

Julia Farr group

Disability Action Plan Summary 2025-2027



Julia Farr group acknowledges the Traditional Owners of Country throughout Australia. We work on many Aboriginal lands, including Kurna Country, where our head office is located. We extend our respect to all Aboriginal peoples on the lands where we work, live, and learn. We are committed to walking together and building relationships grounded in the self-determination of First Nations peoples.



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Who we are

The Julia Farr group are a group purpose-led organisations who share a common set of values and a mission of disability inclusion. The Julia Farr group includes:

JFA Purple Orange: a purpose-led organisation working towards a more inclusive world where people with disability have access to the same opportunities as everyone else.

Stretchy Tech: bringing the life-changing power of inclusive assistive technology to people with disability in Australia.

inhousing: an innovative social landlord, established to provide and assist people with disability to access appropriate housing.

JFM Fund: fund work that creates new models of inclusion, where people with disability take up valued, contributing roles in communities of their choice.





Our values

All our work is driven by a commitment to rights-based inclusion. We are deeply committed to:

- The value of **Personhood**, where people with disability are able to exercise personal authority
- The value of **Citizenhood**, where people with disability are active citizens in the life of their communities
- The value of **Capacity Building**, where the capacity of people with disability is enhanced at the individual, family and community levels.

Our (Inclusive) Disability Action Plan

Our Disability Action Plan reflects our ongoing commitment to disability inclusion. It sets out the priorities that will guide our work to make our organisation more inclusive and accessible. While this is our first Disability Action Plan, these are not the first steps we have taken to make our organisation inclusive and accessible.

The Disability Action Plan may change over time as we encourage staff to continue providing feedback and suggesting new ideas throughout the life of this plan.



Our areas of focus

The Disability Action Plan has four focus areas. Each focus area includes actions to help us improve access and inclusion for people with disability both within our organisation and others engaging with us.



Physical accessibility

We will aim to make our workplace and events physically accessible to all by:

- educating staff about accessibility through training and resources
- proactively setting up spaces to be accessible
- identifying new accessibility tools and ideas to use in our work
- updating our emergency response procedure

Procedural accessibility

We will aim to make our internal workplace processes and procedures accessible by:

- reviewing our recruitment, onboarding and induction process to make it best practice for accessibility and inclusion
- providing safe systems for staff to disclose disability and to ask for workplace adjustments
- ensuring all trainings provided are accessible and inclusive
- continuing to offer flexible working arrangements



Informational accessibility

We will aim to make our information accessible to all by:

- providing staff with resources and training to make sure that information shared is accessible including in documents, meetings and events, on our websites and social media, promotional information, and in policies and procedures
- educating staff about informational accessibility through trainings and developing 'how to' guides.
- creating Easy Read and plain English documents.
- engaging accessibility support businesses when needed (E.g live captioners and Auslan interpreters)

Attitudinal accessibility

We will aim to support our staff to understand the impact and importance of attitudinal accessibility by:

- providing staff opportunities to learn about attitudinal accessibility including ableism, allyship, disability, and inclusion
- providing leadership opportunities for people with disability
- continuing to co-design with the disability community in our projects, research, and policy
- providing staff with information and support to look after their emotional and mental health



Need more information?

For more information about our Disability Action Plan or to see the full action plan, please email HR@purpleorange.org.au or phone 08 8373 8388.

