



# Pathways13 Conference

*Changes, Challenges and Choice  
Embracing the Future*



Hotel Realm, Canberra • Wednesday 30 November – Friday 2 December 2016

## Wednesday 30th November, 2016

8:00am - 5:00pm

### **Registration**

Venue: National Ballroom Foyer, Hotel Realm

8:30am - 10:30am

### **Official Opening**

Room: National Ballroom 2 & 3

### **Master of Ceremonies**

[Genevieve Jacobs](#), Journalist & ABC Presenter

### **Presidents Welcome**

[Darlene McLennan](#), ATEND

### **Welcome to Country**

### **Pathways Co - Chairs Welcome**

Julie Harrison, Australian National University &  
Melanie Kovacs, University of Canberra

**Keynote Opening Address - Re-framing our Attitudes and Perspectives**

[Drisana Levitzke-Gray](#), Young Australian of the Year 2015, Deaf Advocacy

**Keynote Address - It's Time for some Common Sense when Employing People with a Disability.**

[Jessica May](#), Chief Executive Officer, Enabled Employment

Let's get back to thinking about people with disabilities as a person, a human, a human with hopes and dreams, a human that can tell you what they need rather than you making assumptions for them.

One thing I really struggle with is the demand for people to know 'diagnostic labels'. What does it matter if Joe Bloggs has Multiple Sclerosis or Jane Doe has a mental illness? My thoughts are that once you know what a person's diagnostic label is you start making assumptions about what that means.

When I disclosed my disability at my former workplace, the assumptions started, no one wanted to get me stressed, no one wanted to overburden me, no one wanted to 'set me off'. So you know what happened? I was given nothing to do, given no staff and then avoided at all costs and cut out of the loop on the business of the branch. This was the worst possible thing for me, and my mental health spiralled out of control until I approached suicide.

Fortunately for me, Enabled Employment sprung up in my head and was my saving grace. But, you know what my answer would have been if I had been asked? Give me more work, give me more staff, give me things that are challenging and stress me out! Because, if I'm worrying about those things I have no time to be anxious and I will get better!

Every single disability affects a person in a different way, we are all individuals and disability doesn't discriminate. In fact it is the only minority group you can join at any stage in your life.

So, why are people barraging businesses with information about everything that can go wrong when a person with a disability starts working with them? People with a disability are statistically less likely to have something go wrong than their peers so why do we set them up for low expectations or failure? Why can't we just ask what they need? Treat them like the human being that they are, and cut out the fear and assumptions.

What we all need to do is just apply the principles of common sense. Flexibility in a role should be a given unless there are operational requirements that make it impossible. Not only is this good for people with disabilities it's good for everyone.

Have you asked your employee's what they need to perform the best that they can in their role?

**Keynote Address - Changes in Higher Education**

David Fintan, Branch Manager Governance, Quality and Access, Department of Education and Training

**AI Media Presentation**

Markus Lessing

10:30am - 11:00am **MORNING TEA & EXHIBITION / SILENT AUCTION**

Room: National Ballroom Foyer

11:00am - 11:45am **Concurrent Session 1- Challenges**

Room: National Ballroom 1

Chair: Tracey Hetherton

Ticket to Work: a partnership approach to supporting young people with disability from school into economic participation

**Michelle Wakeford**

11:00am - 11:45am **Concurrent Session 2 - Changes**

Room: National Ballroom 2

Chair: Sue Hancock

Power Within is Infinite: Positive Relationship Empowering Students to be more Responsible for their Learning

**Cleveland Mcghie**

11:00am - 11:45am **Concurrent Session 3 - Changes**

Room: National Ballroom 3

Chair: Hayley Torabi

Assessing Reasonable Adjustments: A Functional Assessment Tool for Disability Practitioners

**Kelly Piper**

11:45am - 12:30pm **Concurrent Session 4 - Choice**  
Room: National Ballroom 1  
Chair: Belinda Wallis  
JobAccess: Creating Opportunities in the workplace  
**Helen Green**

11:45am - 12:30pm **Concurrent Session 5 - Challenges**  
Room: National Ballroom 2  
Chair: Emma Grist  
The efficacy of peer mentoring for students with mental health issues: A critical reflection  
**Hayley Woodrow and Celina Campas**

11:45am - 12:30pm **Concurrent Session 6 - Changes**  
Room: National Ballroom 3  
Chair: Tom Arthur  
Collaboration and its Benefits – lessons from Victorian Disability Service Managers Network  
**Anthony Gartner**

12:30pm - 1:30pm **LUNCH & EXHIBITION / SILENT AUCTION**  
Room: National Ballroom Foyer

1:30pm - 3:00pm **Afternoon Sessions**  
Room: National Ballroom 2 & 3  
**Keynote Address - Why Every Person Can Read. Why Every Person MUST Read\***  
[Jackie French](#), Award-winning Australian Author

The keynote will talk about the emerging evidence methods of achieving literacy at any age; why peer review' is essential and how 'snake oil' may come in many bottle shapes, with beautifully deceptive labels, but sometimes literally deadly results. The keynote will focus on how dyslexic, dyspraxic, Aspergers and other students who for many hundreds of reasons have missed out on adequate instruction can excel in tertiary education given with empathy, compassion, flexibility - and a knowledge of the evidenced based education and technical programmes available to help them.

- spilling, sorry, spelling, however, is an optional extra.

**Showcasing the student experience at CIT**

[Leanne Cover](#), Chief Executive, Canberra Institute of Technology

**Becoming Responsible for Improving our own Mental Health**

[Craig Hamilton](#), ABC

3:00pm - 3:30pm	<b>AFTERNOON TEA &amp; EXHIBITION/SILENT AUCTION</b> Room: National Ballroom Foyer
3:30pm - 4:30pm	<b>Keynote Address</b> Room: National Ballroom 2 & 3 <b>Emerging Challenges for Students with Disability Participating in Higher Education: A Review of Six NCSEHE Funded Research Reports</b> Ian Cumminghame / Sue Trinidad
4:45pm - 5:45pm	<b>ATEND Annual General Meeting</b> Room: National Ballroom 1
5:30pm - 7:30pm	<b>Welcome Reception</b> Venue: National Ballroom Foyer, Hotel Realm
7:00pm	<b>Celebration of Pathways 25th Jubilee</b> Room: National Ballroom Foyer, Hotel Realm Official Cake Cutting  <a href="#">Darlene McLennan</a> , ATEND

**Thursday 1st December, 2016**

8:30am - 5:00pm	<b>Registration</b> Venue: National Ballroom Foyer, Hotel Realm
8:30am - 8:45am	<b>Day Introduction</b> Room: National Ballroom 2 & 3 Housekeeping  MC - <a href="#">Genevieve Jacobs</a>

8:45am - 9:15am

**ATEND Introduction of Life Long Members**

Room: National Ballroom 2 & 3

9:15am - 9:45am

**Keynote Address**

Room: National Ballroom 2 & 3

**25 Years of a Fair Chance for All: Celebrating Progress amid Unfinished Business**

[Matt Brett](#), Senior Manager, Higher Education Policy, La Trobe University

9:45am - 10:45am

**Concurrent Session 7**

Room: National Ballroom 1

Chair: Catherine Laverty

**Digital Accessibility**

The Digital Accessibility Stepping Stones on the Path to Inclusive Learning

**Natalie Collins**

Digitising Note Taking Accommodations: Revolutionising the Way Students Work with Spoken Information

**Jim Sprialis**

9:45am - 10:45am

**Concurrent Session 8**

Room: National Ballroom 2 & 3

**Inherent Requirements**

Chaired by [Darlene McLennan](#), President ATEND

**Challenges**

**Questioning Inherent Requirements?**

Merrin McCracken

**Choice**

**The Language for Equitable Choice: Experiences in Describing the Task, not the Person, in Documenting Inherent Requirements for One University**

Marion MacGregor Burgess

**Challenges**

**Inherent Requirements: Working Towards Graduating a Student with Quadriplegia from the**

**Doctor of Medicine**

Sharon Garside, Dr Liz Fitzmaurice & Dinesh Palipana

10:45am - 11:15am

**MORNING TEA & EXHIBITION / SILENT AUCTION**

Room: National Ballroom Foyer

11:15am - 12:45pm

**Concurrent Session 9 – Challenges**

Room: National Ballroom 2

Chair: Emma Grist

The scope of the obligation of tertiary institutions to students who are carers of people with disabilities

**Elizabeth Dickson**

Transitioning to University and the Challenges to Inclusion – A Parent Perspective

**Lorraine Rodrigues**

11:15am - 12:00pm

**Concurrent Session 11 - Challenges**

Room: National Ballroom 3

Chair: Tracey Hetherton

Is this the right time for you to study?

The collision of external services and student supports

**Shaun Corcoran**

12:00pm - 12:45pm

**Concurrent Session 12 - Changes**

Room: National Ballroom 1

Chair: Belinda Wallis

Enabling students to be more independent at notetaking

**Merrin McCracken**

12:00pm - 12:45pm

**Concurrent Session 13 - Choice**

Room: National Ballroom 2

Chair: Julie Harrison

Strengths4Success - Journey Towards Excellence. A program which positions students' academic success and wellbeing as equally important outcomes

**Tania Willis and Sue Hancock**

12:00pm - 12:45pm

**Concurrent Session 14 - Challenges**

Room: National Ballroom 3

Chair: Catherine Laverty

Inclusive University Experience for People with Intellectual Disability: How far have we come and what else needs to be done?

**Lorraine Lindsay**

12:45pm - 1:45pm

**LUNCH & EXHIBITION / SILENT AUCTION**

Room: National Ballroom Foyer

1:45pm - 3:00pm

**Keynote Address**

Room: National Ballroom 2 & 3

**Keynote Address - Universal Design Education**

[Marnie Hughes-Warrington](#), Pro-Vice Chancellor, Australian National University

**Keynote Address - Aboriginal and Torres Strait Island Students: Are we doing enough?**

[Michele Fleming](#), Dean of Students, University of Canberra – Indigenous Students with Disability

**Keynote Address - Overview - ACT Government Access and Equity in VET Strategic Framework and Action Plan 2016-17**

[David Miller](#), Director, ACT Department of Education and Training

[David Miller](#) will discuss the development of the ACT Government's Access and Equity in Vocational Education and Training (VET) Strategic Framework and Action Plan 2016-17. The ACT Government is committed to increasing the level of workforce participation and providing the support an individual experiencing disadvantage or disengagement may need to gain skills that lead to employment or other meaningful engagement in society. This includes consideration of strategies and performance indicators to ensure the needs of all people are addressed. To achieve this commitment, better integration of services at the local level and more targeted sharing and distribution of information about available services are critical.

David will discuss the progress of a project to review existing ACT Government policy and to construct an evidence-based rationale for change. The project will work across ACT Government to identify issues affecting access and equity and to assist policy makers to understand prioritised areas for action in a coordinated way.

3:00pm - 3:30pm

**AFTERNOON TEA & EXHIBITION – SILENT AUCTION CLOSED**

National Ballroom Foyer



3:30pm - 4:15pm

**Concurrent Session 15 - Changes**

Room: National Ballroom 1

Chair: Sue Hancock

Curtin's Universal Design Journey.. so far

**Jackie Weinman**

Universal Design – The Impossible and Now

**Melissa Wortel & Cathy Easte**

Taking Up the Challenge – Making It Happen Together

**Rachel Wielstra**

3:30pm - 4:15pm

**Concurrent Session 16 - Changes**

Room: National Ballroom 2

Chair: Tracy Hetherington

Passport 2 Employment Program (P2E)

**Pam Anderson**

3:30pm - 4:15pm

**Concurrent Session 17 - Challenges**

Room: National Ballroom 3

Chair: Tom Arthur

Supporting Success for Students With Autism Spectrum Disorders: Exploring the Evolving Role of Student Support and Equity Services

**Emma Edwards**

4:15pm - 5:00pm

**Concurrent Session 18 - Changes**

Room: National Ballroom 1

Chair: Belinda Wallis

The NDIA Package – How Does it Unwrap in the Tertiary Education Context?

**Michelle Campbell**

4:15pm - 5:00pm

**Concurrent Session 19 - Challenges**

Room: National Ballroom 2

Chair: Hayley Torabi

An Investigation of Barriers to HDR Students With Disability Completing an HDR Qualification at an Australian University

**Peter Smith**

4:15pm - 5:00pm	<p><b>Concurrent Session 20 - Challenges</b>  Room: National Ballroom 3  Chair: Tom Arthur  The STAR Project: A transition support project for students with Autism Spectrum Disorder, anxiety or way finding needs  <b>Alison Nuske</b></p>
5:00pm - 5:30pm	<p>Transition to University: Getting it right for students on the Autism Spectrum  <b>Petria McGoldrick and Dr Kimberley McMahon-Coleman</b></p> <p><b>Silent Auction</b>  Payments for silent auction items can be made at the registration desk and items collected by 5.30pm - EFTPOS / Credit Card Facilities Available</p>
7:00pm - 10:00pm	<p><b>Conference Networking Function</b>  Venue: Pialligo Estate, Pialligo  Please meet in the foyer of the Hotel Realm at 6.15pm to be transferred by ACTION bus to Pialligo Estate at 6.30pm.  Buses will transport delegates back to Hotel Realm at the conclusion of the evening.</p>

## Friday 2nd December, 2016

8:30am - 12:30pm	<p><b>Registration</b>  Venue: National Ballroom Foyer, Hotel Realm</p>
9:15am - 10:00am	<p><b>Concurrent Session 21 – Changes</b>  Room: National Ballroom 1  Chair: Emma Grist</p> <p>Advances in communication of student requirements from Disability Support Services to faculty  <b>Matthew Salas</b></p>
9:15am - 10:00am	<p><b>Concurrent Session 22 - Challenges</b>  Room: National Ballroom 2  Chair: Hayley Torabi</p>

Access to Graphics by Vision Impaired Students

**Leona Holloway**

Changes:

Reaching for the Cloud: Can Cloud Based Software, and "google" Environments Assist Students who Have a Disability?

**Anita Raftery**

9:15am - 10:00am

**Concurrent Session 23 - Choice**

Room: National Ballroom 3

Chair: Sue Hancock

BATYR: Giving a voice to the elephant in the room

**Sam Refshauge**

10:00am - 10:30am

**MORNING TEA & EXHIBITION**

Room: National Ballroom Foyer

10:30am - 12:30pm

**Keynote Address**

Room: National Ballroom 2 & 3

**Keynote Address - An Overview of NDIS and Education**

Peter De Natris, National Disability Insurance Agency (NDIA)

**Keynote Address - Transitions**

[Sue Salthouse](#), Women with Disabilities ACT

Why do students undertake tertiary education? We could point to an altruistic desire for knowledge and skills for their own sake, or a need to meet the expectations of the family, or partially a desire to acquire status in our communities - but realistically the aspiration for tertiary qualifications is to improve their chances in the workforce. Students with disabilities, facing significant barriers to workforce entry, have heightened need for a tertiary ticket. Your work is to enhance this pathway. Thus, a focus on employment outcomes for these students is one measure that we could take of your success. What is the best way to support students with disabilities to ensure successful completions and transition to the workforce? Is assisting that transition part of the job, or is it peripheral? Do the Education Standards help or hinder your work, and will the National Disability Insurance Scheme (NDIS) have any effect on making transitions more successful?

**Keynote Address - Sport as a Tool for Social Inclusion – My Journey from Athlete to Sports Administrator**

[Richard Nicholson](#), Paralympian, Athlete in Residence, University of Canberra

With a sporting career that spans over 30 years that began at age 12 in gymnastics and has transitioned through Paralympic powerlifting and finally road and track wheelchair racing, combined with 17 years working at the Australian Sports Commission and the Australian Institute of Sport as a sports administrator, Richard has seen significant change in the world of disability sport.

As a young boy Richard's life was changed forever by two people who were 'just doing their jobs' but in reality were very forward thinking in their understanding of disability and inclusion and would be regarded these days as change agents. Richard's sporting journey includes five Paralympics Games, six World Championships, three Commonwealth Games and many other competitions, marathons and road races around the world.

**Conference Wrap up**

[Genevieve Jacobs](#) & Pathways 13 Conference Co- Chairs/ATEND

12:30pm - 1:00pm

**Conference Close**