



# AGL Disability Action Plan

## FY21-22

# What is Disability?



*AGL's commitment to creating and fostering a safe and supportive workplace for employees with disability is reinforced in our purpose **Progress for Life** and our value **Better together**.*

AGL affirms the Australian Network on Disability statement that there are many kinds of disability and they can result from accidents, illness or genetic disorders. Disability may affect mobility, ability to learn things, or ability to communicate easily, and some people may have more than one. Disability may be visible or not visible, may be permanent or temporary and may have minimal or substantial impact on a person's abilities. Although some people are born with disability, many people acquire disability.

The *Disability Discrimination Act 1992* (Cth) defines disability as:

- total or partial loss of the person's bodily or mental functions
- total or partial loss of a part of the body
- the presence in the body of organisms causing disease or illness
- the malfunction, malformation or disfigurement of a part of the person's body
- a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction
- a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment, or that results in disturbed behaviour\*

# Disability Action Plan (DAP) FY21-22



Enablers		Activities	Success metrics
INCLUSIVE PRACTICES	A. Fostering an inclusive workplace culture is a daily practice and everyone has a role to play.	A1. Distribution of the Reasonable Adjustment Guidelines	Develop and implement communications strategy
		A2. <i>Positive Action towards Career Engagement (PACE)</i> Mentoring Program through Australian Network on Disability (AND) – April 2021	Completion of program
		A3. Recruitment process review	Completion of audit and implementation of quick wins
		A4. Review and improve internal and external communications processes and make them more accessible	Review completed and updates incorporated
LEADERS LEAD	B. Leveraging diversity of thinking is critical to decision making. Our leaders' role model the change required.	B1. Support local AGL working groups (i.e. Macquarie group)	Support 2 regional initiatives per annum
		B2. Executive Sponsor for Disability	Meets responsibilities in Position Description
		B3. Improve leader understanding of disability and establish leader champions	Completion of resource roll-out and share 2 leader stories on The Source about disability
DATA-DRIVEN INSIGHTS	C. Data intelligence and best practice benchmarks inform D&I priorities and program design	C1. Diversity and Inclusion Survey reporting – Evaluation of engagement levels for FY20 and create action plans	Create DAP from FY20 survey results and improve Disability engagement levels in FY21
		C2. AND Benchmarking Index	Complete self-assessment to get baseline data
ENGAGE INSIDE AND OUT	D. Demonstrating our commitment, celebrating our achievements and telling our stories to our people, customers and communities.	D1. Celebrate and activate for days of significance (i.e. International day of People with Disability)	Grid stories shared and event(s) hosted
		D2. Host and attend in member roundtables and Disability Champions event	Completion of hosting and attendance at roundtable(s)
		D3. Encourage Volunteer days with disability organisations.	Publish Source story encouraging people to volunteer with disability organisations.
		D4. Improve our customer experience around accessibility.	Improve a customer process to improve accessibility and publish our improvement(s) externally.