



# Diversity, Equity and Inclusion

Aspect Australia



Easy English

## Blue words



Some words in this book are **blue**.

We write what the blue words mean.

## Help with this book



You can get someone to help you

- understand this book
  
- find more information.



Contact information is at the end of this book.

## About this book



This book is from Aspect Australia.



This book is about how we make sure our company is fair, **inclusive** and **diverse**.



Inclusive means everyone

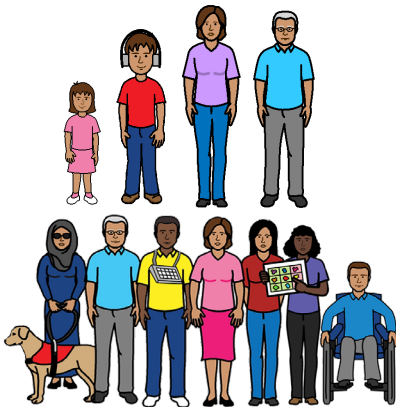
- can be a part of something
  
- feels like they are welcome.



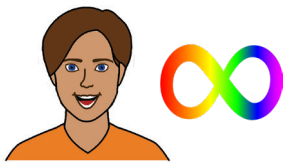
Diverse means people are different from each other.

## Examples of diversity

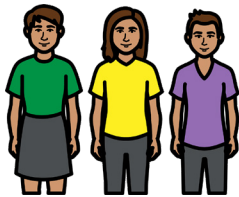
Diversity can mean people have differences, like



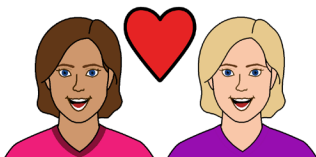
- age
- disabilities



- different ways of thinking
  - for example, autism



- gender



- sexuality



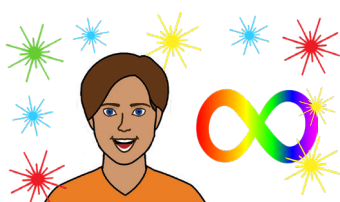
- medical conditions.

## Why diversity and inclusion are important to us



We want our company to be a place that

- welcomes everyone and respects their differences



- celebrates autistic people



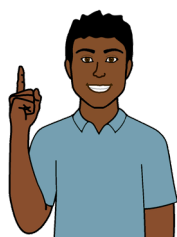
- values different abilities

- makes people feel safe



- supports the different needs of people.

Diversity can help us understand autistic people better.



We can do a better job if our staff understand the people we support.

## How we make Aspect inclusive, fair and diverse

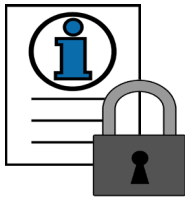


We want to make our workplace safe and supportive for

- all our staff



- all the students and the people we help.



We will make sure that

- information about people is private and safe



- people know they are welcome at Aspect



- people can tell us if they have a problem with how they are being treated.



We will do this by making a plan to

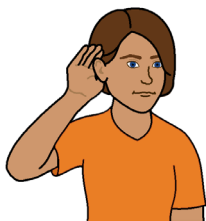
- focus on support for autistic people and Aboriginal and Torres Strait Islander people



- make sure people who need help can access our information
  - for example, with Easy English books like this one



- give our staff more chances to learn about diversity and inclusion



- listen to what people say, so we know how we are doing



- work with people who have **lived experience** so we can improve how we support people.

Lived experience means people understand something because they have lived it.

## More information



For more information go to our Aspect website.



Website

[aspect.org.au](http://aspect.org.au)



You can read the full policy on our website.



Website

[aspect.org.au/about-aspect/our-structure-and-governance/reports-policies-publications/our-policies](http://aspect.org.au/about-aspect/our-structure-and-governance/reports-policies-publications/our-policies)



## If you need help with English



Use the free Translating and Interpreting Service or TIS to make a phone call.

You can call the TIS in your language.



Call 131 450

Give the TIS officer the phone number you want to call.

## If you need help to speak or listen



Use the National Relay Service to make a phone call.

You must sign up to the service first.



Website [accesshub.gov.au/nrs-helpdesk](https://accesshub.gov.au/nrs-helpdesk)



Call 1800 555 660

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