

Paralympic Workplace Diversity Program Case Studies

Shane Brand, Paralympic Wheelchair Rugby Player



Wheelchair Rugby Paralympian Shane Brand was employed by ANZ headquarters in Melbourne. Due to his influence as a 'Diversity Ambassador', a number of ANZ tellers and also members of the ANZ Board, took up the challenge to exit the building, catch a tram and make a cash withdrawal from an ANZ ATM at the top of Collins Street, all while using a wheelchair!



The outcome of this exercise was that many of the ANZ ATM's were modified to be more user friendly for people with a disability.

"360HR and the Paralympic Workplace Diversity Program has helped me find a great employer – ANZ. They're supportive of my training needs and offers flexible working hours. 360HR advised me on how to prepare for the interview, which I nailed and I was offered the job!"

Shane Brand

Brett Fairhall, Paralympic Footballer



When we first engaged with Brett, he was working at a hotel, lifting bags for guests, which was placing stress on his back, and affecting his performance as an athlete.

Brett had no office experience, however his determination and willingness to learn was evident. The Paralympic Workplace Diversity Program allowed a flexible working environment for Brett and he was placed as a mail room clerk at Roads & Maritime Services (RMS). Brett has been working in this role for the past three years and now uses the computer on a daily basis, works on a database and has been promoted with the additional responsibility of e-Library. These valuable work skills have given him a future, and allowed him to maintain his elite athlete status.

"I have been a part of the Paralympic Workplace Diversity Program since January 2010. The work place program has been a great help to me. Last year in November I started a great opportunity working for the RMS two days a week. Without the work place diversity program I would not have been given the opportunity to work at the RMS."

Brett Fairhall



Katrina Porter, Paralympic Swimmer



Australian Government
Department of Foreign Affairs and Trade

“In December 2011, I was invited down to Canberra to speak at the IDPWD Day, in which I had to give a 10min presentation about life with a disability, changes that needed to be made in the office as a result of my disability, and also how DFAT has assisted me through the cadetship. It was a really great event, attended by over 100 DFAT staff followed by a 'meet and greet' morning tea.



In March 2012, I was invited to a CEDA lunch to listen to a discussion on the state of the NSW Economy at the present time, led by The Hon Mike Baird, MP- Treasurer of NSW. The lunch was attended by over 500 people from many different businesses across NSW. DFAT tasked me to write a 'cable' for them which illustrated the main points of his presentation, and was sent out to all DFAT staff worldwide.

Just last week, I was invited to the Australia-Israel Chamber of Commerce Sporting Dreams Lunch at the Westin Hotel. I have attached an article which was written by DFAT NSW Deputy Director, Danielle Morris, which gives a brief overview of the lunch as well as some photographs.

So far, I am thoroughly loving working at DFAT, and the experience I am gaining is invaluable. With the new Foreign Minister, Mr Bob Carr, now working out of our office it is extremely hectic. However, this has enabled me to learn an incredible amount, and I am certainly feeling like a real part of the DFAT team.”

Katrina Porter



Katrina Porter at the Australia-Israel Chamber of Commerce Sporting Dreams Lunch