

NDIA LGBTIQA+ Rainbow Commitment Statement

The National Disability Insurance Agency (NDIA) is committed to the inclusion of everyone who works at, or comes in contact with, our Agency. We want our people to feel included, valued and respected.

We take pride in our staff, partners, participants, their families and carers who belong to LGBTIQA+ communities. Their rich identities and histories help shape our Agency and the delivery of the National Disability Insurance Scheme (NDIS).

The NDIA acknowledges that individual identity is made up of many parts (e.g., ethnicity, cultural background, age, gender, sexuality, or disability) and this creates and shapes unique life experiences for staff and participants. We value the lived experience and shared ability of staff and how this helps the Agency be its best.

As an Agency we commit to partnering with LGBTIQA+ staff to continually improve our inclusive practices and behaviours. We will do this through our LGBTIQA+ Rainbow Commitments:



Respect identity

Respecting individual identity through using the correct pronouns, respecting the language we use to describe the experiences of LGBTIQA+ people, and understanding how these experiences underpin our knowledge and practice.



Have compassion

Having compassion, setting aside our biases and seeking to understand the thoughts, feelings, and experiences of others with an open mind.



Understand diversity

Understanding that LGBTIQA+ people are diverse. They have unique relationships to culture and kinship, belonging to communities across many spaces. Ties to chosen family, colleagues and peers help shape LGBTIQA+ people's sense of self-value and belonging.



Embrace a progressive workplace

Acknowledge both the shared and unique challenges LGBTIQA+ people face, and a commitment to being a progressive and forward-thinking workplace.