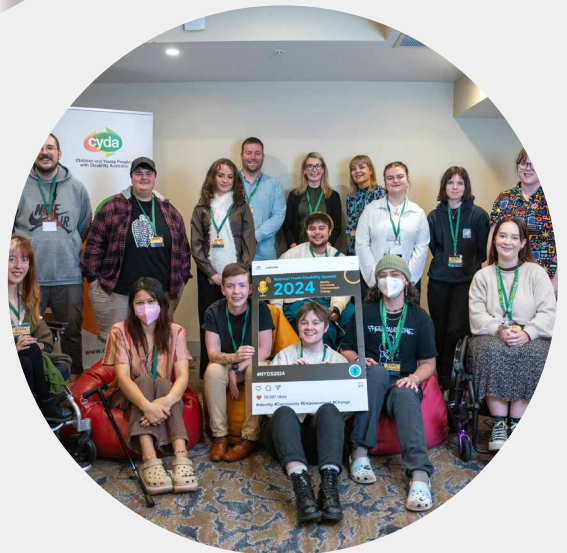




**Children and Young
People with Disability
Australia (CYDA)**

Annual Report 2023/24



Cover image top: Attendees at a table at the CYDA 2024 National Youth Disability Summit in Melbourne.

Cover image below: Some of the CYDA staff, including Youth Council, at the CYDA 2024 National Youth Disability Summit in Melbourne.

Image this page: An attendee speaking at the CYDA 2024 National Youth Disability Summit in Melbourne.



Thank you



Thank you to the children and young people with disability and their families and caregivers who took the time to share their insights.

We appreciate all that you do to support our work to help create a more equitable, inclusive and accessible community for all.

CYDA also thanks our members who ensure representation of the disability community and accountability in our actions and advocacy.

Thank you to all our funders and our philanthropic partners



Australian Government
Department of Social Services



Australian Government
Department of Education,
Skills and Employment



Equity Trustees

Acknowledgement

Children and Young People with Disability Australia (CYDA) acknowledges the traditional custodians of the lands across Australia, whose cultures and customs have nurtured, and continue to nurture, this land since the Dreamtime. We pay our respects to Elders past and present. This is, was, and always will be Aboriginal land.

Table of contents



Thank you	3
Thank you to all our funders	3
Acknowledgment	3
Table of contents	4
About us	6
Vision	6
Purpose	6
We do this by	6
Strategic goals	6
CYDA Board Chairperson and Chief Executive Officer Report	8
CYDA Board	10
CYDA Staff	14
CYDA 2023/24 – the year in review	15
Key stats and facts	15
Organisational development	17
Strategic Goal 1: Drive inclusion	18
Ensure families, caregivers, communities, and systems have high expectations and aspirations for children and young people	18
Drive inclusion from the earliest age, focusing on early learning and school	19
Create inclusive environments where children and young people are welcomed and valued	21
Strategic Goal 2: Create equitable life pathways and opportunities	22
Increase pathways to post-school independence	22
Place children and young people at the centre of policy and reform	23
Leverage the flexibility of digital inclusion and entrepreneurship	24
CYDA Spotlight	26
United Nations Conference of State Parties (New York)	26

Table of contents



Strategic Goal 3: Lead changes in community attitudes and aspirations	28
Develop the voices of young leaders through co-design and paid opportunities	28
Change community attitudes about children and young people with disability	29
Build a network of allies to support social change	30
Strategic Goal 4: Support young people to take control	32
Grow the confidence, leadership capability, and agency of young people	32
Connect young people with change agents and networks, building an ecosystem	33
Provide platforms and opportunities for young people to use their expertise to solve problems	34
CYDA Spotlight	36
The Disabled Employee Podcast	36
Strategic Goal 5: Call out discrimination, abuse and neglect	37
Highlight systemic injustices and drive reform	37
Coordinate action to ensure rights are upheld	39
Support and empower children and young people, and their families and caregivers, to hold those in power to account	40
CYDA Spotlight	42
Disappointment and Discrimination Report	42
Policy submissions and reports	43
Financial snapshot	45
The Year Ahead	46
Thank you	47



About us



Children and Young People with Disability Australia (CYDA) is a national, not-for-profit organisation representing the rights and interests of children and young people with disability (aged 0-25), and their families and caregivers in Australia.

Vision

Children and young people with disability are valued and living empowered lives with equality of opportunity.

Purpose

To ensure governments, communities and families are empowering children and young people with disability to fully exercise their rights and aspirations.

We do this by

- Consulting with young people with disability, their families and caregivers about the issues that matter to them.
- Running leadership programs and networking events for young people with disability.
- Making resources to support the community to uphold the rights and wellbeing of children and young people with disability.
- Working directly with government and policy-makers to make positive change for children and young people with disability.
- Doing research with our academic partners at The University of Melbourne and the University of New South Wales.
- Making submissions to government and decision-makers promoting the rights and wellbeing of children and young people with disability.

Strategic goals



Drive Inclusion



Create Equitable Life Pathways and Opportunities



Lead Changes in Community Attitudes and Aspirations



Support Young People to Take Control



Call Out Discrimination, Abuse, and Neglect

Image: Youth Council member Mac Zamani speaking at the CYDA 2024 National Youth Disability Summit in Melbourne.



CYDA Board Chairperson and Chief Executive Officer Report



Pamela Williams



Skye Kakoschke-Moore

Dear friends and supporters,

This year has been one of increasing influence and growth – in our work to support children, young people, and their families and caregivers, and within CYDA itself.

We embarked on a major overhaul of our internal work practices, introducing new donor frameworks and upgrading our data collection systems to improve operations. These measures have helped us be more agile, more impactful and set CYDA up for the future.

Two long-running projects under the Information Linkages and Capacity Building grants have concluded. The results from the projects are certainly cause to celebrate. Since 2020 we have supported more than 1,104 young people with disability across multiple projects including; 489 with the National Youth Disability Summit, 30 with the Summit Co-Design Committee, 42 with the Young Leaders program, 33 with the Youth Executive and Youth Council, 4 youth trainees, and over 500 with the In Control My Way project. This reflects a huge amount of time and effort in projects that will have a far-reaching legacy, now as well as into the future.

We have continued important work with the Australian Coalition for Inclusive Education (ACIE). A significant part of the project involved the development of a snapshot of the Disability Royal Commission recommendations urging the government to take a transformational approach to build a truly inclusive education system. Our work with ACIE members will continue.

Another notable highlight was in June this year, where we had the opportunity to support two young people with disability – Emily Unity and Daniel Munter – to attend the Conference of State Parties to the Convention on the Rights of Persons with Disabilities (CoSP), in New York. This was a rare opportunity for young people with disability to present on the international stage and widen their experience, as well as give broader representation to the issues that matter to children and young people with disability in Australia.

In September 2023, we revamped our website and made changes to our social media, including the introduction of Tik Tok and the posting of more youth-led content. This investment has paid off with a significant rise in engagement, and feedback that the website is much more accessible – allowing CYDA to live our values.

In response to rapid political and social change, we began an organisation-wide ‘reset and rethink’ – with a new strategic plan to be launched at the end of 2024. The new plan will better align our goals and resources and ultimately strengthen our position to drive meaningful change so that children and young people with disability are “living valued and empowered lives”.

CYDA Board Chairperson and Chief Executive Officer Report



Outside of the organisation, CYDA has responded to a wave of notable reforms influencing policy makers, engaging our community and empowering young people to be change-makers of the future. This includes our work responding to the Disability Royal Commission Final Report, the NDIS Review and the NDIS Worker Registration Taskforce. These are large pieces of work demanding strong advocacy from CYDA. You can read more detail on these in the body of this report.

But all these projects would not be possible without the dedication of both past and present staff. We are always amazed at what our small team of staff can achieve with limited resources, and this year was no exception. I would like to thank and acknowledge the efforts of all staff, including those who we sadly waved goodbye to last year. We are appreciative of your contributions to what has been achieved this year and we hope you know that you are part of making change history, and forever improving things for children and young people with disability, their caregivers and families.

As we conclude the year, we would like to say we are exceedingly proud of our many shared successes. We look forward to welcoming new staff and continuing initiatives like the Child Safe Organisations project and our Rural Young Leaders Program, all while continuing our systemic advocacy and commencing a new, exciting project about life transitions for children, young people and their families. Watch this space!

Sincerely,

Pamela Williams
Chairperson

Skye Kakoschke-Moore
Chief Executive Officer

CYDA Board



**Pamela Williams (Vic)
Chair
Appointed August 2021**

Pam is an experienced not for profit Board Director with previous Executive experience in provision of state government community and disability services, emergency management, strategic policy and planning, research, audit and evaluation. She is proud of her role in closing Colanda, the last disability institution in Victoria, and supporting the long term residents to move into new purpose-built homes closer to family and care services. Pam has family experience of disability and is committed to promoting the voices and rights of children and young people with disability and their families and carers.



**Ebe Ganon (ACT)
Deputy Chair
Appointed December 2022**

Ebe Ganon is a young disability advocate, consultant, and researcher working in Canberra. She uses her lived and professional experience together with a passion for human rights and universal design to work towards better outcomes for people with disability in education, employment, and fitness settings. Ebe holds a Masters of Disability and Inclusion, with a research interest in the experiences of university students with disability and their engagement with advocacy and collective action. Ebe also holds a Cert IV in Auslan, and is studying towards a Cert IV in Training and Assessment. Ebe sits on the Equity, Diversity, and Inclusion Committee of Fitness Australia/AUSactive; and is a member of the National Disability Data Asset Data Development Scoping Panel.



**Chloë Polglaze (Vic)
Secretary
Appointed December 2022**

Chloë is a disabled graduate civil engineer with a communications background who is passionate about disability advocacy and inclusion. Previously she worked at a university where she created and facilitated a disability allyship workshop. Chloë was part of CYDA's first Youth Council, and first Young Leaders Program. She was motivated to join the Board after experiencing first-hand how impactful CYDA can be on the lives of disabled young people.

CYDA Board



Matthew Hill (Vic)
Appointed October 2019

Matthew is a senior executive with more than 10 years of experience in governance and board roles involving both the not-for-profit and private sectors. Matthew has a strong interest in providing value and support to communities and associations like CYDA. Matthew is a father of two children and has family experience of disability. Matthew is extremely committed to progressing the rights of children and young people with disability.



Lara Maia-Pike (Qld)
Appointed December 2020

Lara is the Coordinator for The Centre for Inclusive Education and an Associate Fellow of the Higher Education Academy. Lara is a PhD candidate at the Queensland University of Technology, investigating the post-school transition planning experiences of students with disability in secondary schools. Lara is a parent of two children with disability.



Andrew Dean (Vic)
Appointed December 2021

Andrew is a corporate lawyer with experience in the insurance and property industries. He has worked with federal government departments and gained strong governance experience as company secretary and director for several corporate entities within Australia and overseas.

Andrew is a father of two boys and has experience of disability as a parent. Andrew's experiences in advocating for his son is a key driver for him joining the CYDA Board.

CYDA Board



Kristen Desmond (Tas)
Appointed December 2023

Kristen is a mother of three young people with autism and an advocate for many young people in Tasmania. Kristen is the Founder of the Tasmanian Disability Education Lobby and has lobbied the Tasmanian Government for a complete reform of the Tasmanian Disability Education System for more than 15 years. Having achieved real reform in Tasmania, Kristen would like to use those skills to contribute to CYDA's national work through its Board.



Margherita Dall'Occo-Vaccaro (WA)
Appointed December 2022

Margherita is a migrant, queer, young woman with a disability who works across organisations, Australian and international committees and businesses to advocate for young people with disabilities and multiple other identities. With a background in law and human rights, she works on a wide range of projects to advocate in many intersecting areas through policy, media, representation, communications and law reform.



Timothy Lachlan (Qld)
Resigned December 2023

Timothy is an Occupational Therapist and the first Australian to land a wheelchair backflip. He is Neurodivergent and lives with Spina Bifida and Ehlers Danlos Syndrome (EDS). Since age 15, Timothy has hosted wheelchair skate workshops that teach wheelchair users advanced mobility skills. His lived experience made him a passionate advocate for Universal Design, invisible disabilities, and intellectual disabilities. His passion for helping others is what led him to become a member of the Codesign Committee for the first National Youth Disability Summit (NYDS) in 2020 and subsequently, a CYDA Board Member.



CYDA Board



Committees

Finance and Risk Management Committee membership

Ebe Ganon (Chair)
Pamela Williams
Matthew Hill

Policy and Governance Committee membership

Margherita Dall'Occo-Vaccaro (Chair)
Kristen Desmond
Lara Maia-Pike
Timothy Lachlan (until December 2023)

Membership and Fundraising Committee Membership

Andrew Dean (Chair)
Matthew Hill
Chloe Polglaze
Pamela Williams

Board meeting attendance

A total of seven board meetings were held during the reporting period.

CYDA Board Member	Eligible to attend	Attended
Margherita Dall'Occo-Vaccaro	7	6
Andrew Dean	7	2
Kristen Desmond	6	3
Ebe Ganon	7	7
Matthew Hill	7	7
Timothy Lachlan	3	1
Lara Maia-Pike	7	3
Chloë Polglaze	7	7
Pamela Williams	7	7

CYDA staff



CYDA continues to grow, adapt, and respond to changes in the disability sector, and beyond. With many of CYDA's core projects ceasing during this period, there have been several staff changes. While we farewell many valuable CYDA staff, we look forward to welcoming new team members, for the upcoming project work in 2024/25.

Skye Kakoschke-Moore	Chief Executive Officer
Liz Hudson	Policy and Research Manager
Daniel Munter	Youth Programs Manager (until June 2024)
Sonia Regan	Community Impact Manager
Joanne Ellingworth	Business Manager*
Kraanti Agarwal	Fundraising Coordinator* (until March 2024)
Naomi Chainey	Communications and Media Adviser*
Madeleine Clarke	Senior Youth Programs Coordinator*
Georgia Ferrari	Youth Trainee* (until June 2024)
Dula Hettiarachchi	Policy Officer* (until June 2024)
Shae Hunter	Policy Officer* (from April 2024)
David Kavanagh	Communications and Media Adviser* (from August 2023)
Megan McBaron	Capacity Building Project Coordinator* (until September 2023)
Dylan McBurney	Youth Trainee* (until June 2024)
Jason McCurry	Senior Youth Programs Coordinator*
Sharon O'Mara	Policy Officer*
Laura Pettenuzzo	Inclusion Support Officer* (from September 2023)
Sarah Priest	Communications and Media Adviser*
Jess Rosenthal	Administration Officer*
Lucy Solonsch	Youth Programs Coordinator (from January 2024)
Sue Tape	Project Coordinator – Inclusive Education* (until June 2024)

*Part time

CYDA would like to acknowledge the 2023–24 Youth Council members and Youth Officers and their contributions to the organisation as casual employees. CYDA also recognises the support provided by volunteers, including in the support of administration tasks and office operations.

CYDA 2023/24

The year in review



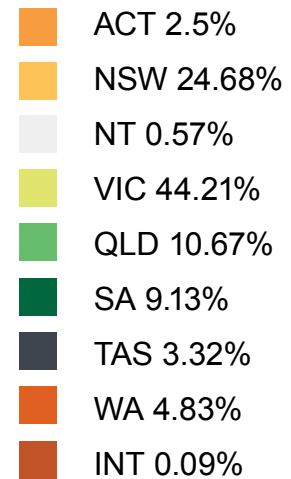
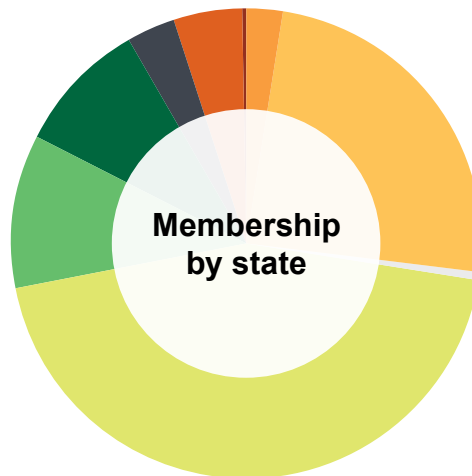
Key stats and facts

CYDA is a membership-based organisation with representation across Australia. Young people with disability, their families, caregivers and supporters, make up our growing member base.

Phone support



239
Calls



17

Submissions
to government or
independent inquiries



13,000

Website views
per month



12

E-news editions
sent to **3,400+**
subscribers



403,225
Facebook reach



245,002
Instagram reach



261,917
LinkedIn impressions



19
Media releases

CYDA 2023/24

The year in review



Organisational development

In 2023/24, CYDA consolidated the organisational growth we saw in the previous year. Our internal processes, practices, and frameworks, are coming together to provide a strong platform for the organisation to have the greatest impact today, and into the future.

Strategic communications

In September 2023, CYDA launched a new-look website. The site has become a key source of information for our members and the broader community, and a platform for showcasing CYDA's work and disability policy reforms. The website regularly receives positive feedback from users, particularly in relation to its functionality and accessibility.

CYDA has also placed increasing emphasis on creating engaging and useful content on our social media platforms, including content created by young people with disability. Over the past year, we have introduced TikTok as a new communication channel, and reduced our use of Twitter/X, in response to feedback from our community and the sector.

Fundraising

CYDA has been working to implement a fundraising strategy to support the sustainability of the organisation. We continue to explore opportunities for philanthropic and corporate partnerships, as well as engaging in community initiatives. Since July 2023, CYDA has improved processes to enable smoother, and more secure, options for our donors.

Membership

CYDA's membership includes young people with disability, families and supporters. We have developed a member engagement strategy, including how we engage and maintain relationships with our members.

In February 2024 we hosted a member-only webinar to share some of CYDA's work and the impact we have for young people with disability. In May we ran a member survey to capture feedback from members on how they would like to be engaged and contribute to CYDA's work. Their feedback will help shape our member engagement for the upcoming year, and beyond.

Internal systems and processes

As CYDA grows in in size and impact, it is important that we develop systems that can grow with us. In 2024, we have been building a new client management system to act as a database and improve our communications, engagement, and impact measurement.

We have also made changes to our project planning, internal work practices, and frameworks, to ensure the work we do is efficient, effective, and transferable.

CYDA 2023/24

The year in review



Strategic Planning

CYDA has been working on developing a new strategic plan that will set our direction for the coming years. The plan is bold, innovative, and provides an exciting platform for the organisation to have a genuine impact on the sector.

Young people, families, external stakeholders, and staff were all involved in the consultations to develop the plan, with the final version strongly reflecting their insights.

Inclusion Support

CYDA have established systems and internal processes to improve how we support the access needs of our staff and program participants. This has included standardising access keys, Easy Read, and inclusive meeting practices. CYDA's emphasis on inclusion has received positive feedback from partner organisations and the community broadly.

“The CYDA Summit set the bar in terms of accessibility.”

A 2024 Summit attendee



Image: Some of the CYDA staff, including Youth Council, at the CYDA 2024 National Youth Disability Summit in Melbourne.

Strategic Goal 1

Drive inclusion



Ensure families, caregivers, communities, and systems have high expectations and aspirations for children and young people

Promoting disability representation and diversity in literature

The [Look It's Me Book Review](#) project asked a diverse group of young people, aged nine to 26 with disability, to review 38 children's picture books about disability, inclusion, diversity and identity. The young people's creative reviews were then shared via CYDA's website and social media channels.

The book reviews were complemented by resources to support teachers, schools, families and caregivers to talk to all children about diversity and inclusion. This included a [webinar](#) about the history of disability representation in the media and the impact of positive representation. The feedback showed they were a valuable resource for teachers, parents, writers, readers, librarians, advocates, and anyone interested in disability representation in literature.

"I learnt the importance of all children seeing themselves in books in my library collection. I was reminded of the transformative power of books to foster inclusivity and the importance of authentic portrayal which can help to change stereotypes in our community."

Bookpower webinar attendee

Building a truly inclusive education system

Over the past year, we continued to co-convene the [Australian Coalition for Inclusive Education \(ACIE\)](#) to urge the government to make changes toward a truly inclusive education system.

We developed a snapshot outlining our position on inclusive education, highlighting why a transformational approach is the best approach for all children and young people across Australia.

The Disability Royal Commission's recommendations to phase out segregated education have been the basis for a lot of our [advocacy](#) efforts for most of the past year. We continued to put pressure on the government to implement a truly inclusive system for all.

"When we're tiny, what we do and learn stays with us always! This is super-duper important. Having experiences that everyone can join in and be part of is a big deal. It makes our lives awesome and brings good things to our family, friends, and the people around us. We want a path that makes everything better for everyone!"

Young person with disability

Strategic Goal 1

Drive inclusion



Drive inclusion from the earliest age, focusing on early learning and school

Promoting system reform to ensure young children with disability can fully participate in the everyday

“Those ordinary experiences of childhood – the dirt, sandpit time, finger painting – were critical for my child. They set the tone for her being in the same places and experiencing the same fun as all the other kids.”

Parent of a child with disability

Barriers to inclusive education prevent children and young people with disability from learning and participating fully, with far-reaching and lifelong implications.

A key action for CYDA this year has been to advocate for the co-design of a [multi-stakeholder process for improved accessibility](#) in early childhood education and care. We also proposed the implementation of anti-ableist principles across the sector to create a more inclusive, safe, and supported environment.

We have been working closely with Thrive By Five to advocate for improved funding and data practices across the early childhood sector.

Leading discussions about transforming inclusive education

In August 2023, we submitted a [response](#) to the Federal Department of Education’s Review to Inform a Better and Fairer Education System. Based on consultations with children, young people, families and caregivers. CYDA recommended a transformational approach to inclusive education. We proposed increased investment in training and support for educators, teachers, and related professional and specialist staff.

The release of the Disability Royal Commission Final Report in September 2023, prompted media interest in inclusive education, particularly in relation to phasing out of segregated settings. CYDA used this interest to lead the community narrative on the [importance of transformative, innovative approaches](#) to achieving truly inclusive education.



Strategic Goal 1

Drive inclusion



Promoting the importance of government investment in children and young people with disability

CYDA continued to advocate to the Australian Government to consider how they fund both short-term and long-term initiatives which significantly impact the lives of children and young people with disability.

Our submission to the Productivity Commission's Inquiry into Early Childhood called for increased investment in educator training and the Inclusion Support Program. CYDA was pleased to note that the Commission's final report, released in September 2024, included these recommendations. We also called for investment in the co-design and development of a new Early Childhood Pathway within the NDIS.

In the lead-up to the 2024-25 federal budget, CYDA called on the government to invest in transforming the education system to protect and empower young people to thrive as they transitioned into adulthood.

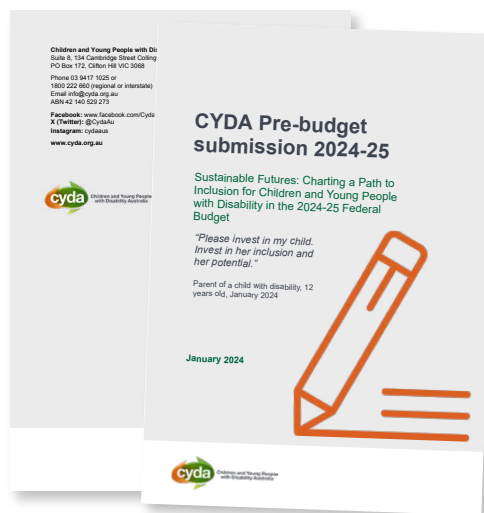


Image: CYDA Youth Officer Ashleigh Keating in Canberra with Thrive by Five's Jay Weatherill, Member for Goldstein Zoe Daniel MP, and The Parenthood CEO Georgie Dent to launch the 'Every Child's Right to Thrive by Five: Make It Law' draft bill.

Strategic Goal 1

Drive inclusion



Create inclusive environments where children and young people are welcomed and valued

Role-model inclusive environments online and in-person

Children and young people with disability have a right to inclusive environments. In the past financial year, CYDA not only advocated for inclusion in schools, workplaces, and the community, we also prioritised inclusion in the delivery of our own projects.

“[Engaging with CYDA] was the first time I had experienced inclusion without having to ask for it or justify why I needed it. After many difficult years at school, because of my mental health undiagnosed neurodivergence, I felt seen for the first time, when participating in the Program, even though due to fluctuating capacity, it was sometimes tricky to fully participate.”

Young person with disability

The [National Youth Disability Summit](#) is an annual event for young people with disability. The 2024 summit was held in Melbourne and offered in a hybrid format to meet access needs and engage young people across Australia. A total of 73 young people attended either in person, or online.

An access key was provided to all attendees prior to the event, providing detailed information about accessibility. The Summit organising team, including young people with disability, provided social stories, a sensory map, Easy Read materials and accessible Word documents. CYDA also supported attendees with Auslan interpreters, regular breaks, captions, COVID safety officers and a designated safety and wellbeing officer.

Support employers to create inclusive workplaces for young people seeking employment

The [DREAM Employment Network](#) project began in June 2023. The vision was to build a network to create inclusive and meaningful employment pathways for young people with disability, and give employers the tools, resources and confidence to create inclusive workplaces, and identify industry mentors and models.

In May 2024, building on the networks created through the DREAM project, CYDA commenced a partnership with Social Ventures Australia to deliver the Employer Innovation Lab. CYDA gave specialist advice to adapt general workshop content and delivery for employers to support young people with disability into employment. The project continues into 2024-25.

By June 2024 there were almost 500 subscribers to the DREAM Network, made up of more than 200 young people with disability and 270 employers. Employers had access to resources and information to support them to create inclusive workplaces, and young people had the knowledge and connections to find employment.

Strategic Goal 2

Create equitable life pathways and opportunities



Increase pathways to post-school independence

Draw attention to the impact of housing affordability for young people with disability

In April 2024, CYDA provided a [submission](#) to the Senate Standing Committee on Community Affairs inquiry into the worsening rental crisis in Australia.

“Disabled young people are drowning under the rising cost of living. We’re struggling to find accessible housing, access timely medical treatments and afford basic necessities in a world where so much is stacked against us. Something’s got to give.”

Young person with disability

The submission highlighted CYDA’s concern that many young people with disability remain disproportionately over-represented among Australians experiencing poverty. CYDA urged the Committee to consider recommendations from the Disability Royal Commission and the Independent Review of the NDIS, to ensure that any reforms and investment would adequately meet the needs of children and young people with disability, their families, and caregivers.

CYDA’s submission built on our [advocacy](#) for system-wide inclusion, equity, and support for the holistic wellbeing of children and young people with disability in Australia.

Promote system reform that considers the specific needs of young people transitioning to adulthood

With significant reforms happening across the disability sector, CYDA maintained a strong focus on ensuring any change would support the interests of children and young people with disability.

Over the past year, CYDA made [four separate submissions](#) as part of the Independent Review of the NDIS, and subsequent consultations relating to provider registration and the NDIS Amendment Bill. Each submission focused on the need for a youth-specific practice framework for working with participants aged nine to 25 years to ensure service improvement and consistency across gender, geography and other intersecting demographics.



Strategic Goal 2

Create equitable life pathways and opportunities



Place children and young people at the centre of policy and reform

Support system reform that is fit-for-purpose for children and young people

CYDA plays a key role in influencing system reform, including within the National Disability Insurance Scheme (NDIS) so that systems are best suited for children and young people.

Submissions relating to the [NDIS](#), [early childhood](#), and [employment reforms](#), have highlighted the need for state and federal governments to guarantee children and young people with disability have uninterrupted access to the NDIS until viable and effective alternatives are available for all.

CYDA stays committed to building an inclusive, universal and high quality service system for children and young people to enable consistent and clear support in local communities.

Highlight, and learn from, the lived experience of young people with disability

With the establishment of CYDA's new website in September 2023, we were able to place a stronger emphasis on [youth voice](#) and youth-generated content. Young people were invited to create long-form content like blogs and podcasts, as a platform to share their lived experience.

We also worked with young people with disability to ensure their experiences guided our advocacy, our program design, and the resources we created. Lived experience has guided work in employment, education, and NDIS reforms. We continued to invite young people to share their experiences so that we can learn from them for the future.

Promote the inclusion of young people with disability in systemic decision making

In July 2023, CYDA partnered with the eSafety Commission to conduct a language review of their research report: [A new playground: The digital lives of young people with disability](#). The report examined the online experiences of young people with disability and their parents and caregivers.

The report acknowledged the potential harm for young people with disability in the online environment, balancing this with the benefits of engaging in social interactions or supports online.

CYDA supported two young people with disability to ensure the report used appropriate, inclusive, and strength-based language. The final research report was released in December 2023 to coincide with International Day of People with Disability.

Strategic Goal 2

Create equitable life pathways and opportunities



Leverage the flexibility of digital inclusion and entrepreneurship

Provide flexible and accessible options for engaging with children and young people with disability, their families and caregivers

CYDA continued our strong emphasis on virtual engagement across all programs. We highlight the importance of accessible online engagement, to promote inclusion and ensure broad representation.

Projects like [DREAM](#), [In Control My Way](#), and Child Safe Organisations created resources and materials via a virtual co-design process. Running our programs virtually means CYDA are able to engage young people, families and caregivers, who may not otherwise be able to participate due to their access needs or location.

Over the past year, CYDA has also begun to explore hybrid program delivery to provide additional flexibility for attendees. This included the [National Youth Disability Summit](#) in Melbourne, and preparation for the delivery of the [Regional Young Leaders Program](#) in Cairns, Wagga Wagga, and Darwin.



Strategic Goal 2

Create equitable life pathways and opportunities



Support young people with disability to develop key entrepreneurial skills

CYDA recruited and engaged a third cohort of Youth Council between July 2023 and June 2024. The Youth Council included 11 young people with disability across Australia, who were employed as casuals to bring a strong lived-experience focus to CYDA's operational work.

The Youth Council supported our core advocacy, project delivery, facilitation, consultations and co-design. Based on their preferences, skillsets and interests, they were assigned to different internal teams to build their experience within the organisation, including fundraising, communications and marketing, and policy development. They also provided advice and shared lived experience relating to a range of government and stakeholder initiatives.

One of the key roles of the Youth Council was to co-design and deliver our fourth National Youth Disability Summit. The [Youth Council](#) served as emcees, panelists, and group facilitators during the event.



Image above left: Attendees conversing at the CYDA 2024 National Youth Disability Summit in Melbourne.

Image above right: Artwork created by an attendee at the CYDA 2024 National Youth Disability Summit in Melbourne.



Lead the way in demonstrating inclusive working arrangements

As a disability-representative organisation, it is important CYDA provide an inclusive and supportive working environment for our staff. CYDA has developed strong digital practices so we can engage staff from around the country and be more representative across Australia.

This has enabled staff to work flexibly and ensure each individual's access needs are met. We are proud that approximately 55 percent of [CYDA's core staff](#) team are people with disability, and an additional 25 per cent are parents of a child or young person with disability. In 2023-24 this was also complemented by a team of disabled youth casuals, across six states.

By building good practices, and sharing them with others, CYDA has led the way in creating an inclusive workplace, and employing individuals with lived experience in key roles.

CYDA Spotlight



United Nations Conference of State Parties (New York)

“To connect with delegates from around the world, hear their many advocacy stories, and truly feel included and part of an international community with a shared mission, was incredible. I came away from CoSP17 feeling like part of a much broader movement that crossed oceans and borders.”

Daniel Munter, CYDA Delegate



Image: CYDA delegates Emily Unity, Daniel Munter (Youth Programs Manager), and Skye Kakoschke-Moore (CEO) at the UN Conference of State Parties in New York.



In June 2024, CYDA attended the [Conference of State Parties \(CoSP\) to the Convention on the Rights of Persons with Disabilities](#) in New York.

The main theme was: Rethinking Disability Inclusion in the Current International Juncture and Ahead of the Summit of the Future, with subthemes relating to technology, risk in emergency situations and rights to employment.

CYDA's delegates included CEO Skye Kakoschke-Moore, and two young people with disability – Emily Unity and Daniel Munter. Over the four days, the delegation attended sessions on the key themes, as well as side events on Australia's National Autism Strategy and inclusive education.

Emily and Daniel presented to international peers from United States, Lithuania, Uganda, Japan, Fiji, and Canada, on disability inclusion planning, inclusive employment, and intersectionality for young people in the LGBTQIA+ community.

Image above left: CYDA delegates Skye Kakoschke-Moore (CEO), Emily Unity, and Daniel Munter (Youth Programs Manager) at the UN Conference of State Parties in New York.

Image above right: CYDA delegate and Youth Programs Manager Daniel Munter speaking at the UN Conference of State Parties in New York.



During the Civil Society session on the Convention on the Rights of Persons with Disability, Emily presented on how young people with disability can use technology to build a more inclusive digital future. In his presentation, Daniel addressed the need to do better in creating fair and equitable employment opportunities for young people with disability.

The CYDA team were part of a larger Australian delegation, providing opportunities to connect with Australian-based organisations, as well as those across the globe. CoSP enables CYDA to represent the perspectives of children and young people with disability in Australia internationally, and to ensure their rights are taken into account at every level of decision-making.

We thank and acknowledge the Australian Government for supporting CYDA's delegation in 2024.

“Exclusion has led to a world that fails to meet our diverse needs. Whether it be barriers to education, employment, or social opportunities, the physical world is often inaccessible, exclusionary and hard to change.”

Young person with disability

Strategic Goal 3

Lead changes in community attitudes and aspirations



Develop the voices of young leaders through co-design and paid opportunities

Provide paid opportunities for young people to influence change

CYDA provides opportunities for young people to be at the forefront of our advocacy, including meeting with key decision makers or sharing their experiences to shape and guide our focus.

This year we have paid young disabled people to act as advocates at state and federal events, including meeting with government ministers on issues like education and NDIS reforms.

[CYDA's delegation to the United Nations](#) in New York included youth representatives who spoke as part of the Australian delegation. These opportunities have enabled young people to build networks and gain experience as change makers in the sector.

In March 2024, CYDA Lived Experience Advocate, Ashleigh Keating joined Thrive by Five's Jay Weatherill, Member for Goldstein Zoe Daniel MP, and The Parenthood CEO Georgie Dent to launch the [Every Child's Right to Thrive by Five: Make It Law](#) campaign, in Canberra. Ashleigh shared her lived experience to highlight the importance of improved access to inclusive and accessible early learning education and care.

Promote paid opportunities for young people across the sector

CYDA remained committed to highlighting the value of lived experience by promoting remuneration for young people with disability across the community. With significant reform occurring, the demand for youth voices continues to increase. At every opportunity, CYDA continues to advocate for young people to be appropriately reimbursed for their time and lived expertise.

Each month, CYDA produces and distributes newsletters to members, subscribers and program participants. Newsletters are delivered to up to 6,000 emails across Australia, with open rates as high as 50 percent. Each publication includes a list of paid opportunities for young people, or family members, to share their lived experience. CYDA's Platform newsletter is specifically targeted at young people with disability and receives high click-through rates on these opportunities.

[Opportunities](#) are also published on CYDA's social media channels, reaching an audience of more than 30,000 followers nationwide.



Strategic Goal 3

Lead changes in community attitudes and aspirations



Change community attitudes about children and young people with disability

Highlight stories to demonstrate the diversity of lived experience

The Platform is an online social media platform which was set up to invite young people to share their lived experience in a range of formats (including written, video or art). We also share the content on our [website](#), and where relevant, promote individually on social media channels.

Actively supporting content creation by young people, for young people has been a successful engagement strategy with marked increases in engagement. Social media posts that feature young people sharing their experience, or short polls to capture opinions on an issue have been particularly well received.

In line with our strategic goal of leading changes in community attitudes and aspirations and developing the voices of young people, we continue to highlight the experiences and voices of young people with disability in video content posted on [Instagram](#) and [TikTok](#).

Utilise media and social media to ensure issues impacting children and young people are recognised

In September 2023, CYDA [welcomed the release](#) of the final report of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

Our bold recommendations to take a more ambitious approach to ending segregation, captured strong media interest. Following the release of the report, there were more than 15 requests for interviews across print, radio and television. [This exposure](#) ensured that CYDA's call for swift, decisive action was

heard by a broad audience.

The focus on youth-led communications was also extended across all social media channels with a deliberate focus on increasing content that was developed by, or featured, young people with disability. We found this increased the engagement with our social media channels while also providing young people with a space to share their experiences and to discuss what matters to them.

Build a high quality, accessible website to act as a key source of information for young people, and those who support them

The [new website](#) went live from 1 September 2023 and saw an instant rise in website visits and downloads of resources compared to the previous site. The new design and layout of the website led to significantly higher time-on-page and increased engagement levels.

Updating the website enabled CYDA to comply closely with international Web Content Accessibility Guidelines (WCAG). This focus on accessibility means CYDA has been able to provide information and opportunities in a way that is accessible for the diverse range of users who visit the page.

The redesign has also enabled us to move website maintenance and management in-house. This enables quick changes to content, timely information to the community, easy uploading of new resources, and monitoring of data for evaluation.

Strategic Goal 3

Lead changes in community attitudes and aspirations



Build a network of allies to support social change

Engage effectively with a network of Disability Representative Organisations across Australia

As a member of key networks of disability organisations across Australia, CYDA is able to represent the interests of children and young people at a state and national level. These networks have enabled CYDA to seek support for key advocacy issues, such as NDIS reform and inclusive education.

In May 2024, CYDA supported joint positions on reforms in [employment](#) and [NDIS](#), where the proposed changes would impact children and young people with disability. During a time of significant reform these partnerships enabled CYDA to optimise our impact and ensure our resources were used as efficiently as possible.

Represent the interests of children and young people with disability on national advisory groups

As the national peak organisation, CYDA is often invited to participate on national advisory groups or panels to ensure the experiences of disability are taken into account.

To support the NDIS reforms, CYDA has participated in the [Children, Young People and Families Reference Group](#), Plan Flexibility Co-design Group and the Co-design Advisory Group.

Other advisory roles have related to early childhood education and care, inclusive education, child safeguarding, NDIS reform, Autism service mapping, family and adolescent violence, and housing suitability. CYDA's participation in these groups has led to children and young people being considered in decision making and system reform.



Image: CYDA CEO Skye Kakoschke-Moore with Youth Council member Brittney Wilson at a National School Reform roundtable in Hobart in October 2023.

Image: An attendee speaking at the CYDA 2024 National Youth Disability Summit in Melbourne.



Strategic Goal 4

Support young people to take control



Grow the confidence, leadership capability, and agency of young people

Deliver programs that build the leadership capacity of young people with disability

CYDA's National Youth Disability Leadership Program supported 14 young people with disability to grow their leadership confidence, skills and knowledge. Sessions included topics like values, community, conflict, disability justice principles, unconscious bias and systems change. The program was set up to support more inclusive and diverse access needs and learning styles.

Many of the Young Leader graduates have successfully progressed to paid leadership roles within their community, or to have a greater impact through participation on boards and other committees.

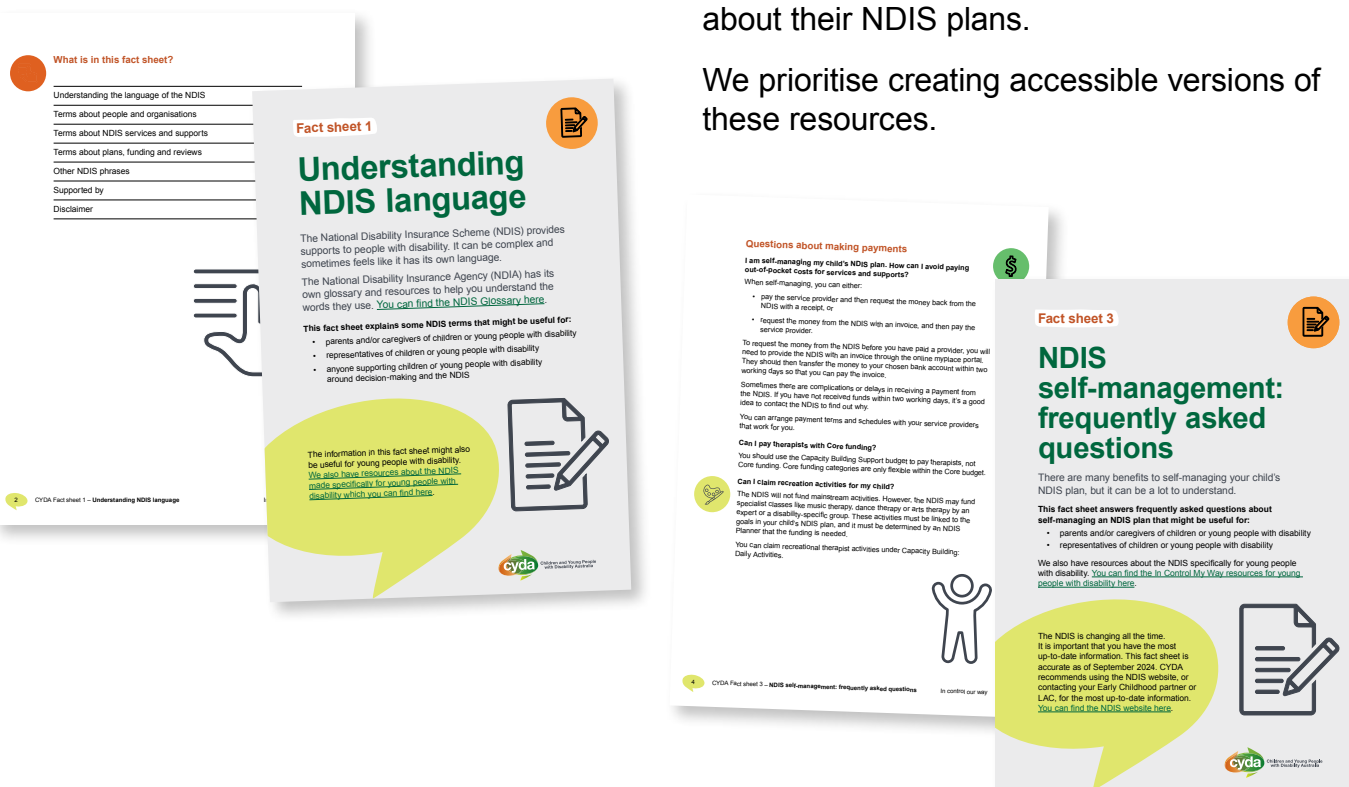
Develop resources to encourage young people and families and caregivers to have agency and make informed decisions

While CYDA acknowledges the importance of sector change to create inclusive opportunities, we also recognise that young people, families and caregivers may not always have the information they need to make informed decisions.

Resources such as those created by the [In Control My Way](#) project and the [DREAM Employment Network](#), provide young people with ideas, tips, and strategies to ensure that they can build their agency and participate in shaping their own future.

The [In Control Our Way](#) resources were created for parents, to provide guidance on how to ensure children and young people have agency and can be involved in decisions about their NDIS plans.

We prioritise creating accessible versions of these resources.



Strategic Goal 4

Support young people to take control



Connect young people with change agents and networks, building an ecosystem

Deliver programs that promote networking and connect young people with change makers in the disability sector

CYDA supports young people with disability to connect with key change makers in the disability community. Through the [Young Leaders Program](#), young people were connected with mentors and community leaders. Guest speakers throughout the program (were nominated by program participants), and included disabled advocates Chloe Hayden, Carly Findlay, Senator Jordon Steele-John, and Akii Ngo.

The DREAM Employment Network also included networking events so young people with disability could meet each other. The events allowed employers to meet young people and get insights into improving their inclusive practices.

Provide opportunities for young people to connect and build community

The CYDA 2024 [National Youth Disability Summit](#) created opportunities for young people with disability all around Australia to meet, connect, collaborate and build a network of advocates and allies to change the future of disability in Australia for the better.

Themes focused on community, identity, empowerment and creating change.

Summit participants contributed to a highlights video and Zine which will be published for the wider community to see and learn from – helping change society attitudes about what young people with disability can achieve and how they want their futures to look.

Tailor national programs to meet the needs of young people in their local communities

In 2024, the [National Youth Disability Leadership Program](#) was extended into rural and regional areas as the Rural and Regional Young Leaders Program (RYLP).

We began a collaboration with three organisations with rural and regional expertise including the Regional Disability Advocacy Service (Wagga Wagga, NSW), YouthWorx NT (Darwin, NT), and Rights in Action (Cairns, Qld). We adapted the leadership program to suit the distinct needs of the three regional areas. The adapted programs will take into account the challenges of geographic disadvantage and the lack of leadership opportunities or leadership representation for young people with disability.

The program will be extended in the second half of 2024 and beyond.

Strategic Goal 4

Support young people to take control



Provide platforms and opportunities for young people to use their expertise to solve problems

Co-design resources with young people with disability about issues that are important to them

Over the past year, CYDA has created a range of resources, co-designed and co-created with young people with disability.

The [In Control My Way](#) resources were finalised in September 2023 and were almost exclusively planned and written by young people with disability. The resources were a direct reflection of their own lived experiences and NDIS journeys. Young people with disability also supported the distribution and communication plans once the resources were finalised.

The DREAM Employment Network produced more than 20 resources and ran 25 events during the delivery period. Young people had the opportunity to participate in discussions about what is important in creating an inclusive workplace, and this information was then used to build the [Network resources](#).

One of the most popular resources for employers, Understanding Disability, was downloaded 65 times.

Engage young people in research opportunities

CYDA partnered with The Social Deck and the National Disability Research Partnership (NDRP) to gain young people's views on national research.

"I think [sex] being taboo and not talked about by research places creates so many gaps in society, because people with disabilities are just as entitled as able-bodied people to access sexual services."

Young person with disability

In July 2023 CYDA and The Social Deck ran an online workshop to give nine young people an opportunity to share what research areas they thought were important and feedback about how the National Disability Research Partnership could best engage with them in research and support them with research projects.

Feedback from the young people was collated and used to inform the development of the National Disability Research Partnership, and their [2024 Research Agenda](#).



Strategic Goal 4

Support young people to take control



Provide a platform for young people to comment on subject areas of interest

In April 2024, CYDA invited Adam Choong, a young person with disability, to write a [blog](#) about the role artificial intelligence plays in educating children and young people with disability.

The article was identified by media outlets and Adam was subsequently invited to share his insights as part of a national radio show. Adam is an advocate for the use of artificial intelligence, particularly to support the inclusion of children and young people with disability.

“Today, families of children with speech impairments are already taking matters into their own hands by using AI, with guidance from therapists, to provide real-time feedback on fluency, pronunciation, and other language skills.”

Adam Choong, Youth Contributor

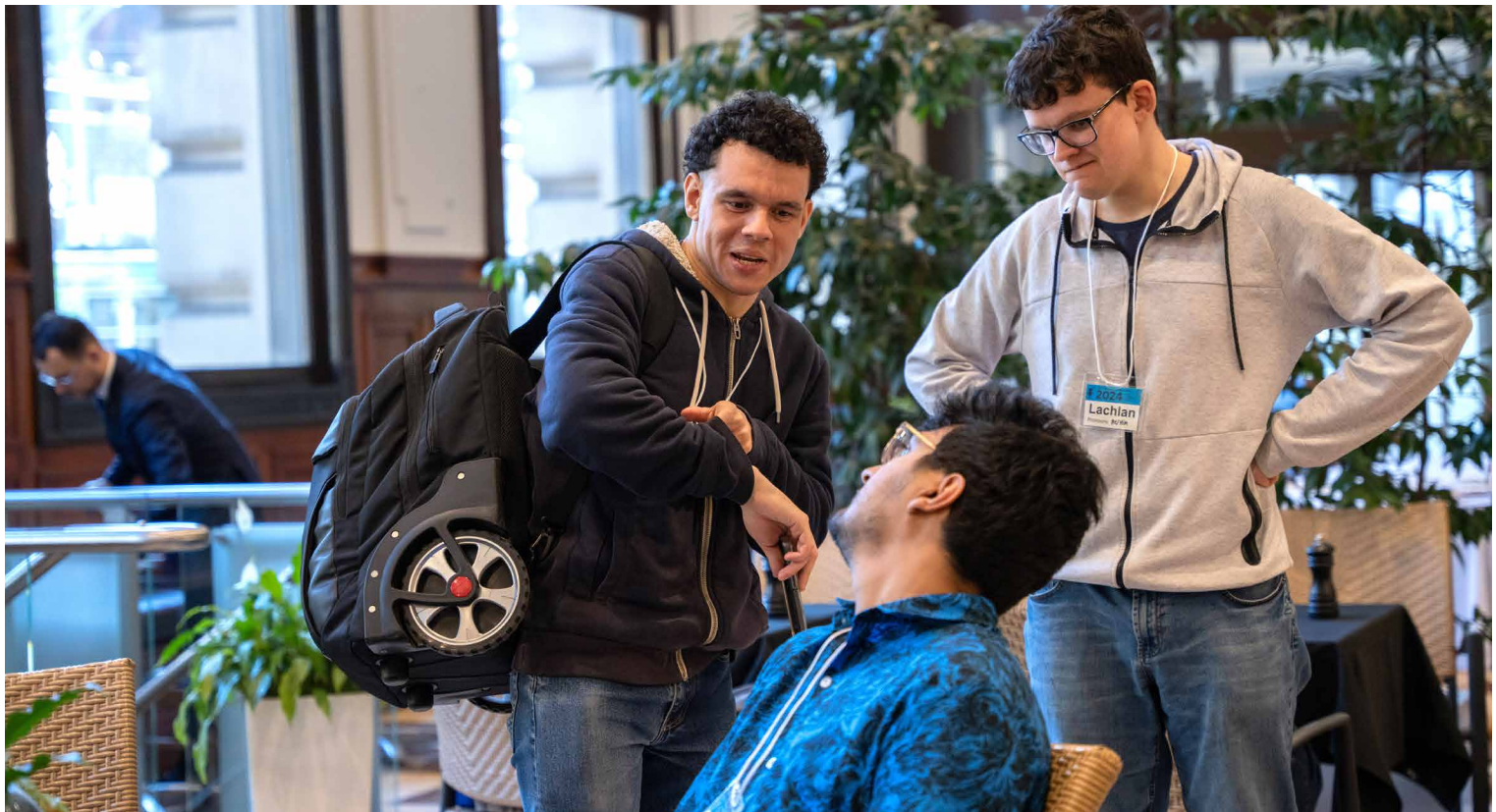


Image: Attendees conversing in the lobby at the CYDA 2024 National Youth Disability Summit in Melbourne.

CYDA Spotlight



The Disabled Employee Podcast

The Disabled Employee Podcast was produced and presented by young people with disability from March 2024 to June 2024.

They created four 30-minute episodes centred on their own personal experiences of seeking and engaging in employment.

The podcast was developed as part of the resources for the DREAM Employment Network but has attracted attention beyond the scope of the Network. There have been more than 700 views of the podcast, which is currently hosted on YouTube and supported by graphics created by the podcast team.

In the first episode Dureece, Thanh, and Britt talk about discrimination in recruitment, how they prepare for job interviews and advocate for their rights in the workplace. The second episode included discussion about reasonable adjustments, ableism, and discrimination. Episodes 3 and 4, included content about when things go wrong, or the uncertainty that can occur when a contract ends.



Image: The podcast hosts created graphics to accompany the podcast. The images show their own experiences with disability.

Strategic Goal 5

Call out discrimination, abuse and neglect



Highlight systemic injustices and drive reform

Call for decisive action on priority areas impacting children and young people with disability

The Disability Royal Commission Final Report was released in September 2023 after five years of public hearings and consultations across the community. CYDA [highlighted three critical areas](#) in the report that the government should focus on to improve the lives of children and young people with disability – inclusive education, inclusive employment, and the elimination of restrictive practices.

CYDA's subsequent advocacy called for national and state and territory government action to ensure inclusive education and phase out segregated education with a more ambitious timeframe than outlined in the Disability Royal Commission report.

CYDA maintains that restrictive practices, including restraint and seclusion, must be eliminated and constitutes a breach of human rights. We advocated to government for the introduction of legislation that would reduce and eliminate restrictive practices in all settings.

Ensure the interests of children and young people are considered during system reform

The Independent Review of the NDIS has provided CYDA with opportunities to [highlight the experiences of children and young people](#), and to advocate for an improved system.

“[Registration of service providers] is a band aid. Just like the WWC checks and NDIS screening. Nothing is fool proof – particularly when regulations are used to solve a society-wide responsibility of protecting vulnerable people (PwD) or keep them safe within their own family home.”

Parent of a child with disability

Children and young people with disability experience higher rates of abuse and neglect as part of the way they live their lives. Across Australia, they are being subjected to violence, seclusion, chemical, mechanical and physical restraint without accompanying positive behaviour support strategies in place.

As a result of [CYDA's advocacy](#), the final reports of the Independent Review (published December 2023) and the Registration Taskforce (published August 2024), showed a strong focus on support for children and young people with disability, with plans to create a new “ecosystem” of supports, both within, and outside of, the NDIS.

Strategic Goal 5

Call out discrimination, abuse and neglect



Lead intersectional reform across disability and mainstream service systems

Children and young people live their lives across multiple service systems. They are part of the disability sector, while simultaneously interacting with early childhood education and care, and community services.

Throughout the past year, CYDA has acknowledged the risks posed by isolated reforms including the NDIS not taking into account what is available in other systems. We have [urged government](#) to ensure quality inclusive early childhood education and care services were well established before NDIS reforms remove children from key supports.

Systemic change is necessary to ensure children and young people are granted the same opportunities as their non-disabled peers, as they transition through critical developmental and life stages. Across many systems, we are failing to provide equitable and effective support for children and young people with disability.

“Being on the same path tells everyone that all children, should have fun and play together. We all should get to have awesome and easy adventures when we’re little.”

Young person with disability



Image: Attendees at the CYDA 2024 National Youth Disability Summit in Melbourne.

Strategic Goal 5

Call out discrimination, abuse and neglect



Coordinate action to ensure rights are upheld

Advocate for rights-based approach to system change

Restrictive practices can have lifelong trauma and life-altering effects on young people with disability, and their sense of self and identity.

The Disability Royal Commission released a research report in July 2023 – [Restrictive Practices: A Pathway to Elimination](#). CYDA was on the expert advisory group for the report and advocated that governments immediately [prohibit the use of restrictive practices](#) against children and young people with disability.

Develop resources to promote child safe organisations

CYDA has been working closely with the National Office for Child Safety to create resources to support organisations to implement the [National Principles for Child Safe Organisations](#).

Since August 2023, CYDA has facilitated co-design sessions with young people with disability and their families and caregivers, as well as staff who work with and support children and young people with disability. Resources will include information for young people about making complaints and their rights when engaging a service. Organisations will also have access to information about how to ensure their interactions are safe and supportive for children and young people with a disability.

The resources are due to be published by the end of 2024.

Highlight the importance of giving children and young people with disability a voice in policy development

In September 2023, CYDA responded to the federal government's Australian Youth Strategy by [calling for a more inclusive strategy](#) that amplifies the voice of Australia's disabled youth.

CYDA's submission collated five policy papers written and designed by young disabled people from the CYDA community. Entitled the [LivedX](#) series, the papers highlight key issues for young people with disability. The series brought together young people from around Australia to share their insights, experiences and ideas and emphasised the important role of youth voice in influencing policy change.



Strategic Goal 5

Call out discrimination, abuse and neglect



Support and empower children and young people, and their families and caregivers, to hold those in power to account

Engage young people with disability and their families and caregivers, to capture their perspectives on reforms

CYDA regularly surveys members and the broader community to understand their views on proposed reforms.

In October 2023, CYDA conducted a survey related to the Disability Royal Commission's final report, to capture community sentiment about the recommendations and the process of the inquiry. While many respondents agreed with the key recommendations, 93 percent expressed concern about how governments would implement them, or how they may respond.

“I think the most important recommendation is the phasing out of segregated education. That is where it all starts – segregated for life. Remove the alternative special pathway and society will have to move to more inclusive options post school and for life with that generation.”

Survey respondent

From January to March 2024, CYDA asked the community for feedback on the NDIS Independent Review Report, which was published in December 2023. Young people with disability and their families raised concerns about the government's approach to NDIS reforms. They were concerned about a lack of transparency, price gouging, and the potential to lose necessary supports. Respondents called for consultation with the community, and a stronger focus on the NDIA employing people with disability.

CYDA uses the feedback from surveys to inform our advocacy. The perspectives of our members and the community are highly valued and ensure we represent the best interests of children and young people with disability.

Provide opportunities for young people to speak directly to decision-makers

Over the past year, CYDA has invited young people with disability to participate in roundtable discussions or to meet with key decision-makers.

In October 2023, CYDA Youth Council member Britt Wilson and our CEO Skye Kakoschke-Moore, attended the National School Reform Meeting in Hobart, to speak about education reform. They spoke about the need to shift focus to student engagement and highlighted the importance of student agency to influence policy. Britt spoke about the value in having more teachers with disability and the importance of teacher training and resources.

Young people represented CYDA at advocacy events across Australia, promoting inclusive education, accessible employment, and system reform.

Strategic Goal 5

Call out discrimination, abuse and neglect



Develop and share resources to promote rights in education

Since 2022, CYDA has been working with the Department for Education to design and deliver resources to promote the Disability Standards for Education.

CYDA co-designed resources in response to young people and their families noting that the Disability Standards for Education were difficult to understand. The resources enable young people and families to exercise their rights for self-advocacy in an education environment.

Resources have continued to be released in 2024, with more to come in early 2025.



Image: CYDA Programs Manager Jason McCurry presenting to staff at a strategic planning day in Melbourne.

CYDA Spotlight



Disappointment and Discrimination Report

In August 2023, CYDA published the [Disappointment and Discrimination Report](#), collating feedback from three key surveys – the Early Childhood Education and Care survey (2022), Youth Education Survey (2022-23) and the Education Survey (2022).

The research showed that in early childhood education and care settings, one in five children had reportedly been refused enrolment. Of those who were enrolled, almost 25 percent had been asked to reduce their hours of attendance. A total of 28 percent reported bullying, and a further 29 percent said that their child had been excluded from excursions, events or activities.

The rates of exclusion reportedly increased at school, with 70 percent of students with disability being excluded from events or activities. A total of two thirds of students reported that they had experienced bullying at school, with only 27 percent feeling supported to learn. Most respondents felt that teachers and support staff did not receive adequate training to support students with disability.

CYDA partnered with researchers from the Melbourne Graduate School of Education, University of Melbourne and Public Service Research Group, University of NSW (UNSW) Canberra to analyse the data and prepare the final report. The surveys and resulting reports, formed part of CYDA's ongoing commitment to understanding the experience of children and young people with disability in education and care settings in Australia.

The report was published on CYDA's website and shared with key media partners. The findings were used to support multiple media stories in the second half of 2023, where students had experienced discrimination and exclusion. CYDA has continued to use the data from these surveys to highlight the ongoing challenges for children and young people, and the need for urgent change in early childhood and school settings.



Image: CYDA Inclusive Education Policy Coordinator Sue Tape with Policy Officers Dula Hettiarachchi and Sharon O'Mara at a strategic planning day in Melbourne.

Policy submissions and reports



Year	Title	Inquiry source
2023		
July	<u>NDIS Review's consultation into Participant Safeguarding</u>	Independent Review of NDIS
July	<u>Joint Submission to the Australian Human Rights Framework</u>	Parliamentary Joint Committee on Human Rights
August	<u>CYDA's response to the Worsening Rental Crisis</u>	Senate Standing Committee on Community Affairs
August	<u>CYDA's submission to the Review to Inform a Better and Fairer Education System</u>	Federal Department of Education
August	<u>Disappointment and discrimination: CYDA's surveys of the learning experiences of children and young people with disability in 2022 and 2023</u>	CYDA summary report
August	<u>DRO Joint response to the Disability Services and Inclusion Bill</u>	Department of Social Services
September	<u>CYDA's submission to Australia's Youth Engagement Strategy</u>	Federal Department of Education, Office for Youth
September	<u>CYDA submission to the Independent Review of the NDIS</u>	NDIS Review
October	<u>CYDA submission to the National Housing and Homelessness Plan</u>	Department of Social Services
December	<u>CYDA response to the Commonwealth Government's COVID-19 Response Inquiry</u>	Department of Prime Minister and the Cabinet
December	<u>Joint DRO response to the inquiry into the Disability Employment Centre of Excellence</u>	Department of Social Services

Policy submissions and reports



Year	Title	Inquiry source
2024		
January	Pre-Budget submission 2024-25: Charting an Inclusive Path	Department of Treasury
February	CYDA's submission to the Australian Government on the Response to the Disability Royal Commission	Department of Social Services
February	CYDA submission to the Productivity Commission Draft Report on ECEC	Productivity Commission
April	CYDA's submission to the Select Committee on the Cost of Living	Australian Government Select Committee on Cost of Living
May	CYDA's submission to the NDIS Provider and Worker Registration Taskforce	Department of Social Services
May	A joint submission from Disability Representative Organisations National Disability Insurance Scheme Amendment (Getting the NDIS Back on Track No.1) Bill 2024 [Provisions]	Community Affairs Legislation Committee

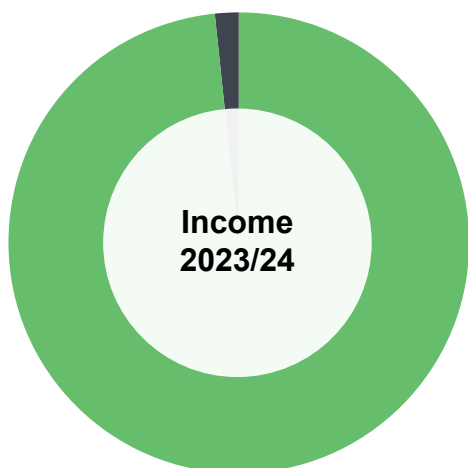


Financial snapshot

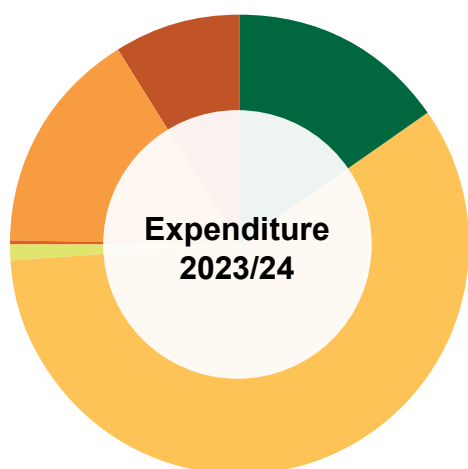


2023/24 Results

Total revenue	\$3,333,291
Total expenditure	\$3,163,007
Result: surplus	\$170,284
Total Members Equity 2022/23	\$745,084
Total members equity 2023/24	\$915,368



- Revenue \$3,281,671
- Interest \$51,620



- Corporate administration \$487,205
- Employee benefits \$1,857,931
- Depreciation and amortisation \$34,339
- Finance costs \$3,175
- Network support and collaboration \$500,470
- Consultancy \$279,887

The year ahead



Chief Executive Officer

CYDA has enjoyed considerable success with our funding applications. This means our systemic advocacy with children, young people, their families and caregivers, is set to continue in years ahead.

The next three years will see us co-design a suite of resources to support our community through important life transitions. In the next 12 months we will also publish resources to support community-based organisations to be more child safe, and rollout our Rural Young Leaders pilot program in the Northern Territory, Queensland and New South Wales. Co-designing reforms to the NDIS and Foundational Supports will be priorities, together with a new campaign-style approach for our systemic advocacy. We'll also continue to co-convene the Australian Coalition for Inclusive Education (ACIE), championing reforms to inclusive education. We will lead the process to update ACIE's Roadmap to Inclusive Education and contextualise it for states and territories, with an initial focus on South Australia.

This work means we are growing our reach and impact, delivering on our vision for an Australia where all children, young people and their families, are valued and living empowered lives.

Skye Kakoschke-Moore

Board Chair

The next 12 months will be a challenging time for the community that CYDA advocates alongside.

The disability sector faces significant change as governments implement the findings of the Disability Royal Commission, the review of the NDIS and many other proposed initiatives. As a Board, we are committed to ensuring CYDA is well equipped to support our community to achieve the best possible outcomes.

Our new Strategic Plan, to be launched in November 2024, reinforces this intent and includes a new framework for reporting on our impact. Collaboration, sustainability and innovation will continue to underpin the how and why of our work. Focusing on representing our community and our national remit, our Board has welcomed new Directors: young people with disability and parents of children with disability from across Australia. We are also improving how we engage with our members, continuing to pursue new funding opportunities and reviewing how we best meet the needs of a nationally representative organisation dedicated to advancing the rights of children, young people and their families and caregivers.

Pamela Williams

Thank you



The CYDA team would like to thank the CYDA Board, our members, partners, funders and supporters for their contribution to CYDA in the year July 2023 to June 2024.

CYDA thanks the young people, children, families and caregivers, who have shared their lived experiences with us and helped shape the future for children and young people with disability across Australia.

CYDA would also like to thank our partners, supporters and followers for their ongoing support and trust, including:

- Our longest serving volunteer, Adam Dickson, for his continued support collecting and delivering the mail to the CYDA office.
- Quest Apartments, Collingwood, for their continual hospitality,



Image: CYDA Volunteer, Adam Dickson.

Back cover image: Youth Council member Caitlin Blanch speaking at the CYDA 2024 National Youth Disability Summit in Melbourne.



**Children and Young People
with Disability Australia**

Suite 8, 134 Cambridge Street
Collingwood Vic 3066


PO Box 172, Clifton Hill VIC 3068


Phone 03 9417 1025 or
1800 222 660 (regional or interstate)


Email info@cyda.org.au

Web www.cyda.org.au

ABN 42 140 529 273

 www.facebook.com/CydaAu

 [@cydaaus](https://www.tiktok.com/@cydaaus)

 [cydaaus](https://www.instagram.com/cydaaus)

 [@CydaAu](https://www.x.com/CydaAu)



www.cyda.org.au