studies**

Friederike coordinates the uni 2 beyond initiative at the Centre for Disability Studies, affiliate of the University of Sydney. uni 2 beyond is one of only two initiatives in Australia that facilitate inclusion of people with intellectual disability at university. Friederike is also a research fellow and PhD student where her interests focus on inclusion of people with intellectual disabilities in education, employment and the community. Prior to working at CDS, she held positions in speech therapy, case management, health promotion and applied research in the disability, health and community sector in Australia and Germany.

**Amrita Ramjas, uni 2 beyond alumnus**

Amrita is 28 years old and is from a Hindu cultural background. She has completed the uni 2 beyond program where she enjoyed participating in uni life and building on her interest in learning and her social skills. At the end of the course, she accepted the offer to take part in a six weeks pilot internship at an engineering firm which she completed successfully.

Amrita has won the gold medal for Australia in artistic gymnastic at the Special Olympics world games held in Shanghai in 2007. She enjoys horse riding at RDA, swimming and volunteering at the local public school. She is currently looking for her dream job as an office admin working with computers.

**Stephanie Walker, uni 2 beyond alumnus**
Stephanie attended St Edmund’s College at Wahroonga from years 7 to 12 and completed the HSC -Life Skills. She also has a Certificate III in Business Administration.
Stephanie is an alumnus of Sydney University where she spent two years as part of the Centre for Disability Studies’ uni 2 beyond program. Stephanie finished that program in 2016 and is currently looking for permanent part time employment. Steph is passionate about sport and plays tennis and netball. She is also a member of the Balmain Paralympic Rowing Squad. As a member of ‘UP UP’ Toastmasters Club, Steph is learning public speaking and has aspirations of becoming an advocate for people with disabilities. She is still living at home with her family but is working towards living independently in the future.

Christopher Bunton, uni 2 beyond alumnus

Chris Bunton has been a uni 2 beyond student (2014-2016) at Sydney University. Over these two years Chris studied Diet and Nutrition, Digital Business Innovation, Physical Education and Youth and Digital Culture. He is a co-founding member of RUCKUS and he is also a gold medal-winning gymnast & accredited gymnastics coach. He has represented Australia twice at the Special Olympics World Summer Games in China and Greece. Chris currently works at the Special Olympics Australia office as a Communications Assistant. In 2012 he became a Special Olympics Athlete Ambassador. Chris’ interest in the performing arts began in 2004 when he first started to attend drama classes at National Institute for Dramatic Arts (NIDA). His love of dance started to form through his involvement in Accessible Arts’ Catalyst Dance Masterclass Series in 2012 & 2013. Chris received an Amplify Your Art grant from Accessible Arts to further develop his skills in physical theatre and dance and was chosen as an Ambassador for the NSW state government campaign Don’t DIS my ABILITY in 2014. He is a member of Murmuration Dance Theatre, Sydney’s first integrated dance theatre and in 2014 a New Zealand production company Attitude Pictures produced a documentary on Chris’ quest for independence called Keeping up with Chris. He also stars in the feature length film Down Under which was released in 2016. In 2016 Chris competed in gymnastics at the World Trisomy Games in Italy, winning Gold on the rings. Chris is thankful that he had the same opportunities like others to attend lectures and tutorials at Sydney University. Chris felt that he has been included in the uni community, gained knowledge and had the same experience like his family and friends.

Changing lives through sport

Jenni Cole, Disability Sports Australia

Jenni originally trained as a physiotherapist working in various roles spinal cord injuries, orthopaedics and rehabilitation, most recently as senior clinician physiotherapist (musculoskeletal) at the Royal Talbot Rehabilitation Centre. Jenni was the Medical Coordinator for the Sydney 2000 Paralympic Games and a lecturer in the School of Physiotherapy at LaTrobe University. Notably, Jenni lead the development and implementation of the National Classification Strategy during her role as the Classification Manager for the
Australian Paralympic Committee. This program is still regarded as one of the world’s best.

Jenni is passionate about disability sports from her beginnings as a physiotherapy student playing wheelchair basketball through to a range of wheelchair and other disability sports. Jenni has been an international volleyball classifier for over 15 years and is a national classifier for athletics and cycling. Jenni is currently the Head of Classifier Education for World ParaVolley.

**Complex needs and achieving outcomes**

Achieving outcomes through collaboration

**Dr Angela Dew, UNSW**

Dr Angela Dew is a sociologist with 35 years’ experience in the disability sector as a direct service provider, manager and researcher. Angela is currently Senior Research Fellow at the Intellectual Disability Behaviour Support (IDBS) program at UNSW Australia where she is engaged in research related to people with cognitive disability and complex support needs. Angela’s research focuses on understanding the lived experience of people with disability and their families with a particular interest in rural and regional communities.

**Lenore Dodd, House with No Steps**

Lenore has worked in the community services field for over fifteen years, which has offered her many professional challenges. She has extensive experience in working with high risk customers who have complex backgrounds and needs. This experience has led to the development and implementation of unique and effective program models during her career. They include being a key member in the national Headspace project for early intervention youth mental health; NSW pilot of the globally acclaimed Individual Placement & Support (IPS) practice that supports people who have a severe mental illness into mainstream employment; Communities Around Kids project a home from home accommodation model for children with complex needs and most recently the piloting of the Taking Time Trauma Informed Practice Framework for people with intellectual disability.

Lenore joined HWNS in early 2015 and is the General Manager Practice Leadership (Complex Support). She designs and leads a range of projects and activities to support HWNS’s strategic objectives and build their capability in providing the highest quality of support to customers with more complex support needs. Lenore has a Graduate Diploma in Commerce, MBA and Executive Certificate in Strategic Business.

**John Le Breton, Greystanes**

John Le Breton is the Chief Executive Officer of Greystanes Disability Services. Greystanes provides a range of services, supports and equipment to people with disabilities including those with multiple disabilities and complex health needs. John has overseen the devolution of four large residential facilities supporting people with disabilities. He has held senior positions in the government and non-government sectors including Director of the NSW Office of the Public Guardian and Director of Victims Services NSW. He is a member of the NSW Mental Health Review Tribunal,
the Guardianship Division of the NSW Civil and Administrative Tribunal and has held positions on a number of government advisory bodies. His major interests include fostering person centered approaches including person centered active support; the development of genuinely community based services for all people with disabilities; empowering people with disabilities to control their own lives; promoting related research; and working in partnership with agencies and individuals who share these goals.

**Pamela Rutledge, Flourish Australia**

Pamela Rutledge is the CEO of Flourish Australia a leading not-for-profit organisation providing community based support and employment for people living with a mental health issue in NSW and South-East Queensland. In her early career, Pam worked as a Social Worker in front-line mental health service delivery, and was the Executive Officer of the Richmond Inquiry. Before joining the not-for-profit sector in 2009, Pam had over 35 years’ experience in senior roles in the NSW government, including experience in health, housing, and ageing and disability. Pam’s particular interests are the maintenance of high performing organisations through periods of massive change, co-design with people with a personal lived experience, the growth of social enterprises and the growth and development of the consumer and peer workforce.

**Blue Skies Panel: What should the disability sector looks like by 2030?**

**Michael Pegg, Jobs Australia**

Michael has over 20 years of experience in industrial relations. This includes 7 years as a union official in Victoria with an elected leadership role for most of that time. Michael joined Jobs Australia in 2003 as an IR adviser and moved to his current role of manager of the IR team at Jobs Australia in 2005. In this role, Michael manages a team of advisers who provide day to day industrial and HRM advice and consultancy services for not for profit community services organisations across Australia. These include employment services, social welfare, community development, community based childcare, and disability services employers. Michael has a Master of Commerce degree in HRM and employment relations from the University of Melbourne, with a research thesis on HRM in the not for profit community sector. Michael is a Certified Professional member of the Australian Human Resource Institute.

**Cath Mahony, Community Disability Alliance Hunter**

Catherine Mahony is a well-respected presenter and community leader. Born blind she believes in the importance of sharing her experiences as a person with a disability, in the hope that we focus on what is common to all people rather than our differences. Catherine is committed to people with disability participating fully in the community in all the ways they choose to, enjoying the same opportunities as their non-disabled peers. She is the Coordinator of Community Disability Alliance Hunter, a user-led organisation run for and by people with disability, their families and supporters.
Catherine has a Bachelor of Communications (University of Newcastle 1995) and Certificate IV in Training and Assessment (2012). She is a regular speaker and peer facilitator at conferences and workshops.

**Natalie Lang, Australian Services Union**

Natalie is the Branch Secretary of the Australian Services Union (NSW & ACT Services Branch). Natalie has worked with members in the Water, Transport, Airlines, IT, Private Sector and Social, Community, and Disability services industries for ten years, including organising workers across NSW and the ACT in the ASU’s historic equal pay campaign which achieved wage increases of between 23% and 45% for social, community and disability workers. She has been outspoken on the impact domestic and family violence has on members and society generally. Natalie has a degree in Social Sciences majoring in Employment Relations from the University of Western Sydney. Natalie is an active member of her community and a very proud Sydney Swans supporter.

**Sarah Judd-Lam, Carers NSW**

Sarah Judd-Lam is Senior Policy and Development Officer at Carers NSW, where she coordinates the organisation’s government policy analysis and systemic advocacy on behalf of family and friend carers. Sarah’s main focus is disability policy, in particular how the NDIS is impacting carers in NSW. Sarah has been with the Carers NSW Policy Team since 2013 and previously worked in social research and social policy analysis in relation to housing and education policies. She holds a Bachelor of Social Sciences and Masters in Research.

**I Can, I Am: A film series about people with disability at work**

**Nathan Basha, Nova 96.9, Don’t DIS my ABILITY Ambassador**

Nathan has Down syndrome but he says, “That’s not who I am”. He has spoken at international and national conferences, political forums, corporate functions, universities, schools, community groups and workshops, sharing his insights about what can happen when people are encouraged to live their dreams and live life to their full potential.

Nathan is a film maker. He attended The University of Sydney and works at the prominent radio station Nova 96.9. Nathan believes if change is truly to occur "It's in the mind sets - the fixed and mixed mind sets that create barriers and we need to break through that, allow more people to have a chance in life and allow people's ability the chance to shine. What you see on the outside is one thing, but what you see on the inside is more". Nathan lives in his own home along with two flatmates in Huntley's Cove.

**Iz Connell, Don't DIS my ABILITY Ambassador**

Iz Connell is a Bachelor of Social Work student whose interests include social policy, psychotic spectrum disorders, LGBTI people and social justice. Currently completing her first social work student placement at a mental health and disability organization in Newcastle, she has been an advocate for mental health, LGBTI people and socio-economically disadvantaged people since a young age. First appearing in the media on SBS Insight in 2011, Iz has a solid knowledge base she uses in her social work
practice, combined with lived experience of mental illness since age 10 and schizoaffective disorder since early adulthood. She came out as gay at age 15 and as a person with a psychiatric disability at age 18, and is both training to be a clinician and an NDIS participant herself. Iz regularly volunteers for charities and organizations within the LGBTI community, and lives with her parents and miniature fox terrier Harvey. She enjoys dance parties, music and eating good food.