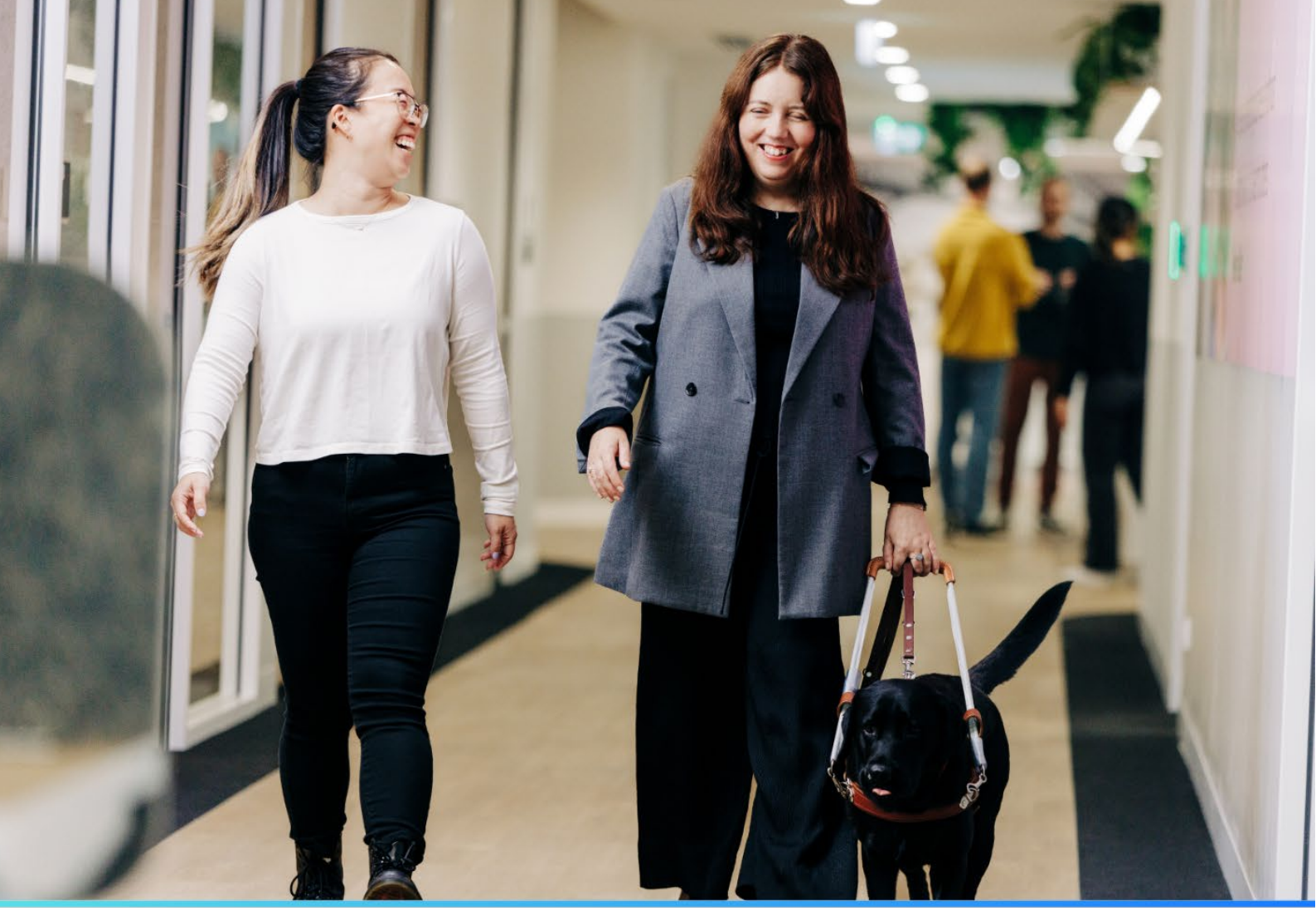


International Day of
People with Disability

Information Kit for Workplaces

International Day of People with Disability

International Day of People with Disability (IDPwD) is a United Nations day, observed each year on 3 December. In Australia, it is a day to promote awareness, understanding and acceptance of the 5.5 million people with disability in the country.

A key part of IDPwD each year are the events and activities that schools, workplaces and community groups hold to recognise the day.

Workplaces play a vital role in creating a more inclusive and diverse community in Australia. This information kit has been developed to help workplaces get involved.

Did you know?[1]

- There are 5.5 million people with disability in Australia – that's 1 in 5 people.
- 15% of people in Australia aged 0-64 years have disability.
- 52% of people in Australia aged 65 years and over have disability.
- 7.9% of all Australians have a profound or severe disability.
- 9.9% or 1 in 10 people with disability in Australia have experienced discrimination.

For more information about disability statistics in Australia, visit the Australian Bureau of Statistics website.

IDPwD theme

Each year, the United Nations announces a theme for IDPwD. The 2026 theme is: 'The CRPD at 20: Building on Progress, Advancing the Future'.

It's been 20 years since the United Nations (UN) agreed to the Convention on the Rights of Persons with Disabilities (CRPD).

The CRPD is an agreement between different countries. It says that people with disability must have their rights respected.

The theme looks at what has improved over the past 20 years and what still needs to change.

It calls on governments and communities to:

- remove barriers for people with disability
- protect the rights of people with disability
- make our communities more accessible and inclusive.

[1] Source: Disability, Ageing and Carers, Australia survey 2022, Australian Bureau of Statistics www.abs.gov.au/disability

You can use the official theme in your IDPwD activity or event. You can also develop your own theme around the topics of disability, diversity and inclusion.

The IDPwD website has more information, including an Easy Read version of the theme.

Ways your workplace can get involved

There are many ways your workplace can recognise IDPwD on 3 December and all year round. Your involvement can be big or small. We encourage you to get creative and recognise IDPwD in your own unique way.

Host your own IDPwD event or activity

Holding events or activities are a great way to observe IDPwD and start inclusive conversations at work.

We encourage you to register your workplace event, so we know about all the events happening across Australia. You can keep your event private or register as a public event and be featured on our community event calendar. To find out more, visit the Event Registrations page on the IDPwD website.

Here are some ideas to get you started.

Learn about disability inclusion together

- Inclusive workplaces benefit from the diversity of perspectives and experiences.
- Our IDPwD Community Conversation Guide can help you discuss IDPwD and disability more broadly all year round. It has tips on inclusive language, themes for your IDPwD event and practical advice on communicating with people with disability.
- Our Inclusion Resources page has useful links like an inclusive language toolkit for recruitment, and ways to host accessible events and meetings.
- You can also encourage your managers and team members to take part in disability awareness training.

Film screening

- Host a screening of short films or videos that feature people with disability or disability themes.
- Check out previous IDPwD Ambassador videos to learn about their lived experience.

Morning or afternoon tea

- Host a morning or afternoon tea with your workplace to recognise IDPwD.
- Consider inviting a person with disability or disability advocate from your local community to speak about their experiences.

Volunteering

- If your workplace offers volunteer leave, consider volunteering with a local organisation that provides services and supports for people with disability.

Workplace awards

- Acknowledge the people in your workplace who are championing disability inclusion.
- This could include recognising the accomplishments of staff members or teams who are leading the way in adopting inclusive practices at work.
- You can use the editable IDPwD Certificate or create your own template and include elements of the IDPwD logo and branding.

Join the conversation

If you can't hold or attend an event, you can still get involved in IDPwD and help raise awareness. Here are some ideas:

- Get your colleagues together and support other IDPwD events in your local community or online. Check out our community event calendar for events happening near you.
- Learn more about IDPwD by using our fact sheets, which are available in 12 languages other than English, Auslan and Easy Read.
- Promote IDPwD in your online meetings and emails using customisable resources like the IDPwD PowerPoint presentation, virtual meeting backgrounds and signature blocks.
- Follow or tag IDPwD on Facebook (@idpwd) and Instagram (@idpwd_au) to help spread stories about people with disability and be part of IDPwD all year round.
- Publish an article or acknowledgement in your workplace newsletter about IDPwD (see below).

Example newsletter

International Day of People with Disability with [organisation name]

International Day of People with Disability (IDPwD) is a United Nations day held on 3 December each year. It aims to raise awareness, understanding and acceptance of people with disability.

There are 5.5 million people with disability in Australia – that's 1 in 5 people. By recognising this day, we can promote inclusion at work and beyond.

Workplaces play a key role in ensuring people with disability can take part in all aspects of community life. This year [organisation] will recognise IDPwD by [insert details of your event or activity].

We encourage everyone to get involved this IDPwD. Together, we can challenge perceptions about disability, break down barriers and build a more inclusive community.

For more information, go to [your website address] or contact [your phone number/email address]. You can also visit our [your Facebook page] for updates.

For more information about IDPwD, visit www.idpwd.gov.au

More information

Visit idpwd.gov.au to find out more and access stories, videos and resources.

If you have any questions, you can:

- email us at idpwd@health.gov.au
- contact us at www.idpwd.gov.au/contact-us.