



the women's  
the royal women's hospital

# The Women's Disability Action Plan

2022-25





## Acknowledgement of Traditional Owners

The Royal Women's Hospital acknowledges and pays respect to the Wurundjeri and Boonwurrung peoples of the Kulin Nations, the Traditional Owners of the Country on which our hospital stands and we pay our respects to their Elders past, present and emerging. Sovereignty has never been ceded. It always was and always will be, Aboriginal land.

The Women's is committed to improving health equity for Aboriginal and Torres Strait Islander women, children and families and we recognise the fundamental significance of cultural traditions, beliefs and connection to Country for the health and wellbeing of Aboriginal and Torres Strait Islander peoples.

We acknowledge the importance of kinship and family structures as a cohesive force that binds Aboriginal and Torres Strait Islander peoples and we recognise their cultures, community connection, and self-determination as critical protective factors for wellbeing.

The Women's vision for reconciliation is to provide healthcare that is culturally safe, free from racism, united by deep respect for First Nations people and their continuing connection to Country - from Birth to Dreaming.

## A note on language and diversity

The Women's acknowledges gender diversity and promotes gender equality. While the term 'women' is used throughout our Disability Action Plan, this does not exclude gender diverse individuals. The plan recognises that some people who do not identify as women at different points across the life course still access the Women's services. This plan is inclusive of trans, non-binary, agender, intersex and other gender diverse populations.

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### Cover artwork

#### Flowers in Vase by Emily Crockford

Emily Crockford has a long exhibition history and her work can be seen in large scale across Sydney and in high-profile institutions. Her broad creative practice encompasses painting, textiles and soft sculpture. Emily has twice been a finalist in the Archibald Prize (2020, 2022) and received the 2020 Australia Council National Arts and Disability Award for an Emerging Artist.

Copyright Emily Crockford. Licensed for reproduction through Studio A, a supported studio that tackles the barriers artists with intellectual disability face in accessing conventional education, professional development pathways and opportunities needed to be successful and renowned visual artists.

**studio A**

# Our vision

The Women's is a disability-confident organisation providing inclusive, empowering and respectful health care and employment to people with disability.

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## Foreword

We are proud to present the Royal Women's Hospital's second Disability Action Plan, which re-affirms our commitment and vision to become a disability-confident organisation.

Almost one in five Victorian women and girls live with disability. Women with disability experience poorer health outcomes when compared to the general community due to inequities associated with gender and disability.

Through our ongoing research with La Trobe University, we know that pregnant women with disability have higher rates of poor perinatal outcomes – including preterm births, low birthweight babies and admittances to special care and neonatal intensive care units – when compared with general maternity data.

People with disability have both lower labour force participation and higher unemployment rates than people without disability. The Women's recognises there is great opportunity to increase the employment of people with disability within our hospital, and for us to advocate to our peers to do the same.

As a service provider and employer, ensuring the Women's provides accessible and inclusive healthcare and employment is an important organisational and strategic priority for us.

Implementation of our first Disability Action Plan, between July 2019 and June 2022, laid important foundations and provided significant learnings to the Women's. These learnings supported and shaped the development and priorities for this, our second Disability Action Plan.

We are incredibly proud that this Disability Action Plan (like our prior plan) was co-created with members of our Disability Action Plan Advisory Committee – women with disability who are past and current patients of the Women's, as well as current and former staff with disability. We thank them for sharing their passion, expertise, knowledge and lived experience with us, that shaped and directed this plan and its actions.

We also acknowledge the leaders and staff who are members of our Disability Action Plan Staff Working Group, who also informed the development of this plan and will be responsible for its successful implementation.

Our Disability Action Plan 2022–2025 provides a framework for how we will increase access and inclusion for people with disability. Over the next three years, we will focus on the following four areas:

- **Service access:** We will partner with people with disability in the design of our services and facilities to ensure user-friendly, women-centred healthcare and workspaces. We will improve how we ask patients about their disability status and improve how we measure, monitor and respond to the experiences and feedback of patients and staff with disability.
- **Changing attitudes and behaviours:** We will tackle the direct and indirect discrimination and stereotyping that women and staff with disability experience. We will ensure the voices of women and staff with disability are active and influential in governance and leadership.
- **Employment and volunteer opportunities and experiences:** We will ensure our recruitment and selection processes are inclusive and barrier free, that we work to attract and retain talented and skilled people with disability, and we build the capacity of our people managers to advance inclusive workplace practices.
- **Inclusion and participation:** We will ensure our marketing, consumer health information and digital information is accessible, inclusive and promotes positive and diverse representations of people with disability, to support informed decision making by our patients and increase employment of staff with disability.

We acknowledge there is much work for us to do, however we are confident that the actions in this plan will support us on our vision to become a ‘disability-confident organisation providing inclusive, empowering and respectful health care and employment to people with disability’.

Our overarching guiding principle is to partner with people with disability to provide healthcare and employment that addresses and removes structural barriers and discriminatory practices that impact health and employment outcomes, to ensure the full participation and inclusion of people with disability.

We look forward to sharing our progress with you.



A handwritten signature in purple ink that reads "S Matthews".

**Professor Sue Matthews**

Chief Executive Officer



A handwritten signature in purple ink that reads "Sherri Huckstep".

**Sherri Huckstep**

Chief eXperience Officer  
and Disability Action Plan  
Executive Sponsor



# Our business

Founded in 1856, the Women's continues to lead the way in women's and newborn healthcare. We deliver specialist maternity, gynaecology, oncology, reproductive and sexual health services to women in Melbourne, as well as those with complex needs from across Victoria and Australia.

The Women's has one of Australia's largest specialist neonatal services where we provide specialist care for babies with disability, as well as unwell and premature babies in our intensive care and special care nurseries.

We are a leader and advocate in areas of women's health that have long been overlooked or stigmatised. This includes abortion, endometriosis, family violence, female genital mutilation, menopause, incontinence, mental health disorders, sexual assault and substance use in pregnancy.

As a state-wide tertiary hospital, the Women's is a significant provider of education and helps to train the next generation of highly skilled midwives, nurses, obstetricians, neonatologists and other specialists. Expert training also extends into communities with programs delivered to local hospitals and primary health care services across the state.

Internationally, the Women's is recognised for its clinical expertise and excellence in research. Our 10 Research Centres explore the full spectrum of women's and newborn health. From pioneering IVF technology leading to Australia's first IVF baby in 1980 and advances in newborn medicine to increased survival rates for sick and premature babies – the Women's is committed to improving the lives of this generation and all who follow.



### **Our Women with Individual Needs Clinic**

The Women's is the only maternity service in Australia to have a specialised clinic for women with disability. Our Women with Individual Needs (WIN) Clinic positions us as a leader and an advocate for women with disability and reflects our commitment to improving perinatal outcomes for women with disability.

The WIN Clinic works with pregnant women who have acquired brain injuries, intellectual or learning disabilities, physical disabilities or sensory impairments. It has a dedicated midwife, who provides continuity of antenatal and postnatal care, pregnancy related information and postnatal outreach for up to six weeks after the baby's birth.

The clinic's dedicated social worker assesses a woman's psychosocial needs, provides information about service options, advocacy, practical assistance, emotional and social support, referral to community services and works with her and the midwife to develop a postnatal care plan.

The WIN Clinic has a mentoring program to connect women with the same disability, so they can support and learn from one another's lived experience, to build confidence in their parenting skills and capabilities.

### **Our research with La Trobe University**

In 2021 the Women's Midwifery and Maternity Services Research Unit, in partnership with La Trobe University, conducted the first study in Australia to examine pregnancy and birth outcomes of women with various types of disabilities, including physical, cognitive, sensory and intellectual. The findings were published in leading obstetric journal the Australian and New Zealand Journal of Obstetrics and Gynaecology.

The research adds to the global evidence base acknowledging that women with disability have higher rates of poor perinatal outcomes – including preterm births, low birthweight babies and admittances to special care and neonatal intensive care units – when compared with general maternity data.

In 2022, the Women's and La Trobe University will complete research that will enable us to understand how women like to be asked about disability status. It will also give us more insight into the existing identification processes in maternity services nation-wide. Informed by this research, the Women's and our Parkville Precinct Peers (the Royal Children's Hospital, the Royal Melbourne Hospital and Peter MacCallum Cancer Centre) will implement a new question and response option on disability status in our Electronic Medical Record.

### **Our people**

The Women's employs more than 2500 staff, of which 88 per cent are women. We are proud to employ people who identify as having a disability. Our Disability Action Plan 2022–2025 outlines our commitment and approach to increasing this number and increasing employment opportunities, career development and the retention of staff with disability.



# Development and governance of our Disability Action Plan

The Women's commenced work on its first Disability Action Plan (DAP) in January 2019. This included gaining the support of the executive team and appointing a DAP Executive Sponsor to lead this work, Chief eXperience Officer, Sherri Huckstep.

The Women's original DAP Advisory Committee was established in March 2019. This group met quarterly from March 2019 until August 2021 and consisted of consumers with lived experience of disability and members of staff who have a passion, expertise and knowledge about enhancing the healthcare outcomes for women and babies who have a disability.

In December 2020, we established a DAP Staff Working Group. This group meets bi-monthly and provides an informal forum for discussion and support for staff responsible for leading and delivering on DAP actions and deliverables.

The DAP Executive Sponsor holds quarterly DAP progress meetings with all relevant Executive Directors and nominated leads responsible for actions and deliverables, to monitor and support implementation.

In mid-2021, we ran an Expression of Interest process for new members to join our DAP Advisory Committee for a two-year term and in October 2021, our new DAP Advisory Committee consisting of six consumers and four staff with disability, met for the first time. The new committee started right away to co-design the Women's second three-year DAP with the DAP Staff Working Group.

This plan was created with and endorsed by our DAP Advisory Committee in October 2022 and noted by our Strategic Executive Committee (SEC) and Board in November 2022.

The implementation of this DAP will be overseen by the Executive Sponsor and supported by members of our DAP Advisory Committee. Progress will be monitored and reported to SEC and the Board.



# Monitoring our progress

The evaluation framework for the Women's Disability Action Plan includes different activities to monitor and understand our progress as we work to improve how accessible and inclusive we are for patients and staff/volunteers (our people) with disability.

Progress is being primarily evaluated using the Australian Network on Disability (AND) Comprehensive Access and Inclusion Audit tool. The AND Audit tool evaluates the Women's progress in 10 key areas that have the greatest benefit for access and inclusion of people with disability. The online audit includes 89 self-assessed questions and provides an overall score out of 100 per cent.

In May each year the AND produces an annual benchmarking report that provides valuable insight into accessibility and inclusion practices of organisations from the private, public and

for-purpose sectors. In 2019–20 the average score across the 24 participating AND members was 44 per cent. This remained consistent with the 2018–19 Index average of 44 per cent, compared to the 2017–18 average benchmark of 38 per cent.

One of the initial actions taken as part of the development of the Women's first DAP was to understand our current state and establish a baseline from which to improve. In July 2019, the Women's undertook the AND Audit self-assessment for the first time and our **overall score was 28 per cent**. This suggested that the Women's had a low level of maturity on the journey towards disability confidence and required whole-of-organisation change to be accessible and inclusive to patients and staff with disability. This informed several of the actions undertaken in the first three years.

Pleasingly, as of September 2022 the Women's **overall score has increased to 52 per cent**, indicating significant improvements and substantial progress in our accessibility and inclusion practices.

We will continue to use the AND Audit tool in addition to establishing robust measures and more accessible ways to gather and report on the experiences of patients, consumers and our people.





# Our principles

## Overarching principle

### **Inclusive and equitable**

We partner with people with disability to provide healthcare and employment that addresses and removes structural barriers and discriminatory practices that impact health and employment outcomes, to ensure the full participation and inclusion of people with disability.

## **WHY**

### **A values-based principle**

#### **Respect, human rights and empowerment**

We respect women's dignity, abilities, diversity and achievements. We respect and promote the human rights of people with disabilities in accordance with international and legal frameworks. We promote a strength-based approach to empower women to have informed consent and control over decisions that affect their health care.

## **WHAT**

### **A service-based principle**

#### **Accessible, integrated and holistic care**

We provide inclusive and accessible health information, programs, services, facilities and digital information and solutions for people with disabilities. We provide integrated and coordinated care to women, consistent with our social model of health, that responds to their physical, emotional, social, economic, and spiritual health and well-being.

## **WHO**

### **A partnership and relationship principle**

#### **Relationships, partnerships and representation**

We promote strong, reciprocal relationships and partnerships with women with disabilities, carers, specialists, disability organisations and our health sector peers and partners, including those in the Parkville Precinct. We actively strive to increase representation of women with disability in governance, leadership and strategic work.

## **HOW**

### **A principle that speaks to how things will get done**

#### **Responsive, innovative and evidence-based**

We are responsive, listen and adapt to the diverse needs of women with disabilities and our staff with disabilities, always open to new and innovative ways of working and offering healthcare. We are informed by research and data, develop evidence-based models of care, and advocate and promote women's choice in the provision of safe and best practice healthcare.

# Service access

The Women's is committed to providing accessible, high-quality, evidence-based healthcare.

We will partner with people with disability in the design of our services and hospital facilities to ensure user-friendly, people-centred healthcare and workspaces. We will improve how we ask patients about their disability status and remove access barriers for our services, programs and facilities. We will amplify the voices of people with disability and be a strong advocate for people with disability.

We will improve how we measure, monitor and respond to the experiences and feedback of patients and staff with disability, to better understand our impact and to inform where we need to change or improve our healthcare and employment practices.

Action	Deliverable	Responsibility
<b>Provide specialist, evidence-based best practice healthcare for women and pregnant people with disability.</b>	Continue to promote the Women with Individual Needs Clinic, our specialised maternity care service for women and pregnant people with disability.	Chief Communications Officer
	Formally evaluate the Women with Individual Needs Clinic.	Chief eXperience Officer
	Review and where applicable respond to recommendations from the WIN Clinic evaluation.	Chief Operating Officer
	Expand and enhance our Caseload Midwifery Program, including recruitment of women with disability into the Magnolia Program, to increase our capacity to deliver services to women with disability.	Director Maternity Services
	Build and strengthen our relationships and partnerships with philanthropic sources who have interest in improving the health, lives and experiences of patients and staff with disability.	Executive Director, Office of Philanthropy and Community Investment
<b>Reduce access barriers for women with disability in the Women's programs, services and facilities.</b>	Partner with women with disability in the design (and where possible in the co-design) and evaluation of any new or redesigned facilities, services and/or models of care.	Chief Operating Officer (services and models of care) Chief Financial Officer (facilities)
	Explore how we can support patients with disability to use known paid and unpaid carers during their in-patient stay with us.	Director, Allied Health and Clinical Support Services



Action	Deliverable	Responsibility
	Policy documents will be drafted taking into account the needs of our diverse patients. When policy documents are reviewed consideration will be given to the potential for the policy to discriminate against patients with a disability. Where there is a potential for discrimination, General Counsel must be consulted and the option for reasonable adjustments must be considered.	General Counsel
	Develop material and resources for clinicians and consumers that increases knowledge of, and promotes referral to, internal and external specialised services for people with disability.	Director, People and Patient Experience
<b>Increase the evidence base through research to inform future inclusion and equitable policy and services for patients with disability.</b>	Identify research opportunities to support existing and new research into disability identification and the health outcomes of women, pregnant people and newborns with disability.	Director of Research & Professor of Midwifery
<b>Improve identification, documentation and understanding of patients' disability, access and inclusion needs in health data systems.</b>	In partnership with our peers in the Parkville precinct, continue to improve how we identify, collect, interpret, report and use data of patients with disability in our Electronic Medical Record, including monitoring referrals to internal and external specialist services.	Director, Informatics
	Develop and publish a guideline for staff on disability identification on the Women's intranet.	WIN Clinic Coordinator
	Advocate for the development of national guidelines on disability identification and data collection for women and newborns with disability.	Chief Executive and Board Chair
<b>Improve how we measure, monitor and respond to the experiences and feedback of patients and staff with disability and monitor the efficacy of initiatives we implement in response.</b>	Develop and promote accessible feedback mechanisms and surveys and establish baseline measures to monitor the experiences of patient and staff with disability.	Director, People and Patient Experience
	Monitor and report on a set of experience measures important to patients and staff and make recommendations for action in response.	Director, People and Patient Experience
<b>Improve accessibility, inclusion and safety of our physical spaces.</b>	Develop and secure funding for a Physical Facilities Improvement Plan for people (staff/volunteers and patients/consumers) with disability.	Chief Finance Officer and Facilities Manager

# Changing attitudes and behaviours

The Women's is committed to changing attitudes and practices that discriminate against people with disability. This includes tackling the direct and indirect discrimination and stereotyping that women and staff with disability experience.

We will work to create positive social change by engaging and training our leaders and staff so that they are disability-aware and confident. We will ensure the voices of women and staff with disability are active and influential on key committees. We will demonstrate our commitment to access and inclusion by strengthening our relationships and partnerships with our health sector peers, disability organisations and stakeholders to change and inform practice.

We will change attitudes through strong governance, resourcing our Disability Action Plan and by monitoring, evaluating and reporting on our impact and health and employment outcomes.

Action	Deliverable	Responsibility
<b>Change attitudes, behaviours and collective understanding about practices that discriminate against people with disability.</b>	Develop internal education and training opportunities to support staff learning to improve the organisation's disability confidence (for example purchasing existing e-Learning modules and tailoring them to the Women's and a health care setting).	Director, People and Patient Experience
	Informed by research and best practice, increase staff capability to support patients with disability including safe methods of asking about and documenting patients' disability status.	Director, People and Patient Experience
<b>Strengthen our partnerships to leverage resources, tools and expertise to change attitudes and practices.</b>	Actively attend and participate in Australian Network on Disability (AND) Senior Disability Champion events, Member Roundtable events, webinars and conferences.	Chief eXperience Officer
	Complete the AND Comprehensive Access and Inclusion Index self-assessment annually and investigate submitting results to AND for evaluation and benchmarking.	Chief eXperience Officer
	Partner with our Parkville Precinct peers, other health services and disability organisations to: <ul style="list-style-type: none"> <li>inform the potential enhancement and expansion of our existing programs and services for patients with disability</li> <li>explore opportunities and collaborations to improve our employment and operational practices for staff and patients with disability, to share learnings, knowledge and avoid duplication of effort</li> </ul>	Chief eXperience Officer
<b>Provide appropriate support for the effective implementation of the Disability Action Plan.</b>	Engage current staff and leaders and where necessary secure the additional resources required to realise the actions associated with this plan that ensures the advancement of access and inclusion for patients, consumers, staff and volunteers at the Women's.	Chief Executive



Action	Deliverable	Responsibility
	Maintain an Executive Sponsor and establish Disability Champions to lead and advance access and inclusion for patients, consumers, staff and volunteers at the Women's.	Chief Executive
	Maintain support for the Disability Action Plan Advisory Committee with consumers and staff with lived experience of disability to meet, drive and monitor Disability Action Plan implementation.	Chief eXperience Officer
	Track, measure and report on the Disability Action Plan.	Chief eXperience Officer
<b>Advance the voices of women and people with disability in strategy development and implementation, strategic initiatives and committees.</b>	Continue to increase the number of Board Sub-committees that have consumer representatives who identify as having a disability.	Chief eXperience Officer
	Advocate to the Victorian Government for people with disability to be appointed to the Women's Board when vacancies arise.	Chief Executive



# Employment and volunteer opportunities and experiences

The Women's is committed to increasing employment opportunities, career development and the retention of staff with disability.

We will ensure our recruitment and selection processes are inclusive and barrier free, that we work to attract and retain talented and skilled people with disability, and we will build the capacity of our people managers to advance inclusive workplace practices.

The Women's is an inclusive workplace that values and celebrates the contribution of our diverse staff and we strive to be an employer of choice for people with disability.

Action	Deliverable	Responsibility
<b>Improve employment outcomes by increasing the recruitment, retention and professional development of people with disability.</b>	Establish a network of staff – with representatives including staff with disability and/or lived experience of disability – to listen, learn and better understand their experiences as well as use the network to consult on recruitment, retention and professional development initiatives.	Director, People and Patient Experience & Director Workforce Planning and Business Partnerships
	Identify best practices related to recruitment and employment of people with a disability and with that information, develop training and resources for the People, Culture and Wellbeing team and managers.	Director, People and Patient Experience and Director, Workforce Planning and Business Partnerships
	Develop and promote a clear workplace flexibility policy and guidelines (e.g. working from home, flexible hours, and use of part-time roles) that ensures an adaptable workplace for everyone.	Director, Workforce Planning and Business Partnerships
	Review and audit retention and adjustment processes at the Women's for staff with disability to build on progress to date and seek out increased knowledge for future refinement.	Director, Workforce Planning and Business Partnerships
	Advertise job vacancies to effectively reach people with disability.	Director, Workforce Planning and Business Partnerships



Action	Deliverable	Responsibility
	Ensure the Women's organisational career development and retention strategies consider the specific requirements of staff with disability.	Director, People and Patient Experience
	Scope and identify positions for people with disability across all work specialties and departments.	Director, Workforce Planning and Business Partnerships
	Proactively recruit people with disability into roles to increase the overall representation of people with disability, including in leadership and governance.	Director, Workforce Planning and Business Partnerships
	Support a minimum of four mentees/mentors to take part in the Australian Network on Disability PACE Mentoring Program annually.	Director, People and Patient Experience
	Support one to two paid interns through the Australian Network on Disability's paid internship program <i>Stepping Into</i> annually.	Director, People and Patient Experience



# Inclusion and participation

The Women's is committed to promoting the inclusion and participation of people with disability. This includes celebrating important national and international days that support the dignity, rights and wellbeing of people with disability. This also includes increasing awareness of the health and wellbeing of women and newborns with disability, and the visibility of staff with disability working in health services.

Central to this is ensuring our marketing, communications, health information and digital information is accessible, inclusive and promotes positive and diverse representations of people with disability, as well as supporting informed decision making by our patients.

In alignment with our Social Procurement Framework, we are also committed to increasing diversity of suppliers operated by or employing people with disability to support improved economic and social outcomes.

Action	Deliverable	Responsibility
<b>Promote and celebrate people with disability.</b>	Recognise and promote International Day of People with Disability and the contribution of people with disability.	Chief Communications Officer
	Hold a Women's staff event to promote inclusion, access and the health and wellbeing of women, newborns and staff with disability.	Chief Communications Officer
	Promote stories and experiences of women and staff with disability in marketing materials, case studies and imagery wherever possible – and not just when content is related to patients or staff with disability.	Chief Communications Officer
	Develop and implement an internal communications campaign to increase understanding and awareness about the diversity of disability (including invisible disability) and the importance of tailoring care to meet individual access and inclusion needs of patients with disability.	Chief Communications Officer
	Develop and implement an internal communications campaign to promote staff education programs aimed at improving the organisation's disability confidence and the importance of asking about and documenting patients' disability status and needs.	Chief Communications Officer
	DAP Staff Working Group members to participate in an external event to recognise and celebrate International Day of People with Disability.	Chief eXperience Officer
	Encourage and support all staff and senior leaders to participate in at least one external event to recognise and celebrate International Day of People with Disability.	Chief eXperience Officer
<b>Ensure the Women's consumer health information, communications materials and digital information is disability accessible.</b>	Utilising co-design principles, undertake a patient journey mapping exercise that seeks to identify opportunities to provide accessible information in support of continuity of care, informed consent and shared decision-making about health and wellbeing.	Chief eXperience Officer



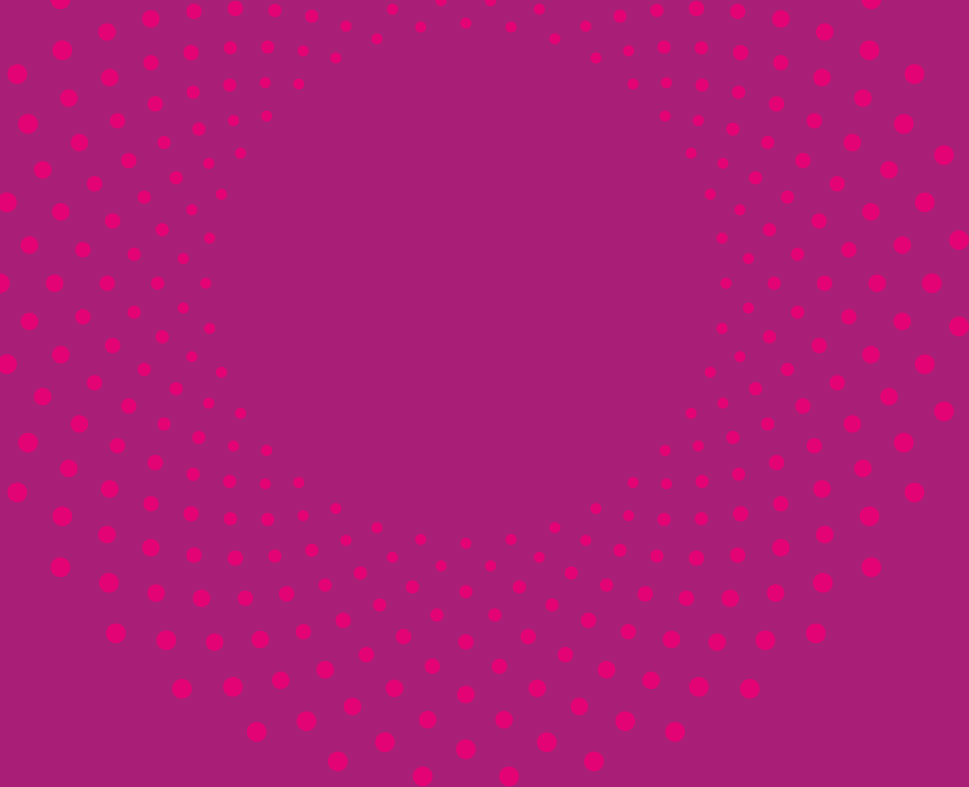
Action	Deliverable	Responsibility
	Develop a series of Communications Accessibility Guidance to support staff in being more inclusive of all abilities when communicating – based on the Victorian Government’s ‘Accessibility guidelines for government communications’.	Chief Communications Officer
	Develop a multi-year action plan to ensure the Women’s communications is more inclusive of all abilities.	Chief Communications Officer
	Secure capital funds and redevelop the Women’s website to meet AA standards.	Executive Director Information Management & Technology
	Develop and document a process to ensure existing and future digital solutions, planned procurement requirements and application upgrades are disability accessible and capable and if not, alternative options are considered and utilised where possible.	Executive Director Information Management & Technology
<b>Increase diversity of suppliers operated by or employing people with disability to support improved economic and social outcomes.</b>	Guided by our Social Procurement Framework, continue to focus on our objective to procure goods and services from organisations that are operated by or employ people with disability.	Manager Procurement and Contracts
	Advocate to Health Share Victoria to support and prioritise procuring goods and services from organisations that are operated by or employ people with disability and the broader objectives of our Social Procurement Framework.	Manager Procurement and Contracts
	Undertake an annual audit of current suppliers to understand what percentage have a DAP and are operated by or employing people with disability.	Manager Procurement and Contracts
	<p>Actively attend and participate in Australian Network on Disability procurement related events and seek their advice to:</p> <ul style="list-style-type: none"> <li>• understand what opportunities there are to engage with businesses operated by or employing people with disability</li> <li>• assist us in removing any barriers to businesses operated by or employing people with disability applying for tenders</li> </ul>	Manager Procurement and Contracts

## The Women's Disability Action Plan Advisory Committee

<b>Sherri Huckstep</b>	Chief eXperience Officer Disability Action Plan Executive Sponsor
<b>Charlene Smithson</b>	Research Nurse
<b>Cherise Smith</b>	Women with Individual Needs Clinic Coordinator/Midwife
<b>Chrissy Thompson</b>	Consumer Representative
<b>Deena Morgan</b>	Consumer Representative
<b>Elizabeth Jeroboam</b>	Consumer Representative
<b>Emelia Young</b>	Consumer Representative
<b>Janet Curtain</b>	Consumer Representative
<b>Julia Newmark</b>	Consumer Representative
<b>Julie Canals</b>	Consumer Health Information Coordinator
<b>Kate Romaniotis</b>	Internal Communications Manager
<b>Laurie Gibens</b>	Consumer Representative
<b>Mariana Voggenreiter</b>	Consumer Representative
<b>Maryan Raffaello</b>	Consumer Representative
<b>Mija Gwyn</b>	Consumer Representative
<b>Natalie Grodzki</b>	People Experience Manager
<b>Olivia Penna</b>	Consumer Representative
<b>Sally Stephens</b>	Consumer Representative
<b>Stella Kyriakou</b>	Nurse
<b>Tayla Barker</b>	Executive Assistant
<b>Zoe Dorrity</b>	CASA House Education and Training Worker

## Disability Action Plan Working Group

<b>Sherri Huckstep</b>	Chief eXperience Officer Disability Action Plan Executive Sponsor
<b>Alison Hamilton</b>	Senior People Culture and Wellbeing Consultant
<b>Cherise Smith</b>	Women with Individual Needs Clinic Coordinator/Midwife
<b>Charlene Smithson</b>	Research Nurse
<b>Frances Baum</b>	Social Worker
<b>Jade MacLeod</b>	Midwife
<b>Kate Romaniotis</b>	Internal Communications Manager
<b>Natalie Grodzki</b>	People Experience Manager
<b>Pragasen Pillay</b>	Manager Procurement and Contracts
<b>Ross Buchanan</b>	Director Digital Information
<b>Stephanie Mahon</b>	Manager, Patient and Visitor Services
<b>Tayla Barker</b>	Executive Assistant
<b>Tracey Lawson</b>	Facilities Manager



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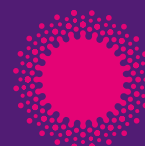




For public enquiries about the Women's  
Disability Action Plan, contact:

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the women's  
the royal women's hospital