2016

SWID Conference Program

‘Social Work in Disability - Maximising Diversity, Engagement and Inclusion’
2016 CONFERENCE PLANNING COMMITTEE
Nicky Laurance – Ethnic Community Services Co-operative
Stephanie Ingram – SDN Children’s Services
Kat Hastenteufel – Uniting, Ability Links
Pam Joseph – University of Sydney
Monica Short – Charles Sturt University
Denise Beckwith – Western Sydney University
Hawanatu Bangura – Ethnic Community Services Co-operative

2016 CONFERENCE ABSTRACT REVIEW COMMITTEE
Gabrielle Drake – Australian Catholic University
Margaret Spencer – University of Sydney
Anita Strezova – Advance Diversity Services Inc.
Pam Joseph – University of Sydney

SPECIAL THANKS GO TO

2016 CONFERENCE SPONSORS
Showcase Australian social work within the disability field and associated sectors. Both individual and systemic approaches will be explored.

Present examples of social work practice and education that partners with and empowers people living with disability. This includes examples that facilitate the participation of all people within their local environments and diverse communities.

Uphold current social work networks within the field, and provide opportunities for furthering connections for students, educators and professionals who are interested in supporting the advancement of people living with disability within society.

Present the latest insights, innovations, research and practice thinking within the recognised disability sector and more generally; focusing on maximising social engagement, social inclusion and social justice for people living with disability across the lifespan.

Encourage, in accordance with the AASW Code of Ethics values, the development of social work knowledge about the lived experience of disability within the current dynamic human services sector such as experiences of the NDIS.
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<td>09.00</td>
<td>Welcome by SWID facilitator</td>
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<td>Inclusion and people living with hidden disabilities.</td>
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<td>Bridging the gap between what we know and what we do.</td>
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<td>Mariana De Oliveira Rodrigues</td>
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<td>Accessible information for people with intellectual disability about mental health: What do we know?</td>
<td>Bronwyn Newman, UNSW (PhD student)</td>
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<td>Peer fusion to social inclusion: facilitating peer support groups that develop engagement and inclusion for people with intellectual disability.</td>
<td>Anneke Porter-Heubek &amp; Emma Geelen, Intellectual Disability Rights Service</td>
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<td>The National Disability Insurance Scheme: What you and your clients need to know.</td>
<td>Tom Ballantyne, Maurice &amp; Blackburn</td>
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<td>Ee-Lin Chang – Family Planning NSW Steven – Outing Disability Participant Liam Knieram – Knierim Brothers Dr Lorna Hallahan – Flinders University</td>
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<td>Talking taboo: building the capacity of parents and carers to support people with intellectual disability in the area of sexuality and relationships.</td>
<td>Kaidee Dick, Family Planning NSW</td>
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<td>Liam McGovern</td>
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<td>Social Work students with disability would like you to know…</td>
<td>Christine Krol, Western Sydney University</td>
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<td>Supporting Social Work students with mental health issues – a reflection.</td>
<td>Deborah Boswell, Hayley Woodrow &amp; Celina Campas Australian Catholic University</td>
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<td>Being NDIS ready: What needs to happen in the social work curriculum?</td>
<td>Jonathon Kelleher, Intellectual Disability Rights Service</td>
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<td>09.35</td>
<td>All Means All: Yes, even Drew, Kelsey and Dan!                                                                                                                                                    Sarah Forbes, VALID</td>
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<td>Belonging: Social work, sociological and theological insights into engagements with people living with disabilities.                                                                                     Monica Short, Charles Sturt University</td>
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<td>11.00</td>
<td>Engaging creatively with CALD people with disability through inclusive film-making                                                                                                                     Hawanatu Bangura, Ethnic Community Services Co-operative</td>
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<td>11.30</td>
<td>Relationships between service systems and parents of children with high level care needs: Parents Perspectives                                                                                           Pam Joseph, University of Sydney</td>
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<td>“Don’t Knock your Granny” Performance                                                                                                                                                                 OWN NSW Theatre Group</td>
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<td>Narelle Brown, Energy and Water Ombudsman NSW</td>
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<td>What skills and knowledge can Social Workers utilised to build social capital in an NDIS world?</td>
<td>Lee Bratel &amp; Erica Jones, Lifestart</td>
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<td>Workshop: Leading teams through turbulent times: Embracing social work skills to build safety, trust and engagement                                                                                     Ingrid Boland, Ethnic Community Services Co-operative</td>
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<td>Closing remarks – BA 23.G.30                                                                                                                                                                          Nicky Laurance</td>
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Keynote Presenter: Dr Lorna Hallahan

Lorna is a Senior Research Fellow and is one of four chief investigators in the official 3 year Evaluation of the Trial of the National Disability Insurance Scheme, funded by the Commonwealth Department of Social Services and run through the National Institute of Labour Studies at Flinders University.

Lorna also conducts research in these areas:

- Social inclusion and the importance of freely given relationships
- Adult protection, advocacy and safeguarding
- Social work theory and moral philosophy especially related to ethical practice with vulnerable people
- Assessment and planning in individualised services

Lorna conducts consultancies in these areas:

- Ethical practice related to vulnerable people reliant on complex human services
- Innovative practice frameworks and organisational change
- Disability policy development and analysis
- Loss and intentional relationship building
Inclusion and people living with hidden disabilities

Social work promotes social justice and advocates for the full inclusion of people living with disabilities within society. This presentation will outline an auto-ethnographic conversation by social workers into society’s norms about deserving or undeserving – using the example of hidden disability and accessible parking. The purpose of this research project is to question the current societal perceptions of disability and to focus on the constructs of ‘you must see a disability to have it’ or ‘I walk and talk therefore I must be OK’. It answers the question in light of the presenters’ experiences, how does society acknowledge and respond to diagnosed hidden disability? It does this by contrasting accessible parking experiences of a social worker living with a hidden disability with the encounters of a social worker caring for someone with visible disabilities and a social worker who does not identify as living with a disability. Evidence based arguments, critical thinking and theoretically informed social work practice underpin this exploration. The presenters will share insights into how social workers may move from reflecting on to promoting social change and development, social cohesion, and the empowerment and liberation of people living with disabilities.

Presenter: Monica Short

Social Work Lecturer – Part of the staff in the School of Humanities and Social Sciences CSU. Lectures in case management and Field Education.

PhD student – As part of my PhD I am currently interviewing people in rural Anglican churches who are living with disabilities about their experiences of church. This section of the PhD is supported via a partnership between CSU, Bush Church Aid, The Anglican Diocese of Canberra Goulburn and CBM Australia – Luke 14 Program. My current project is expanding and a second researcher - the wonderful Dr Louise Gosbell - is expected to join it later in the year. Prior to this project, I was researching in partnership with 3 great colleagues (social worker, sociologist and theologian) about the rural Anglican Church and disability. We have submitted a paper to a journal to consider for publication.

Currently a member of the Believing in ‘Peoples’ Living with Disabilities (BPL) Research Community

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Presenter: Cate Thomas

BA (Soc Wel), BSW, GradCertLearn & TeachHigherEd, GradDipPA, MPAadmin, PhD
Course Director Social Work Programs
Senior Lecturer | School of Humanities and Social Sciences
Charles Sturt University

Presenter: Heather Barton

BA (Soc Wel); BSW; Grad Cert (Uni Learning and Teaching); Grad Cert. (Bus. Admin); Masters (Hum Serv. Mgmt)
Casework Specialist, NSW Family and Community Services (Community Services)
Adjunct Lecturer: Charles Sturt University, Wagga Wagga NSW.

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NOTES
Bridging the gap between what we know and what we do: maximising engagement with research evidence.

For the NDIS to have a positive impact on the lives of people living with disability, there must be a dynamic, sustainable, market-based service environment that rewards high quality support provision. Service user consultation and evidence-based best practice (EBBP) are important to providing the necessary caliber of services.

Applying EBBP is challenging. Practitioners want to know what works, from reliable sources, but research evidence is often inaccessible or remains in the language of academia. Research knowledge also competes with practice and experiential wisdom and organisational cultures. The NDIS itself threatens EBBP through service individualisation and low pricing.

This presentation describes an approach to knowledge mobilization that supports practitioners with an accessible and usable evidence base. This strategy for research translation builds guidance and opportunities according to user priorities. We propose that by focusing on the needs of research users and communicating how to take evidence based action, a knowledge translation market will emerge and practitioners will feel empowered to achieve best practice outcomes; vital to a successful NDIS.

REFERENCES

4 Hearn, S & White, N (2009) ‘Communities of Practice, linking knowledge, policy and practice’, Background Note, Overseas Development Institute
Difference and social work in East Africa: albinism as disability in Tanzania

In East Africa, people with albinism, and hence fair-skin, are often stigmatised and experience disadvantage in education, employment and social relations. This paper presents the findings of a content analysis of Swahili and English Tanzanian media reports published between 2008 and 2015 on albinism in Tanzania, and the diverse responses and strategies used to address challenges faced by people with albinism. Explanations for albinism range from moral framing as God’s will or a curse, difference experienced within the diverse normality of God’s creation, to a biomedical model of genetic inheritance. Newer global recognitions of albinism as disability facilitate greater inclusion of people with albinism within human rights frameworks, and recognition of their needs for protection, humanitarian aid and recognition of basic rights.

The Tanzanian Social Workers Association and individual social workers have involved themselves in advocacy and inclusive support of people with albinism. They express concern that institutionalisation of children with albinism for their own physical protection from violent attacks is simultaneously undermining family connectedness and their social integration. A social work perspective highlights how rights to safety and protection need to be realised alongside rights relating to social engagement and community inclusion. Discourses in the media texts include a notion of “our common humanity” as foundational to human rights, and African ideas of caring responsibility as essential to our humanness. The presentation will discuss the implications of African perspectives on disability and responsibilities for caring, for social workers working with East (and Central) African families and communities.

Presenter: Jean Burke

Jean Burke is currently a senior lecturer in Social Work at the Australian Catholic University, Strathfield. She lived and worked in Tanzania from 1992-2003, mainly working in HIV education and supporting groups of people living with HIV. Since returning to Australia she has also become a Swahili interpreter and translator. One research project has been to analyse the portrayal of albinism and the rights of people with albinism in East African media. Her relevant publications include the data set of media items, published in Research Data Australia, and journal articles, which include a focus on the role of social work.
Accessible information for people with Intellectual Disability about Mental Health: What do we know?

It is acknowledged that people with intellectual disability and mental ill-health experience poorer health outcomes and inadequate access to appropriate services. Services for people with intellectual disability and co-occurring mental ill-health are often complex and hard to navigate. Accessible information continues to be difficult for people with intellectual disability and their families to locate despite the acknowledgement of this as a right in national and international legislation. The National Health and Medical Research Council (NHMRC) Partnership Project – ‘Improving the Mental Health Outcomes for Persons with intellectual Disability’ – has been established to improve mental health access and quality for people with intellectual disability. This presentation will provide an overview of the NHMRC Partnership Project aims and progress with a focus on accessible information about mental health for people with intellectual disability. Current Australian and international knowledge about the creation and use of ‘easy read’ and accessible information will be explored, along with implications for practice and research. The value of accessible information in enabling people with intellectual disability to experience their rights outlined in the Convention on the Rights of Persons with Disabilities will be canvassed in relation to mental health and community inclusion. It is envisaged that this presentation will be of particular interest to those working with people experiencing mental health and have direct relevance for social work practice when working with people with intellectual disability and their families/carers in various settings.

Presenter: Bronwyn Newman

Bronwyn has extensive experience in various Social Work roles within the NSW disability sector. Her work in this sphere has led to an interest in information accessibility and its role in promoting inclusion. Bronwyn is currently working on her PhD looking at the impact of accessible information for people with disability about mental health, at the University of New South Wales. Her project sits within the NHMRC Partnerships for Better Health Project – ‘Improving the Mental Health Outcomes for Persons with intellectual Disability’. Bronwyn has completed a Bachelor of Social Work (Sydney University) and Master of Policy and Social Research (Macquarie University).
Peer fusion to social inclusion: facilitating peer support groups that develop engagement and inclusion for people with intellectual disability.

Peer support models have long been used with success in the mental health sector. They have aided people with shared experiences to connect with and understand each other as well as to advocate for their rights as a group.

Historically peer support models have been less frequently utilized in the disability sector. Their increasing use is a welcome acknowledgement that people with disabilities are the experts in their own lives. Further that people with a disability are uniquely placed to understand and empathize with the experiences of their peers and to support each other to grow. This presentation will outline a model of peer support being used at the Intellectual Disability Rights Service, which we have found encourages diverse and often isolated people with an intellectual disability to engage meaningfully and feel included in society. The presentation will be co-presented by two experts in peer support - a peer support group facilitator and a peer support group member with intellectual disability. Additionally, we will go beyond reporting positive outcomes for group members and delve into:

- What makes good peer support for people with an intellectual disability?
- What is the role of workers without disability in the peer support space when working with people with intellectual disability?
- What are the challenges for workers around peer support? And what do group members think workers can do about them?

Presenter: Anneke Porter-Heubeck

I am a psychology graduate who has worked across mental health, education and disability services for 10 years. I currently work as an educator at the Intellectual Disability Rights Service. In this role I facilitate a peer support group for people with intellectual disability many of whom have limited other supports and face multiple complex challenges.

Presenter: Emma Geelen.

Emma works at IDRS and Ozman Industries. She sings and performs in a choir. She is a member of the IDRS Redfern peer support group and the Recreation and Peer Support Group (RAPS) currently at Rozelle neighbourhood centre.
The National Disability Insurance Scheme: What you and your clients need to know.

The introduction of the NDIS marks a seismic shift across Australia’s disability sector. It creates new opportunities and challenges for both Australians living with disabilities and disability support networks. Indisputably Social Workers will need to navigate these complexities and issues in order to successfully transition into this new environment. In this presentation we will refer to our experiences and those of our clients already operating within NDIS trial sites. Utilising these case examples we will provide our overall understanding of the NDIS framework highlighting the complexities around eligibility, appeals and access to services. We will focus on practical tips and information to assist Social Workers in advocating and supporting their clients through this scheme. This presentation will look at the NDIS from the perspective of service providers, including accreditation requirements and the role of Social Workers.

Topics will include:

- Current criteria for NDIS eligibility
- Determination of Individual Support Packages
- Supports accessible through Individual Support Packages
- Review and appeals procedures
- Interaction between the NDIS, compensation schemes and other systems
- Workforce infrastructure

Presenter: Tom Ballantyne

Tom is a Principal in Maurice Blackburn’s medical negligence department. He is a Law Institute of Victoria Personal Injury Accredited Specialist who sees clients in Melbourne, Dandenong and Frankston. Tom has practiced exclusively in medical negligence claims since 2007.

“I was led to practice law at Maurice Blackburn because I always wanted to work in an area that would make a difference to people. It’s rewarding to help people navigate a distressing and sometimes life-changing experience. I’m inspired by helping people achieve a measure of justice and financial stability.”

Tom’s skills include running complicated litigation across all areas of health care – obstetrics, delay in diagnosis, orthopaedics and emergency departments. He has achieved significant results for clients including settling cases involving catastrophic injuries and lifetime care needs.
Theme 3: Relationships, Sexuality and Disability

Panel Discussion – Panel Members:

Liam Knierim is a founding member of Blur Projects, an organisation which has been creating art and media platforms to explore key social issues. Liam is a current student of Sydney University studying a Bachelor of Medical Science, with the view of becoming a medical doctor. By combining his passions of journalism, health, science and technology, Liam hopes to use these skills to help the wider community gain a greater understanding of diversity in order to improve the lives and health outcomes of people with disability. Liam’s career as a journalist began in 2010, at the Festival of Dangerous Ideas (FODI), producing video works, which were displayed on the Sydney Opera House website and St James Ethics Centre website from 2010 - 2012. Liam is a contributor to the “All the Best” show on FBi Radio 94.5 FM and has interviewed many incredible people from Feminist Germaine Greer to sex worker Rachel Wotton and covered stories of alternative medicine, women in sport, and true crime. Liam and his brother Dieter, collaborate together through Knierim Brothers Productions as journalist and film maker to produce short documentaries, focusing on key issues facing people with disability. They have been involved with projects such as Unfinished Business – stories from Aboriginal and Torres Strait Islander people with disability, Outing Disability, stories from people with disability who identify as Gay Lesbian Bisexual Queen Transgender and Intersex +, and Silent Tears, stories from women with disability who have been subjected to violence and women who acquire disability as a result of violence. These projects have been and are being displayed both nationally and internationally in venues including the United Nations in New York and Geneva.

Ee-Lin Chang from Family Planning NSW will talk about the importance of the project from an inclusive sexual health perspective.

Steven – Outing Disability participant who will speak about his experience as a participant and of his own sexuality experience as a person with disability.

Lorna Hallahan - Social Work Academic & Keynote Speaker will discuss the importance of social workers being comfortable in addressing the topic of sexuality and its diversity in relation to people with disability.
Workshop: What's Important for Sex?

‘What’s important for sex?’ is the provocative title of a serious workshop which explores the significance of assisting people with significant impairments to build healthy, life-affirming non-paid relationships that are free of exploitation, violence and humiliation. Many people with significant impairments live without respectful intimate relationships (this term is not only about sexual relationships) and services often struggle to know how to help them in this domain. The workshop will draw on the expertise of all participants to develop some practice guidelines for social workers and disability support services.

Keynote Speaker & Presenter: Dr Lorna Hallahan

Lorna is a Senior Research Fellow and is one of four chief investigators in the official 3-year Evaluation of the Trial of the National Disability Insurance Scheme, funded by the Commonwealth Department of Social Services and run through the National Institute of Labour Studies at Flinders University.

Lorna conducts consultancies in these areas:

- Ethical practice related to vulnerable people reliant on complex human services
- Innovative practice frameworks and organisational change
- Disability policy development and analysis
- Loss and intentional relationship building


Lorna’s Supervisory interests are:

- Ageing
- Child protection
- Disability and policy
- Social work practice and spirituality
- Social work theory and practice
Talking Taboo: building the capacity of parents and carers to support people with intellectual disability in the area of sexuality and relationships.

For parents and carers of children with intellectual disability the sexual development of their children can be a particularly challenging topic. There are limited opportunities for parents and carers to negotiate the taboos of sexuality and disability and gain support in this area, creating tension and confusion. On one hand, parents and carers want their children to have fulfilling lives and participate fully in community life. On the other hand, they may restrict their child’s sexual expression based on limited knowledge, outdated myths and fear of negative consequences. The concerns of parents are understandable; however, conflict may arise when they impinge on a person with disability’s opportunities for sexual expression and relationships.

Disability service providers are often concerned about causing conflict with family who are perceived to be unsupportive of the person with disability’s growing sexual needs. As a result, the service provider may attempt to avoid conflict with family by limiting the person with disability’s opportunities for sexual expression.

Parents, carers and service providers all play an important role in supporting and educating people with intellectual disability in the area of sexuality and relationships. They need education, resources and support to work through their concerns in ways that uphold the rights of people with disability as sexual beings.

Family Planning NSW has implemented strategies to address these issues. During the presentation we will talk about the:

- Implementation of parent forums in NSW
- Evaluation of the parent forums
- Delivery of disability service provider training and framework for working with parents/carers

Presenter: Kaidee Dick

Kaidee is a Health Promotion Officer with the disability team at Family Planning NSW. She works with parents of people with intellectual disability providing them with information to help them support their children’s sexuality and empower them to live full and happy lives.
DAY 1 – WRAP UP

What have you learnt or confirmed today?
How will you put this into practice?
Students with disability at Western Sydney University (Western) apply through Disability Services for an Academic Integration Plan (AIP) to facilitate access to their reasonable adjustments. The purpose of reasonable adjustments is to increase equitable participation for these students. Very little research has explored the implementation of AIPs from students and academics perspective at Western. This research draws on participatory action research methodology to increase the agency of persons with disability in research that impacts upon their lives. The objective for this pilot study was to progress the academic inclusion of students with disability. Participants were recruited from Western’s School of Social Sciences and Psychology (SSAP) including 20 social work students. The Qualitative research was undertaken through: 39 anonymous questionnaires and 6 semi-structured interviews, from students with an AIP; and 16 anonymous questionnaires and 1 focus group, from academics who implement AIPs. Data analysis was informed by thematic analysis. The principal findings of this pilot study contribute to a better understanding of the barriers to equitable participation in the tertiary sector, for students with disability. Firstly, although Western’s policies follow the legislative guidelines, there are grey areas concerning the implementation of AIPs. Secondly, some participants experienced a dilemma regarding the need to disclose their disability to receive an AIP, and risk the associated stigma of being labelled. Finally, there was an assumption that persons involved in SSAP units would be more aware of the barriers the students with disability experience. The research recommendations represent another step towards developing inclusive curricula.

Presenter: Christine Krol

Christine graduated in April 2016 with a Bachelor of Social Work with Class 1 Honours at Western Sydney University. In June 2016, at the School of Social Science and Psychology (SSAP) awards night, Christine received recognition for being: awarded the University Medal for Excellence; a recipient of the Australian Postgraduate Awards (APA) Scholarship for Higher Degree Research; awarded the Honourable Dr Helen Sham-Ho OAM Award for being the highest performing student in the Bachelor of Social Work Program (Honours); and the SMSA (Sydney Mechanics School of Arts) Award for being the most outstanding graduating student in a Social Science related degree.
Supporting Social Work students with mental health issues: A reflection.

Within the Bachelor of Social Work (BSW) course at ACU’s Strathfield campus, 15% of students identify as having a mental illness, compared to approximately 5% of students enrolled in other courses. Anecdotal evidence from self-disclosure to academic staff from those who are eligible but who have not accessed Disability Services suggests this figure is even greater. This cohort has much to offer the field of Social Work through lived experience. However, they have high attrition rates and are more likely to experience difficulties in preparing for and successfully completion of field education. Barriers include fluctuating health conditions, perceived and real stigma related to “beneficial disclosure”, triggering content, competing demands including additional academic requirements, limited support and low stress tolerance. A need for enhanced support for these students and robust collaboration between Disability Services staff and staff from the School of Social Work was identified. In response, a peer mentoring program was offered in 2016 by Disability Services and the School of Social Work to students with mental health issues, with the aim of improving retention and practicum outcomes for this cohort. However, student uptake has been low.

Critical reflection and anecdotal responses from students and staff involved in the pilot will yield valuable insights into the unique challenges and concerns of students with mental health issues studying Social Work. These students’ complex needs and themes of disclosure and stigma in the Social Work field will be explored. Reference will also be made to the application of Inherent Requirements for Social Work as a reflective and transparent tool. Strategies will be discussed and recommendations made relating to frameworks/interventions to support not only social work students with mental health disabilities, but also staff and field agencies to yield improved outcomes for this cohort.

Presenter: Deborah Boswell

Deborah Boswell is an accredited Mental Health Social Worker, lecturer and Field Education Manager for the School of Social Work at the Australian Catholic University (Strathfield Campus). Deborah has substantive clinical and educational experience related to mental health consumers. She is dedicated to supporting the learning needs and styles of a diverse range of social work students in the context of quality and excellence of graduate outcomes.

Co-Presenters: Hayley Woodrow and Celina Campus

Hayley Woodrow and Celina Campus are Disability Advisers at The Australian Catholic University.

Hayley Woodrow previously worked in the disability employment sector, collaborating with community mental health teams. Her interest in mental health has carried over into her work at ACU in the development of outreach programs to support students with mental illness.

Celina Campus has a broad background in best practices for teaching and learning, and in educating people with disabilities, particularly in difficult teaching situations. Her current work as a Disability Advisor is bolstered by her interest in building accessible education.

NOTES
Being NDIS ready: What needs to change in the social work curriculum?

With the roll out of the National Disability Insurance Scheme (NDIS) underway it is anticipated that there will be an increase in demand for professional workers to promote the rights of people with disability, and social workers have the unique values and skillset to be at the forefront of this exciting change. This presentation will argue that at present AASW accredited university courses are not set up to maximise the potential for a diverse and inclusive profession.

Arguably, the strict requirements, particularly placement hours, limit the diversity of students graduating with a social work degree. In addition, disability is not a core topic explored in university curriculum, limiting the exposure of student social workers to this field. As a consequence, many won’t consider applying for jobs in the disability sector, and others won’t have the necessary skills to properly engage with clients. Given that 4 million people in Australia identify as having a disability this is a significant issue and social workers should be encouraged to engage with this field, both those with and those without a disability.

Delivered by a current university student undertaking placement in the disability sector, the presentation will outline limitations in AASW accredited university courses and then present recommendations for maximising the potential for the social work profession to reflect the strong values at the core of the profession.

Author: Charlotte Miles

I am undertaking a Master of Social Work (Professional Qualifying) and currently completing my first placement at Intellectual Disability Rights Service in Redfern, a disability advocacy service.

Presenter: Johnathon Kelleher

I completed a Bachelor of Social Work at the University of Sydney and graduated in April this year. I was placed at the Intellectual Disability Rights Service for my final student placement in 2015. After my placement finished I continued to work casually within the Education team, facilitating group workshops with people with intellectual disability and assisting clients to run projects as part of the My Choice Matters initiative. As of May this year I have been employed as a Regional Coordinator of the Criminal Justice Support Network, which is a service of IDRS that provides support to people with intellectual disability who are involved in the criminal justice system.
Theme 5: Intersections and Complexity

All Means All: Yes, even Drew, Kelsey and Dan!

Some people with disabilities are left out of our imagination for inclusion. They are usually people who have dual diagnoses, use non-verbal communication, and who become violent when frustrated or afraid. They are people who experience the very worst abuse and neglect in human service systems, are traumatised and victimised, and are then rejected by all existing services who have labelled them as Too Complex. In this context, there is an opportunity for social workers to stand with individuals and their family, friends and allies, in their resistance against segregation and congregation, and to support new ways that people with complex disability support needs can themselves lead the change towards diverse, engaged and inclusive communities.

Presenter: Sarah Forbes

Sarah Forbes has worked in the disability field since 2000 in a broad range of roles including individual and systemic advocacy, training, project management, community development, employment, recreation, and in public and community health. She guest-lectures for the Monash University Social Work department and was a Board Director for the Upper Yarra Community Enterprise overseeing their youth initiatives between 2012-2015. Sarah was awarded two Ethel Temby study tour scholarships for research into disability and inclusion between 2007 and 2011. She loves hosting neighbourhood feasts, motorcycle riding and talking a lot. She currently works for the disability advocacy organisation VALID.
Violence against Women with Disability and the National Disability Agreement.

Although violence against women and girls has been the focus of international, national and regional public debate, the nature, prevalence and impact of violence against women with disability (VAWWD) still remains largely excluded from current violence prevention policies, services, supports and discourses. Violence against women with disability is a human rights violation resulting from the interaction of systemic gender-based discrimination against women and disability-based discrimination against people with disability. Internationally violence against women is often analysed through a feminist and human rights perspective. However, this presenter supports McLain’s (2011) argument that to be able to fully understand the complexity of violence against women with disability one needs to understand its intersections with disability-based violence, hence taking on intersectional perspectives of gender, disability and human rights for this presentation.

Compared to their peers without disability, women with disability experience substantially higher levels of violence, exploitation and abuse from a greater and diverse number of perpetrators (Dowse et al 2013; Frohmader, Dowse & Didi 2015). While the experience of women with disability parallels other women’s experiences of violence, they also experience unique forms of violence related to their disability which is compounded by the added disadvantage and marginalization of ‘double-discrimination’ that women with disability experience. This presentation looks at the ‘gender neutrality’ of the National Disability Agreement (NDA) which includes the National Disability Insurance Scheme (NDIS) as a strategy to enable people with disability to fulfill their potential as equal citizens of Australia. Moreover, this presentation examines NDA’s measures to improve the lives of women with disability who have or are experiencing violence, exploitation and neglect (Frohmader 2014).

Presenter: Nicky Laurance

Nicky is a social work student at the University of Western Sydney and is currently the Social Workers in Disability chair. Her aspirations are to continue on and complete a Masters of Disability, Policy and Practice, while working as the Multicultural Respite Services Coordinator at ECSC. She recently completed a research placement in collaboration with Dr Jane Mears, Dr Pat Bazely and the Older Womens’ Network NSW, focusing on violence against older women and women with disability.
Belonging: Social Work, Sociological and Theological insights into engagements with people living with disabilities

This paper shares the findings of a co-operative inquiry undertaken by a two social workers, a sociologist and a theologian, all with personal and professional connections to the Anglican Church, exploring the role of Church in the lives of people with intellectual disability living in a rural setting. This presentation discusses from a sociological viewpoint constructs about society, community, church and disability and how Christian theology can help challenge the labelling of people as disabled or ‘different’. It also reflects through a social work lens on the role of Churches within local communities engaging with, advocating for and socially including people living with disabilities. This presentation highlights how church communities in rural Australia can play an important role in facilitating social inclusion. It also argues social work, sociology and theology can stand as partners in solidarity with people living with disabilities, such that peoples’ faith is respected and their sense of belonging ensured.

Presenter: Monica Short

Social Work Lecturer – Part of the staff in the School of Humanities and Social Sciences CSU. Lectures in case management and Field Education.

PhD student – As part of my PhD I am currently interviewing people in rural Anglican churches who are living with disabilities about their experiences of church. This section of the PhD is supported via a partnership between CSU, Bush Church Aid, The Anglican Diocese of Canberra Goulburn and CBM Australia – Luke 14 Program. My current project is expanding and a second researcher - the wonderful Dr Louise Gosbell - is expected to join it later in the year. Prior to this project, I was researching in partnership with 3 great colleagues (social worker, sociologist and theologian) about the rural Anglican Church and disability. We have submitted a paper to a journal to consider for publication.

Currently a member of the Believing in 'Peoples' Living with Disabilities (BPL) Research Community

Publications in the field - please visit the publications tab at https://arts-ed.csu.edu.au/schools/humss/staff/profiles/lecturers/monica-short and view the list.
Theme 6: Creativity and Innovation

Engaging creatively with CALD people with disability through inclusive filmmaking.

Arts and creativity is a powerful means of increasing engagement, participation and social inclusion for people with disability. Creativity is not often an approach that is considered in the disability sector and often can be undervalued. According to Arts Access Victoria, the participation rate of people with disability in creative endeavors is only 30%, while people with disabilities desire more engagement in arts and culture.

Ethnic Community Services Co-operative (ECSC) proposes to present a paper offering strategies derived from the knowledge and experiences learnt from one of its creative projects titled ‘Celebrating Diversity Through Filmmaking’. The project involved inclusive filmmaking workshops for people with intellectual disability from CALD background, participants were trained to acquire creative skills to make their own short film which was showcased at the Open Marrickville Festival. The inclusive filmmaking project was a success, as it fosters creative self-expression and built the capacity of participants to voice their own stories. The project further addresses barriers to access and participation by providing people with disability the opportunity to take part in public and social life and to access community resources. As a result the wider community was able to better understand and gain exposure to diversity and appreciate the strengths and talents of people with disability.

Presenter: Hawanatu Bangura

Hawanatu Bangura studied a Bachelor of Social Work and Social Science at the University of New South Wales. She is the team leader of Services Access and Support in the Multicultural Disability Services program at Ethnic Community Services Cooperative. The program is an information and advocacy service that facilitates access to appropriate services for CALD people with disability, their family and carers. Besides are experience in social work, Hawanatu is also a professional filmmaker who uses film as a platform to raise social consciousness about issues relating to human right and social justice.
Parents of a child with high-level care needs (including adult children) frequently interact with a wide range of service providers across multiple service systems in the course of their caring role. This study explored parents’ perspectives on the complex service systems with which they interacted, and their understanding of their own roles and identities within or outside those systems. Twenty-one mothers and six fathers, from metropolitan and rural locations across five Australian states, participated in semi-structured interviews with an option to construct a low-tech ‘map’ of their service systems. Interview transcripts and photographs of the maps were analysed using thematic network analysis.

This presentation focuses on the role of the visual mapping tool in assisting parents to convey their perspectives. It demonstrates that, in addition to the information contained in the maps themselves, the process performed a useful function in the engagement, dialogue and closure phases of the interviews. The emerging findings support the use of visual methods in social work research both as a strategy to equalise power imbalances and as a means of engaging people who are underrepresented in studies that rely on traditional interview methods.

Presenter: Pam Joseph

Pam completed her Bachelor of Social Work at RMIT (Melbourne) in 2004, after a twenty-five-year career in nursing, midwifery and community health. Her student placements were at The Cottage, an early childhood service of The Brotherhood of St Laurence, and a project role in regional Child Protection. She went on to become the Program Manager of Starting Out, an adolescent pregnancy and parenting program within UnitingCare Connections, before being employed by the Australian Leukodystrophy Support Group as a Family Advocate, first in Melbourne and then in Sydney. She left this position to devote more time to her PhD studies, but remained on the group’s Committee of Management until August 2016.

Pam now studies full-time at the University of Sydney, completing her PhD thesis: “Parent-carers’ perspectives on their relationships with complex service systems”. Her research explores the ways that parents who are caring for one or more children (including adult children) with high-level care needs understand their own relationships with service systems across multiple sectors, and their own identity within and outside those systems.
Theatre Performance – Don’t Knock Your Granny

The show explores older women’s vulnerability to abuse and exploitation from family members, carers and others. It is edgy and challenging as well as entertaining and lively.

OWN Theatre Group

Our story begins in 1987 when a group of older women decided they were fed up with being invisible. With support from the Australian Women’s Weekly, they wrote some pithy songs, dressed up outrageously and told the Canberra media to come to the front lawn of Parliament House if they wanted a story with a difference.

It worked. Australia’s only national body to advocate for the rights, dignity and wellness of older women was created and the OWN Theatre Group took to the boards with its own style of advocacy through entertainment. Since then we have been invited to appear at venues across Australia, including a performance for former Governor-General of Australia Dame Quentin Bryce and an interview with Andrew Denton on ABC television.
Energy and water awareness for community workers.

The presentation will equip social workers in the disability sector with practical skills and knowledge of the types of support available for low income and vulnerable clients experiencing energy and water issues. Social workers often report on the difficulty their clients face in accessing support in the energy and water sector, especially when ensuring essential services remain connected. Our experience shows that many eligible clients go without rebates that can make a difference in the affordability of energy and water. The workshop will provide information on a variety of programs that aim to assist clients experiencing financial difficulties by helping them to manage account debt. Some hardship programs provide additional incentives to further assist clients who are on low incomes or vulnerable. The workshop will also explore the Energy & Water Ombudsman NSW (EWON) complaint handling and dispute resolution process with case studies and an amusing video. Social workers will find that using an Ombudsman scheme’s expertise will also save them time in negotiations and investigation work for clients. Furthermore, negotiation hints and tips will be presented that may assist workers when contacting energy or water retailers on behalf of their clients.

Presenter: Narelle Brown

The Energy and Water Ombudsman NSW (EWON) provides a free, fair and independent dispute resolution service for all electricity and gas customers in New South Wales, and some water customers. Narelle Brown is the Community Development officer at EWON with 9 years’ experience in community program development, Bring Your Bill Days, presentations, expo and other events to raise awareness about energy and water issues for NSW consumers. Narelle has a Post Graduate in Dispute Resolution and Certificate in Financial Counselling and Management from UWS.
What Skills and Knowledge Can Social Workers Utilise to Build Social Capital in an NDIS World?

As people with disability transition to the NDIS, so do social workers within the sector. Core NDIS concepts of 'choice, voice, control' matter to social workers but come with an increased requirement for role definition and evidence of enabling functional, measurable outcomes. The NDIS insurance model presents new challenges and some uncertainty related to identity for a profession strongly focused on outcomes in the more subjective areas of emotional, cognitive and social wellbeing.

Social workers recognise the impact of social and emotional capital in achieving improved quality of life for all people, although the Australian community still has some way to go. Early NDIS plans for children/young people have demonstrated a tendency towards goals attached to therapies rather than holistic approaches that recognise the need for individual inclusion and engagement and support for families and carers. Under these circumstances, social workers may find themselves pigeon-holed into more narrow areas of practice such as support co-ordination where their diversity of skills and expertise may not be fully realised.

This presentation will illustrate how Lifestart has engaged its social workers to reflect on their role in supporting children/young people and their families/carers by:

- Recognising the professional knowledge, skills, experiences and capacity-building they bring to teams
- Challenging social workers to think more objectively about evaluation, their work and measures of success
- Scoping the best service model for the future that meets the needs of people with disability, while valuing and promoting social work practice within Lifestart and the sector.

Presenter: Lee Bratel

Lee Bratel (Bachelor of Social Work) began her career as a Community Support Worker in Mental Health. Further roles have included Critical Care Team Leader at SSW Local Health District and Senior Projects Manager at National Disability Services. Lee is currently working as the Practice Lead for Family Service Professionals at Lifestart Cooperative, where she also has coverage of NDIS Projects. Lee is curious about human nature, committed to strengths based practice and passionate about providing high quality services for people with disability.

Presenter: Erica Jones

Erica Jones (Bachelor of Social Work) is a Family Service Professional, at Lifestart Cooperative. She has 13 years experience working within the fields of disability, mental health and general health in government and non-government agencies. She is passionate about providing rights based support to children, young people and families. In her current role, Erica is providing specialist service coordination under the National Disability Insurance Scheme.
Workshop: Leading teams through turbulent times: Embracing social work skills to build safety, trust and engagement.

The disability sector is undergoing unprecedented levels of change which require governments, communities and service providers to transform the ways they function and relate to one another. While this change brings opportunities to build more just and inclusive communities, it can also generate anxiety for both service users and workers in the sector. When not acknowledged, this anxiety can threaten to destabilise teams and negatively impact outcomes for communities. In this context, social work skills can be invaluable in leading and supporting teams to engage with change in ways which promote positive outcomes. Social workers in management or leadership roles have opportunities to nurture environments of safety, trust and engagement which bring teams together to acknowledge the impacts of change, clarify their values and intentions, and commit to working together for positive outcomes. This workshop will draw on theories of employee engagement, change management and organisational sustainability to identify practical strategies for enhancing team well-being and effectiveness through times of change. In particular, the workshop will draw on the work of Jeanie Duck’s The Change Monster as a tool for identifying the often unexpected impacts of change on team members throughout the change journey. The workshop will be underpinned by practical examples of challenges and learnings from the presenter’s experience as a manager in a grassroots community organisation working with people with disability.

Presenter: Ingrid Boland

Ingrid Boland studied a Bachelor of Social Work and Arts (Development Studies) at the University of New South Wales. She is the Disability Services Manager at Ethnic Community Services Co-operative, overseeing a number of programs working with people with disability from Culturally and Linguistically Diverse (CALD) backgrounds. She has a key leadership role in transitioning the organisation to the NDIS environment. After moving into management roles from direct service delivery, Ingrid became passionate about the contribution of social work skills, knowledge and values to leadership in community organisations. Ingrid is currently undertaking a Masters of Business Administration at the University of New South Wales.
1. From integration to inclusion: progressing the academic inclusion of higher education students with disability – By Christine Krol – Western Sydney University

Students with disability at Western Sydney University (Western) apply through Disability Services for an Academic Integration Plan (AIP) to facilitate access to their reasonable adjustments. The purpose of reasonable adjustments is to increase equitable participation for these students. This Higher Degree Research explores the implementation of AIPs from student and academic perspectives across schools at Western, predominantly those which have a practicum component. The research design draws on participatory action research methodology, to increase the agency of persons with disability in research that impacts upon their lives. The research objective is to progress the academic inclusion of students with disability. The qualitative research will be undertaken through: students with an AIP, 80-100 anonymous questionnaires and 5-8 semi-structured interviews; and academics who implement AIPs, 30-50 anonymous questionnaires and 3-5 focus groups. Data analysis will be informed through thematic analysis. The research outcomes will include: obtaining insight into the negative and positive aspects of AIP implementation; identify the barriers, if any, which hinder students’ academic inclusion; and identify opportunities to influence equitable access for students with disability. The benefits of this research include increasing the agency of students with disability in reviewing and developing policies which may impact their student experience. This research will lead to national collaboration with other universities to progress a project on universal design principles and accessible curricula in the tertiary sector.

(See Christine’s biography in the Oral Presentations section)

2. Bridging the gap between what we know and what we do: maximising engagement with research evidence – By Jessica Lobo - NDS Centre for Applied Disability Research

This will also be presented as an oral presentation – see Thursday 24 November at 11am
3. Understanding the empowerment of people with severe mental illness in the community through the eyes of social work practitioners in Sydney and Hong Kong –
By Jialiang Angela Cui – UNSW - (Co-authors: Christy Newman and Limin Mao)

This poster will outline doctoral research currently under way at UNSW Australia, which will explore contemporary social understandings of empowerment practice in community mental health.

**Background:** Although recovery discourse has become influential across diverse mental health systems, consensus regarding how empowerment should be practiced to promote recovery has not been achieved. Meanwhile, although empowerment is recognised as an essential component of social work values, it may still be considered a ‘buzzword’ by many social workers working in the mental health field. Few comparative studies from social workers’ perspective in this field have been documented in the literature.

**Objectives:** This research will explore not only social workers’ understandings of empowerment practice, but also the role of and limitations experienced by them in the process of empowering mental health consumers. Moreover, it will be conducted at two sites to gain insights in how these issues are framed and negotiated across different cultural contexts.

**Methods:** The research will employ a multi-dimensional framework which will examine the contextual drivers (political, cultural and professional contexts) at the macro-level and explore the dyadic relationships between social workers and other stakeholders of mental health care. It will employ a mixed-method approach, including documents, e-survey and semi-structured interviews.

**Expected outcomes:** This research is expected to inform the development of new strategies for the social work profession in strengthening policy and practice, with the aim of promoting the meaningful empowerment of consumers with disabilities and increasing the applicability of empowerment practice in different socio-cultural contexts.

Ms Jialiang Cui gained a BSW from Peking University and an MSSC in Social Work form the Chinese University of Hong Kong. She has worked as a social worker in disability services in HK for 7 years, and has extensive experience in mental health care services and disability advocacy. She commenced her PhD at the Centre for Social Research in Health, UNSW Australia in August 2015 and her research interests include mental health, disability service, recovery discourse and international social work. She is currently a member of AASW and volunteering at two mental health agencies in NSW.
4. Creation of visual data to complement interviews in social work research -
By Pam Joseph - University of Sydney

Social work practitioners routinely use some form of ecomap to gather information, but this strategy is less familiar in the context of social work research. This poster describes the use of a visual component in interviews with parents of children with complex care needs, who shared their perspectives on their own relationships with complex service systems. By incorporating a low-tech mapping tool in parallel with oral data production, with images created by the parents themselves, the study sought to increase the participation of people generally under-represented in research with parents, including fathers, people who lack skills or confidence in spoken English, and those for whom activity-based strategies are more engaging than words alone. The study demonstrated that the creation of visual data performed an important function in facilitating each phase of the interviews, and engaged people who might otherwise have been alienated by traditional interviewing methods.

(see Pam’s biography in the Oral presentations section)

5. A student social worker journey into the disability sector and transition into the NDIS –
By Lee Bratel – Lifestart

Lifestart provides a range of specialist supports to children, young people, their families and communities across Sydney, Southern Highlands, Blue Mountains and the Illawarra Shoalhaven region. Lifestart staff support student placements for approximately 100 students studying in a range of universities, TAFE settings and colleges each year. Current discourse has identified that the disability sector will be strengthened to meet the needs of all individuals with disability if students have opportunities for diverse experiences whilst on placement and access to high quality supervision from professionals working in the field. Lifestart routinely hosts students studying Social Work degrees. This poster will map the journey of a group of three Social Work students on placement at Lifestart in 2016. Students will highlight the opportunities they have had on placement that have been key to developing their professional identity as a future Social Worker within the context of work within the disability sector. Their insights can provide Social Workers currently supervising students or Social Workers in their early years of practice with some guidance regarding activities that may foster personal and professional growth in the sector. This poster is also intended to inspire others to consider their role in shaping the Social Work professional into the future.

(see Lee’s biography in the Oral presentations section)
6. Putting person centred thinking into our practice -  
By Enoch Yeung & Lee Bratel – Lifestart

Person Centred thinking tools (Helen Sanderson Associates) such as a “One Page Profile” are used routinely when supporting individuals with disability and the people around them to consider the person, their individual strengths, preferences, goals and aspirations. But what about utilising the concept of person centred thinking and a One Page Profile (OPP) template to tell the story of Social Workers and the role they can play in providing supports to people with disability their families, friends and the community. This poster will illustrate how Social Workers working within a Family Services Professional role at Lifestart have used a OPP and person centred thinking as a framework to identify the skills and strengths that they as individuals and as a professional group can bring to their teams and daily interactions with the people Lifestart supports. Their collective OPP for Family Services Professionals will illustrate the unique skills and specific professional training and experience that Family Services Professionals can bring to the transdisciplinary teams they are currently working across Lifestart. This poster will clearly link the OPP document as a tool that has enabled discussion within the Family Services Professional group to identify their goals and aspirations as a professional group and make plans to progress these goals.

Enoch Yeung (Bachelor of Social Work) is a Family Service Professional at Lifestart working in the South Western Sydney region. Enoch brings experience from previous roles in Case Management at ADHC to the Family Services role within a busy Transdisciplinary Team. Enoch is fluent in Mandarin, Cantonese and English and uses these skills in edition to his professional skills to support engagement of people from culturally and linguistically diverse backgrounds. Enoch has championed the use of person centred thinking tools within the Family Services Professional group to describe their role within the team.
DAY 2 – WRAP UP & FAREWELL

What have you learnt or confirmed today?
How will you put this into practice?

Please complete the 2016 SWID Conference Evaluation form so you can let us know how we went and what we can do better.

We are looking forward to welcome Social Work students and practitioners to our Quarterly Meetings in 2017.

WE THANK YOU FOR YOUR SUPPORT & HOPE YOU LEAVE FEELING BETTER EQUIPPED AND RE-ENERGISED TO MEET THE CHALLENGES THAT WILL INEVITABLY CONTINUE TO CONFRONT US