



Our Impact 2023

**What would the world look like if we achieved our purpose?
Join us in championing the inclusion of people with Down syndrome.**

Our vision and values

To change how the world views and values people with Down syndrome.

We see an inclusive world where people with Down syndrome are equal, active and respected members of society.

We support our vision through five key values:

BE PROUD

Whether it's engendering pride in those with Down Syndrome or taking pride in striving towards our vision, being proud is critical to all that we are, all that we do, and all that we want to overcome.

ACT WITH KINDNESS

Without exception or excuse, kindness is a non-negotiable within the Inclusion Foundation, while a more kind society to those with Down syndrome is a key objective we seek to achieve.

SHOW COURAGE

From dealing with day-to-day obstacles, to striving to achieve our important goals, our journey is one that needs a lot of courage. The courage to be yourself. The courage to highlight what's wrong and stand up for what's right. And the courage to keep going.

OPEN HEART AND MIND

We are a head and heart organisation. Open your heart to others, show empathy and compassion, embrace difference and diversity. But equally, open your mind to new ideas and new ways to do things. Be open to change. Be open to inclusion.

SEE THE PERSON, ALWAYS

Inside every body, behind every face, underneath all levels of human ability is a person with a unique story. Understanding and being empathetic to an individual's story, their abilities, their perspective, and their family, is core to all that we do.



Images in this report are representative of our programs including pre and post Covid-19. We are committed to protecting the health of our participants and volunteers and follow COVID-safe processes in delivering our programs.

The Inclusion Foundation acknowledges the Traditional Custodians of the land on which we live and work, and pay our respect to their Elders past, present and emerging.

FOUNDER
Cate Sayers

CHAIR
Laura Green

BOARD
Jason Chequer
Roy Lange
Luke Sayers
Bruce Wilson

CEO
Kirsten Sayers

Working towards an inclusive future

For Employees

Impact21 works with both employers and employees to ensure long-lasting, sustainable results and ensures that people with Down syndrome and intellectual disability are embraced in our communities, socially and economically.

Impact21 provides participants the skills and practice that prepare them for meaningful employment in the open workforce.

For Employers

We provide Inclusion Confidence training to employers at all levels of business. From management to supervisors and colleagues, this comprehensive training program provides practical insights into communicating with and empowering employees with Down syndrome and intellectual disability.

"SWIM Coaches & Teachers engaged Inclusion Foundation to facilitate a workshop as part of a SWIMInfo session, delivered in Melbourne and Bendigo. The theme for the SWIMInfo sessions facilitated by Sue and Donna was inclusion and diversity."

Sue and Donna are both committed to being champions of disability employment. 93% of participants also reported a positive learning experience and were willing to share their knowledge with colleagues."

The Inclusion Foundation team has been incredibly professional and would highly recommend their knowledge and expertise."

Victoria Clark – SWIM Vic Jobs

Bendigo success

Participants in our Bendigo Impact21 pilot graduated this year – with **100% employed**.



"Impact 21 has really helped Lachie cope in all aspects of his life, not only gaining employment. He is so much happier, much more communicative, independent, and confident."

Liz, parent

"The outcomes from our Impact 21 partnership will prove an enduring inspiration for our organisation. And an important education for our staff about working with people with all abilities."

Tim Rourke,
CEO Powercor

Employer partners

- Accor
- Blood Orange Cafe
- Bunnings
- Carlton Football Club
- Crown Resorts
- CVGT Australia
- Downer Group
- Globe
- JB Hi-Fi
- Powercor
- Melbourne Sports Centres
- Virgin Australia
- Yooralla



"Partnering with the Impact21 program has been an incredibly positive and rewarding experience ... I would highly recommend the Impact21 program to other employers."

Lovelyn, Employer Partner

National Disability Awards 2023

"Excellence in Innovation"

Highly Commended:
Impact21
2023



Australian Open

For the third year, Impact21 participants were invited by Tennis Australia to apply for casual work at the Open through a competitive recruitment process, with a 100% success rate.

Seven current and former Impact21 participants worked at the Open this year, including Ethan who was awarded 'Ace of The Day' by his team.



"The show was joyous and hopeful and showed such talent and leadership among the dancers."

- Carly Findlay OAM

Moving towards an inclusive future

emotion21 provides Australian-first, innovative dance and fitness programs for children and young adults with Down syndrome.

Specialised programs are offered in eight Victorian locations in Ballarat, Cranbourne, Geelong, Greensborough, Braybrook, Kew, Pascoe Vale, Rowville, as well as online.

Disability & Inclusion Incursions

New product offering meeting the demand from specialist schools Inclusion Foundation began bringing accessible dance/fitness experiences to over 200 students at schools across Melbourne. A specialised inclusive curriculum taught by emotion21 teachers for 220 hours over the first semester.



4 Dance Teachers with Down syndrome employed



40 dance & fitness classes per week



50+ weekly volunteers



**197 emotion21 dancers
200+ school students**



2000 class hours taught

Artistic Capacity Building (ACB)

ACB fosters the creativity and professional capacity of emerging artists with Down syndrome.

Artists in this invitation only small group have the opportunity to explore their own creative voice and take the lead in creating, choreographing and performance pieces that represent their own experiences. They are also mentored to become leaders in the disability arts space.

Three emerging leaders from ACB co-choreographed emotion21's 2023 Melbourne Fringe Festival entry 3-2-1. Each artist took the lead of one section of the show and used dance to tell their story of lived experience with Down syndrome.

Public performances

The Performance Company represented emotion21 at many public events (pictured right), including:

- Government House Open Day
- Moomba Parade
- Indian Film Festival Awards
- Melbourne Fringe Festival



MELBOURNE

FRINGE

FESTIVAL

3-22
OCT 2023

JUDGE'S PICK

emotion21 - '3-2-1'

3 - 2 - 1

"REPRESENTATION! The joy you feel during and after this show is indescribable. You can't fake the joy in the performers' eyes."

Dance Judge, Melbourne Fringe Festival



OUR IMPACT 2023 7

Awards and Recognition

In 2023, Inclusion Foundation and its programs have been recognised with a number of industry awards.



Highlights



100%

2022/23
graduates
from Impact21
have jobs in open
employment



74%

of Impact21 graduate
still in open, paid
employment with
quality employer
partner (since 2019)



200+

students taught
in specialist
school incursions



7

individuals with Down
syndrome employed by
Inclusion Foundation



\$75k

in grants received
this year



12

organisations,
including 250+ people,
completed Inclusion
Confidence Training



Count me in!

Make a donation

Credit card donations can be made by visiting our website or calling our office
inclusionfoundation.org.au
03 9854 7100
info@inclusionfoundation.org.au

Become an employer partner

Build a more inclusive workplace through our employer-led work readiness program Impact21
03 9854 7100
info@impact21.org.au

Volunteer

Become a Mover in our emotion21 dance and fitness programs
03 9854 7100
volunteer@emotion21.org.au

Become an inclusive employer

Build a more inclusive workplace through our specialised employer Inclusion Confidence training program.
03 9854 7100
info@impact21.org.au



Prepared by: Sabrina Pickering

Design: CKaos

Thank you to all who contributed to this report, especially our participants, parents and partners.



Inclusion Foundation

ABN 54 462 854 410

188 High Street

Kew, Victoria, 3123

Phone: 03 9854 7100

Email: info@inclusionfoundation.org.au

