FECCA policy on people with disability from multicultural community backgrounds
February 2011

About FECCA

FECCA is the national peak body representing Australians from culturally and linguistically diverse backgrounds. We provide advocacy, develop policy and promote issues on behalf of our constituency to government and the broader community. FECCA supports multiculturalism, community harmony, social justice and the rejection of all forms of discrimination and racism.

FECCA continues to build partnerships with organisations that advocate for people with disability from culturally and linguistically diverse (multicultural community) backgrounds, including the National Ethnic Disability Alliance (NEDA), Multicultural Mental Health Australia (MMHA) and Women with Disabilities Australia (WWDA).

FECCA OBJECTIVES

In relation to Australians from culturally and linguistically diverse backgrounds with disability FECCA aims to:

- form a strong working relationship with relevant peak bodies to work in partnership in advocating, monitoring and developing policies and services for them nationally (human rights organisations)
- promote ethnic people with a disability interests and concerns, and of their families and carers at a national level to government and significant stakeholders including industry groups, professional groups, disability consumer groups, peak ethnic organisations and ethno-specific service providers
- monitor the commitment of political parties in addressing ethnic people with a disability particular interests and concerns, and those of their families and carers
- improve ethnic people with a disability access to education, training and employment
secure the provision of affordable and accessible, appropriate ‘lifelong’ housing for ethnic people with a disability, particularly in metropolitan and rural areas where affordable housing is difficult to access

- address myths, misconceptions and negative stereotypes in the general community and from within some migrant communities through community education programs and a disability awareness campaign which give a positive image and portrait achievements of ethnic people with a disability.

**BACKGROUND**

**Disability Defined**

The policy framework is based on disability as defined by the International Classification of Functioning, Disability and Health (ICF) developed by the World Health Organisation (WHO). In the ICF, a person’s functioning or disability is a dynamic interaction between health conditions and environmental and personal factors. Functioning and disability is defined as multidimensional encompassing:

- body functions and structures of people
- activities people do and the life areas in which they participate
- factors in their environment which affect these experiences.


The UN Convention on the Rights of Persons with Disabilities (UNCRPD) broad definition of disability is also relevant:

Persons with disabilities include those who have long-term physical, mental, intellectual, sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

**Human Rights Framework**

FECCA’s disability policy sits within a human rights framework that protects the rights of all people regardless of ethnicity, culture, gender or
A key recommendation of a 2007 Senate Inquiry into the Commonwealth, State and Territory Disability Agreement (CSTDA) was the need for a coordinated, high level, strategic policy to address the complexity of needs of people with disability, their families and carers in all aspects of their lives.

FECCA welcomes the community consultation on the Commonwealth Disability Strategy (CDS) which was endorsed in 1994 as a 10 year strategy and the development of a National Disability Strategy (NDS) which we note is unlikely to be finalised until after the Productivity Commission Inquiry in July 2011. The National Disability Agreement finalised by the Council of Australian Government’s (COAG) is silent on which commenced in January 2009 is silent on non-English speaking background culturally and linguistically diverse (multicultural) community members. We call for an inclusive approach that considers the rights and interests of specific need groups that experience multiple disadvantage including multicultural communities and Indigenous people and women with disability. FECCA calls for the incorporation of social inclusion and multicultural policies into all disability policy frameworks and service standards. These should be in consultation with multicultural communities to ensure language; religious and cultural issues are appropriately addressed. Every government policy as part of social inclusion should includes a focus on ethnic people with a disability, because disability is not something that affects only people with a disability. It affects the whole community.

FECCA welcomes Australia’s ratification of the United Nations Convention on the Rights of Persons with Disabilities (the Convention) in 2008. It is our hope that the National Disability Strategy ensures that the principles underpinning the Convention are incorporated into policies and programs affecting people with disability, their families and carers.

Why a FECCA disability policy?

Lack of Current Data

There is a shortage of available demographic data on people from multicultural community backgrounds with disability living in Australia. Statistics within this policy are therefore estimations based on general
population data.

- Nearly four million Australians experience long term impairment, with the number growing
- Based on NEDA’s current estimates there are more than one million people from non-English speaking backgrounds with disability. This is based on modelling the proportion of the 2006 Census data to the most recent Census Survey of Disability, Ageing and Carers (SDAC) conducted in 2003.
- The SDAC survey indicated that almost 20 per cent of Australians have disability. Assuming the proportion of multicultural background people amongst the disability population is equal to the proportion of people with a disability amongst the general population multicultural background people with disability would make up 24.5 per cent of Australia’s disability population, or one in every four Australians with disability. This would make people from culturally and linguistically diverse backgrounds with disability the second largest group after women with disability.
- In 2006–2007, 7,294 (8.8 per cent) of all consumers accessing disability employment services were born in non–English speaking countries.

A lack of data implies people with disability are a homogenous group with like needs. This has an impact on service provision resulting in specific needs of people with disability from culturally and linguistically diverse backgrounds, such as interpreter and translation services and culturally competent service provision being unmet.

FECCA calls for improved data collection on people from culturally and linguistically diverse background with disability, their families and carers. This requires a consistent whole of government approach between the ABS, health, aged care and disability sectors. Data provided on the population size and on a state and territory basis will assist in planning service provision and establishing appropriate benchmarks for funded services.

**Multiple Disadvantage**

Social determinants of ethnicity, language, class, age and gender also play a role in the level of a person’s participation in society and access to service provision. The effects are not linear but exponential in terms of
disadvantage. When two or more of these intersect disadvantage is increased. Combined factors of disability, lower socio-economic status, ethnicity, gender and sexuality have been identified as factors that contribute to multiple disadvantage.iii

Women with disabilities are identified by the Australian Human Rights Commission as being particularly vulnerable workersiv. They are less likely to be in paid work than other women, men with disability or the population as a whole. Twenty-one per cent of men with disability work full time compared to nine per cent of women with disabilityv. In addition, women with disability earn less than their male counterparts. According to the 2002 figures, fifty one per cent of women with a disability earned less than $200 per week with only 16 per cent of women with a disability earning over $400 per weekvi. Given these factors, such women with disability experience multiple disadvantages, with a corresponding degree of vulnerability in the workplace.

FACTORS IMPACTING THE HEALTH AND WELL-BEING OF AUSTRALIANS WITH DISABILITY FROM MULTICULTURAL COMMUNITY BACKGROUNDS

Barriers Facing People from multicultural backgrounds with Disability

Barriers include lack of

- accessible information and knowledge about essential services
  - culturally and linguistically appropriate services
  - culturally and linguistically appropriate early intervention and other services for children, eg the provision of speech therapy in languages other than English

And also

- discrimination in service provision
- myths, misconceptions and negative stereotypes about disability and ethnicity in the general community
- prejudice against people with disability from members of their own
People from culturally and linguistically diverse background communities in general rank lower on the socio-economic measure than their Anglo-Celtic Australian counterparts.

- The ten year waiting period to accessing the disability support pension (DSP) for migrants with a disability.
- Discriminatory exclusion of visa applicants with disability or a member of their family from residence in Australia under the health requirements in the *Migration Act 1948*.

**ISSUES**

The policy focuses on the following key issues affecting people from culturally and linguistically diverse backgrounds with disability:

- stereotyping, discrimination and emotional wellbeing
- education, training and economic participation
- accommodation and respite care
- access to services, transports and buildings (including shops) to enable full participation as members of society
- legislation and immigration
- Carers and families

**Discrimination, Stigma and Emotional Wellbeing**

People with disability from multicultural backgrounds continue to experience racial discrimination within both the disability and mainstream communities and disability discrimination within their own cultural groups. This is due to:

- Myths, misconceptions and negative stereotypes about disability and ethnicity in the general community;
- Prejudice against people with disability from members of their own communities.

A number of studies have identified the existence of culturally specific stigma associated with people with disability in some multicultural background communities. Attitudes, such as stigma, guilt, denial,
concealment, duty, fatalism and isolation create barriers for people with disability and their families in seeking help and accessing community services, creating further isolation and reduced emotional well being. Particularly vulnerable groups are newly arrived single parent migrants and refugees with reduced family support and limited English language proficiency. Anxiety around settlement combined with the demanding role of caring results in this group of people not seeking help until a crisis occurred. This situation is also common with ethnic parents who have children with a disability and have never used any service and support. The aftermath of caring leaves permanent damage/scars on the wellbeing of many carers long after their caring role is over.

**FECCA’s Strategy:**

- Work with Federal, State, and Local governments and community organisations to produce resources and educational materials in all languages, media and formats, including easy English
- Encourage the Local Governments to promote information on services and service providers
- Encourage the organisation of workshops and social groups, in order to promote socialisation of communities and networking of information
- Work closely with the Federal Government and national organisations such as NEDA, MMHA and WWDA to promote awareness of the rights and responsibilities of people from multicultural community backgrounds with disability at a national level
- Encourage state organisations to establish advocacy pathways for communities to voice their concerns, issues, and fears, for example, through online forums, workshops, newsletters, and newspapers)
- Persuade every political party in Australia to have a disability and multicultural committee.

**Benchmarks**

- the development of appropriate information and culturally effective service models to increase disability awareness among Multicultural community backgrounds
- Always recognise, advocate and support the importance of self determination for ethnic people with a disability to achieve and live
their lives the way they want to and be independent as much as they can

- Increased involvement of the multicultural background community in community projects and events regarding disability

- Increased use of multicultural disability services by promoting ethnic people with a disability, their parents and carers as service users.

- Greater social inclusion and reduced isolation of people form multicultural community backgrounds living with disability.

**Education, Training and Economic Participation**

In general, people from multicultural community backgrounds are positioned lower on the socio-economic scale relatively to their Anglo-Australian counterparts due to:

- lack of recognition of educational qualifications and work skills
- lower levels of skills and work experience
- low English Language and literacy proficiency
- Cultural differences and lack of opportunities to be involved in the general community because of families’ attitude toward disability.

While most migrants (except those arriving on humanitarian grounds) have to wait two years before they can access income support, migrants with disability and their carers, are forced to wait 10 years before being eligible for the Disability Support Pension (DSP), which is the entry criteria for essential disability services such as the Program of Appliances for Disabled People (PADP), now called the Aids and Equipments Program (A&EP).

People with disability form multicultural community backgrounds experience multiple employment barriers. According to the Job Seeker Classification Instrument (JSCI) job seekers with a disability may experience or encounter discrimination from employers and have higher rates of unemployment and lower employment participation rates than non-disabled people in Australiaix. Recent statistics indicate that people born in a Non-English Speaking Country with disability are approximately 2 times less likely to receive employment services than people born in English Speaking Countriesx.

**FECCA’s Strategy**
FECCA will take action to:

- lobby government for welfare reform to remove barriers to income support and withdraw the 10 year waiting period for the disability support pension.
- advocate for measures to increase workforce participation for people from multicultural community backgrounds with disability
- advocate for increased employer awareness programs
- Call for a review of the overseas qualifications process
- Promote positive contribution to employers, companies and general community from ethnic people with a disability
- Call for pathways to improve English language learning, education and training for people with disability from multicultural community backgrounds.

**Benchmarks**

- Increased participation rate in employment for people with disability from multicultural community backgrounds.
- Reduction in minimum wage gap between the able and disabled;
- Data collection on pay disparity between people with disability and those within Multicultural community backgrounds and between genders
- More efficient process for recognising overseas qualifications to allow professionals from multicultural community backgrounds to seek employment in their chosen profession
- Increased opportunity to enhance skills through TAFE, or other training organisations
- Decreased need for help from charitable community organisations
- Recognition from government departments (such as Centrelink and State governments Office of Housing) of the cost of disability when making decisions on clients.

**Accommodation and Respite Care**

A number of international conventions and declarations specify the human right to adequate housing. General Comments 4 of the International Covenant on Economic, Social and Cultural Rights (ICESCR) (Article 11.(1)e) stress the need for housing law and policy to take into account special
housing needs of disadvantaged groups, including people with disability. There is evidence that the proportion of people born in a non-English speaking country who use Commonwealth State and Territory funded accommodation support and employment services is lower than the proportion of people born in an English speaking country who use these services, indicating that services are not being accessed. Other accommodation data shows that People born in a Non-English Speaking Country are approximately four times less likely to receive accommodation support services than people born in English Speaking Countries.

Research indicates that respite and crisis accommodation services are not adequate in meeting carers’ needs. Barriers include cost and lack of language proficiency. Adequate service provision is less likely to occur in regional areas where there are smaller ethnic population sizes.

The lack of language-specific respite services has also been highlighted as a barrier to utilising respite services within several communities.

Accommodation issues for people with disability from multicultural community backgrounds include:

- Lack of supported accommodation for the disabled
- Lack of appropriate supported accommodation for their youth with disability
- Lack of respite options
- Lack of vacancy in respite facility
- Staff shortage in supported accommodation and respite facilities.

**FECCA’s Strategy**

- Call for a whole of government consistent approach to providing affordable, appropriate ‘lifetime’ housing for people with disabilities from multicultural community backgrounds particularly in metropolitan and rural areas, where affordable housing is difficult to access
- Call for greater regulation of the housing industry in providing accessible housing. This could be achieved through education programs, the provision of incentives and planning tools to ensure accessible or adaptable housing. New dwellings should comply with the Australian standards on accommodation, which is paramount also for an ageing population.
Call to improve the cultural appropriateness and flexibility of respite services and programs and crisis and respite care

Call for education and information to multicultural communities on crisis care and respite services.

**Benchmarks**

- The provision of affordable, appropriate housing for people from multicultural backgrounds with disabilities
- The development of inclusive communities that enable people from all ages and ability to contribute and participate in the community
- Spaces and facilities that encourage social and physical activity, and 'universally designed' homes that are accessible for all ages and abilities
- Culturally appropriate and flexible crisis and respite care programs.

**Access to Services**

The predominant issue for people with disability from multicultural backgrounds regarding the federal government is the lack of access to services. People with disability from multicultural backgrounds continue to be severely under-represented within Commonwealth funded services. Latest statistics show that people with disability born in a Non-English speaking country are approximately two to three times less likely to receive community access, community support or respite services than people born in English speaking countries. This is in addition to the current unmet needs for people with disability in general. This figure stands despite genuine effort made by many to redress this situation. It points to the need for a systemic solution to the whole disability services system, involving all stakeholders.

There are many barriers facing people with disability from multicultural community backgrounds in accessing services including:

- Lack of accessible information and knowledge about essential services
- Lack of culturally competency within service provision in mainstream services
- Lack of culturally and linguistically appropriate early intervention and other services for children, for example the provision of speech...
therapy and support workers (paid carers) in languages other than English

- Discrimination in service provision
- Complexities of combined disability and ethnicity means service providers relegate people to the ‘too hard basket’
- Lack of interpreters with disability awareness and resources to meet needs.

Many services seem unable to accommodate linguistic and cultural diversity because:

- ethnic communities tend to be overlooked when considering the ‘target group’
- Staff need continual accredited, quality training in cultural difference, diversity and disability, and in particular, the nature and reality of the person’s experiences
- The disability services system has not adopted even the most basic mechanisms for people from multicultural backgrounds such as the use of interpreters or publication of material in languages other than English. Poor language skills prevent carers from accessing services so they have less opportunity to develop their personal, social or professional capabilities
- There are insufficient strategies and practices to ensure that people with disability from multicultural community backgrounds and their families and carers participate in decision-making
- The myth of extended family support is still subscribed to by both service providers and funding bodies resulting in fewer services for multicultural communities.

Access to information is often the first step in people participating in the community. It means in effect, access to opportunities and therefore choices to participate in the community. Like all people from multicultural community backgrounds, those with disability and their families and carers experience increased difficulties in accessing services because of the lack of resources made available for interpreters and translations. Services such as the Translation and Interpreting Service (TIS) have increasingly adopted the ‘user pays’ principle, severely restricting the number of free or subsidised on-site and telephone interpreting sessions available to people and non-profit service providers.
According to DnD (Diversity and Disability), there are families generally do not trust the service and support because of the perception of wanting to be the only one to provide what is needed to their children.

**FECCA’s Strategy**

FECCA to report on access and equity of services for people with disability from multicultural community backgrounds. This will be achieved with support from partner organisations through:

- National consultations with people with disability from multicultural backgrounds to determine the adequacy of rehabilitation, employment and income support services and supports
- Feedback from the federal government about access rates to employment services by disability consumers from multicultural community backgrounds— the nationally consistent data collection set, the Minimum Data Set, could be capable of providing this information
- Consultations with all major stakeholders and service providers in the disability sector to determine gaps in service provision, and to provide input into strategic planning processes and development of best practice models of service for people with disability from multicultural backgrounds
- Promoting, facilitating, participating and/or undertaking research into needs and concerns of people with disability from multicultural backgrounds to assist with informed debate and to improve their well-being
- Forming collaborative partnerships between NEDA, WWDA and FECCA and major agencies providing disability services, including the Office of Disability Services. The aim of these partnerships will be to ensure that services are accessible and equitable for people with disability from multicultural community backgrounds.

**FECCA will advocate for:**

- The Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) to monitor contracts with disability services providers to ensure they comply with access and equity principles, produce information in community languages and easy English, utilise interpreters as required
National community education and information campaign to multicultural communities to increase awareness about disability issues and the disability service sector

Evaluation of Commonwealth planning processes in terms of adequacy in meeting the needs of people with disability from multicultural community backgrounds

Facilitation of formal and informal links between ethnic communities, disability service sector and government departments

Regular evaluation of the cultural appropriateness and effectiveness of policy and services

Increases in multicultural community background people staffing in all areas of disability services, and

Cross-cultural training for service providers working with people with disabilities from multicultural communities, their families, carers and communities, in metropolitan and rural areas.

Benchmarks

An integrated, comprehensive and flexible service delivery for people with disability from multicultural community backgrounds. This requires a community development approach to develop and manage disability programs with clients from multicultural community backgrounds, their carers/families and communities

Government data provided on referral to services, take-up rate and outcomes

The provision of adequately resourced and culturally and linguistically appropriate services for people with disability from multicultural community backgrounds who live in metropolitan and rural, regional and remote areas, and

The development of an access and equity plan in relation to federally-funded disability services; including monitoring and evaluation.

Legislation and Immigration

While the Disability Discrimination Act (DDA) and the Convention on the Rights of Persons with Disabilities (CRPD) afford some protection of people with disability from multicultural community backgrounds, there is
nevertheless a lack of effective legislative and policy direction that needs to be addressed. FECCA hopes that the current reforms which include the National Disability Strategy will recognise and address the needs of this group at a policy level.

The Disability Discrimination Act (DDA) 1992 provides protection for everyone in Australia against discrimination based on disability. The DDA makes it unlawful to discriminate in the provision of goods, services or facilities against people on the basis that they have, have had, or may have, a disability. The Act also makes it unlawful to discriminate against an associate of a person who has a disability.

However, as a complaint driven legislation the DDA does not afford adequate protection for people with disability from multicultural community backgrounds. In general DDA is underutilised by people with disability from multicultural community backgrounds due to:

- The high degree of English literacy and understanding of Australia’s legal process required
- Lack of affordability and costs incurred
- The burden of proof that rests on the complainant
- Fear of reprisal among those people who have experienced discrimination and dictatorship in their county of origin, and
- The production of much of the information relating to the DDA in English language only.

The Migration Act 1958 (The Migration Act)

The exemption of the Migration Act from the DDA and the health assessment, which repeatedly fails to make a distinction between disability and health, is discriminatory towards immigrants with disability.

Current immigration practice has the largest impact on families. It is not uncommon for families to immigrate, leaving behind a family member with a disability, and applying for this member to immigrate to Australia after they arrive. This process is often extremely traumatic for the family, especially for the individual left behind. Families are also being denied permanent residency due to medical assessments of individual members with various disabilities, including blindness, hearing impairment and autism.’ FECCA welcomes the review by the Joint Standing Committee on Migration, and looks forward to a positive outcome.

Family Reunion
A study into the needs of carers of people with disability from multicultural backgrounds (2003) noted inflexibility in the migration program that did not allow sponsoring of family members to assist in caring for a person with disability. This increased the burden and isolation felt by multicultural community families caring for a person with disability.

**FECCA’s Strategy**

- Encourage the Federal Government to address concern over the *Migration Act* exemption from the *Disability Discrimination Act*
- Apart from looking at the cost for the Australian Government in having a member with a disability from a family migrating to Australia, consideration needs to be given also to the benefits and what contributions the family and the member with a disability will make to Australian society
- The Australian Government attitude towards disability needs to change because disability is something every human being can experience in their lifetime on a temporary or permanent basis and vary from individual to individual. The cost of breaking up families by denying a member with a disability to migrate with their family is very high for the family if we consider the emotional and wellbeing side plus the entire lawsuit for basic human rights that the family need to deal with
- Call to reintroduce of the User Guide to the Disability Discrimination Act in different community languages and easy English
- The DDA needs to become a much more powerful piece of legislation to protect the rights of all people with a disability by not being only based on complaints. It should have a preventive structure based on penalties for non-compliance to discourage any form of discrimination in the first place
- Advocate for a review of the current DDA process as a complaints driven process, and
- Advocate for special concessions within the immigration system to allow for extensions of visas to family members caring for a person with disability.

**Benchmarks**
A change in the exemption of the Migration Act from the DDA

Greater utilisation by people with disability from multicultural backgrounds of the DDA.

**Carers’ and family Issues**

There is generally a great lack of information in this area, but studies conducted over time identify the many disadvantages faced by people from culturally and linguistically diverse backgrounds. Carers from culturally and linguistically diverse backgrounds do not readily access services until at crisis point. Issues include:

- Language barrier resulting in a lack of awareness about available services
- Lack of translated information and the complexity of navigating the system contributes to these carers’ frustration
- Lack of cultural competency within mainstream services resulting in lack of appropriate care. For example, Polish carers are reluctant to access respite services to take a break due to the lack of Polish speaking respite staff available to care for the care recipient
- People with disability from multicultural community backgrounds and their carers from those communities are often stigmatised and isolated because of attitudes and misconceptions in their own communities and in the broader community. Carers tend to ‘go it alone’ rather than to let others know of their needs
- Many migrant families caring for a member with a disability tend to socialise less and have fewer contacts with other people. The migration process of leaving behind relatives, friends, social and support networks exacerbates the isolation of carers and family of people with disability as networks are often difficult to establish in a new country
- Religious and cultural beliefs that having a child with disability is punishment or God’s will can result in carers accepting the duty in silence rather than seeking help
- Shame and reluctance in admitting a child’s disability, can sometimes lead to delays in seeking early intervention
- Feelings of trauma or stress due to the lack of support and lack of understanding by the carers’ respective communities towards disability. There is ample documentation for example, that carers
from multicultural community backgrounds caring for people with a mental illness experience a high degree of distress.

- Lack of culturally appropriate counselling support and reluctance to seek support
- General lack of education for carers in preparation for a support role
- Carers from multicultural communities tend only seek help when they are at crisis point. Early warning signs of ‘burn out’ can therefore remain undetected. For example an issue identified by Polish speaking carers is that they are not aware how important it is to look after their own wellbeing in order to be able to help others.
- many carers from multicultural communities do not view themselves as carers
- Some ethnic communities do not understand the concept of respite, particularly because it does not exist in some languages and therefore it is not a cultural procedure
- GPs can find it difficult to co-ordinate between services and carers leading to carers suffering extreme burn out and being admitted to hospital, resulting in the person they care for ending up in residential care
- Experience of depression, stress and anxiety remain overlooked, contributing to increased deterioration of carers’ general wellbeing.

**FECCA’s Strategy**

FECCA will advocate on behalf of people with disability from multicultural community backgrounds for:

- Funding and capacity-building measures for ethno-specific and multicultural agencies to run carer support groups that will enhance carers’ knowledge of community resources and information
- Translated information and professional interpreters to assist carers’ understand and navigate the range of services available
- Cultural competency of government agencies, mainstream organisations, and a ‘single access point’ for carers
- Enhanced coordination between mainstream/government agencies
and local ethno-specific/multicultural organisations, particularly in regional areas

- Funding for education programs on self care strategies for carers
- A government reference committee for carers issues that includes multicultural community representation
- Funding for research on ethnicity, language, disability and locality of carers to identify services needs.
- Acknowledgment from governments and general community of the paramount role that paid and unpaid carers give to society by providing adequate financial support and remuneration in recognition of this role
- Promotion of ethnic people (including young adults) to work as paid carers.

**Benchmarks**

- Development of care plans that include long-term issues, such as multicultural background community carers ageing and the need to utilise increased external care
- Improved data collection for carers and people with disability from multicultural community backgrounds
- Greater awareness of issues for carers and families of people with disability within multicultural communities through community education programs
- A community development approach in managing disability programs for them and their carers/families and communities
- Multicultural community representation on reference committees that address carers’ needs.

\[3\] Australian Human Rights Commission (2000) On the Sidelines, Disability and People from Non-English Speaking Background Communities
WWDA 2004b use of disaggregated data tables from Australian Bureau of Statistics Disability, Ageing and Carers: Summary of Findings Australia, Cat. No.: 4430.0 2003 purchased from ABS


Disability, Ageing and Carers: Summary of Findings Australia, Cat. No.: 4430.0 2003 purchased from ABS


NEDA (2009): Access to Disability Services for People from Non-English Speaking Backgrounds with Disability. Fact Sheet 2

See for example, the Universal Declaration of Human Rights, and the International Covenant on Economic, Social and Cultural Rights


Ibid 10

See for example, Report Ethnic Disability Advocacy Centre (2003). Supporting CALD Carers; P.30


Ibid 10

See for example the Moeller Immigration case where the family was denied permanent residency due to their son’s Down Syndrome. 2008


Ethnic Disability Advocacy Centre (2003). Supporting CALD Carers
