

2022 Match Summary

Name of Match: Equally Working

Location of Match: 3 online recorded zoom sessions

1. Describe the **purpose** of the match:

Each online session had a theme developed from discussions between NZ and international leaders over a nine month period ahead of the match

1. The first theme created some dissonance locally which was an important process to confront and work through. The result was a session led by people with different personal experiences of disability* driving what they felt was needed from policy makers and service deliverers so more disabled people could access proper jobs
2. The second theme was looking at areas of international best practice (for delivering disabled people with proper jobs) and what enabled or prevented them from being scaled up by employment systems around the world
3. The third theme focused on employers, their critical role in the success of disabled job seekers and how current changes in the labour market can be used to create a more inclusive and diverse workforce

*disability was used in its broadest sense to include everyone covered by the UNCRPD, including autistic people and people with experience of mental distress. It was recognised that people are people first and that terminology will be different for individuals and jurisdictions.

2. Describe the **leaders** who participated in the match (for example, were some of them peers, youth, family/caregivers, practitioners, policy makers, clinicians? Were they from community settings, government, NGOs, clinical settings?):

A total of 35 people attended the three sessions including the hosts.

Organising leaders and participants included a good mix of people with lived experience, job-seekers, provider agency practitioners and managers, government policy contributors and managers.

3. What do you see as the **game changer** for this match topic? (Game changer is defined as: a newly introduced element or factor that changes an existing situation or activity in a significant way.)

It was clear that we are at the beginning of the journey as an organisation to ensure the voice of the people with lived experience are involved in all aspects of our thinking, planning and design. We were proud to ensure at least we held the line to be as inclusive as we could, given where we are at in terms of membership and influence. A second aspect was to break through the artificial barriers created by systems to define people into categories, e.g. disability, neuro-diversity or mental distress. We were fortunate to have the support of Eddie Bartnick to assist us in being inclusive. A disappointment was that we didn't attract anyone from the Netherlands to attend in spite of it being the next host country, so we have concerns about how to ensure there is some continuity – the organising leaders included people from the last exchange in Washington.

4. How will the match **support inclusion, resilience and growth** for this match topic and for the leaders who attended:

Whilst not perfect, we believe the approach has set a direction for future matches to ensure they remain inclusive, as indicated above. We trust the outcomes of the themes via the rich presentations and discussions will have informed leaders in different roles on how they can improve their practice to support growth. We know that those with lived experience who so freely gave of their time and expertise displayed their resilience working, as they often were in spite of the system but also displaying ways that systems can change so that those who follow can do so more easily. We identified the need to invest in potential so more disabled leaders can be available to work in this area. We trust that leaders will be able to build on the themes and build international capability and capacity across these and other key areas, alongside leaders with lived experience.

