

# INCLUSION BENEFITS EVERYONE!

"I don't remember what I had  
for dinner last night, but  
I remember every minute of that  
training session"

Kathleen – Federal Department of  
Industry, Innovation and Science



## ACCESS **ALL** AREAS WORKPLACE TRAINING

ACCESSIBILITY AND INCLUSION  
TRAINING WITH A TWIST

# ACCESS ALL AREAS WORKPLACE TRAINING

## ACCESSIBILITY AND INCLUSION TRAINING WITH A TWIST

Workplaces don't need another equity and diversity box-ticking exercise. They need something that really makes a difference. Our unique workplace training allows participants to engage with actors with lived experience of disability. Together, we change the script.

**Real stories. Real problems. Real solutions.**

## WHO ARE WE?

Rebus is an award-winning, mixed-ability not-for-profit in Canberra. We stimulate social change through theatre-based workplace training. Rebus' **ACCESS ALL AREAS WORKPLACE TRAINING** is a unique, lively & experiential approach to workplace training.

## HOW IT WORKS

Our training runs for two hours and can be delivered to anywhere between 12-100 participants (the ideal number is 40 to 60).

We use a powerful training technique called **Forum Theatre**.

- Scenarios are performed in a short play by mixed ability actors. They're based on the lived experience of people with disability and mental illness in the ACT.
- The same play is performed a second time. This time, trainees interact with the actors on stage. They interrupt the play to intervene and change the story in an inclusive way.
- This generates a meaningful discussion about the practical implementation of equity policies in your workplace.

**Experiential theatre bridges the gap between policy and practice.** It's not just another training seminar, but an interactive, dynamic experience that opens dialogue and action long after the performance.



**'Mental health costs Australian workplaces approximately \$11 billion per year.'**

**'Investing in a mentally healthy workplace can provide a Return on Investment of 2.3, or \$2.30 for every \$1 spent!'**

(Creating a Mentally Healthy Workplace, ROI analysis, PwC, 2014)

"It's better than other bias training I've attended. Much more real"  
(Department of Education)

"Very effective in simply presenting complex and confronting issues"  
(National Disability Insurance Agency, Geelong)



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## WORKPLACE TRAINING PROGRAMS

**ACCESS ALL AREAS WORKPLACE TRAINING** programs are tailored for specific workplace settings. **RECRUIT & RETAIN** is our general session about inclusive employment, and we also offer three tailored sessions for the community, justice and health sectors.

### RECRUIT & RETAIN

No matter how robust the inclusion policy, the attitudes, actions and decisions of employees may not match up. Together we find better ways to be inclusive and prevent situations that can have far-reaching and often unintended consequences. We cover recruitment, retention, mental health, disability and workplace cultural change.

### JUSTICE

We help frontline employees in the justice sector discover ways they can handle potentially stressful situations better. The scenarios we examine are based on actual challenges Australians with a disability have faced when dealing with the justice system. Your employees can take this learning back to the workplace and apply it with confidence.

### HEALTH

We equip frontline employees in the health sector with the skills to assist customers and clients with a disability in an inclusive and accessible way. The training is based on lived experiences that will be familiar to your employees. It will empower them to communicate with confidence.

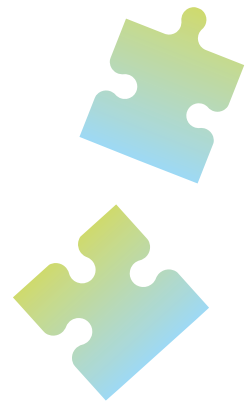
### COMMUNITY

We help staff and volunteers of community organisations feel more equipped and at ease in helping customers and clients with a disability. The scenarios are based on lived experience and will resonate strongly with your employees giving them confidence in day-to-day interactions.

"Kept you engaged for the whole time"

"Interactive and relevant"  
(National Disability Insurance Agency, Geelong)

"Incredibly telling and powerful..."  
(Arts Activated Conference)



## WHAT OTHERS ARE SAYING

"It [the show] focused on the importance of every individual interaction, not just a procedure."

"Really great way to learn and actually put yourself in a situation. Fantastic."

"Informative, insightful and I related to the situations."

"It actually forced you to marry the content with your own workplace, and what you knew. So, it exposed challenges sufficiently and got you thinking creatively instead of tactically."

"I thought that it was both challenging and rewarding. I loved that idea of being, you know, challenged to actually participate and not just think with our heads, but think with our interactive bodies."

## WHY IS REBUS TRAINING UNIQUE?

### SOLUTIONS BASED

Participants have the freedom and responsibility to identify problematic behavior. They explore alternative solutions, allowing the active practice of positive behaviours and the sharing of ideas.

### INTERACTIVE

Participants have maximum opportunity to learn. It's much more engaging than 'death by powerpoint'. A dynamic experience that opens dialogue and action long after the performance.

### OPEN-ENDED

Participants control the outcome and are engaged in an open conversation about behaviour. They actively search for best practice. Black and white answers are not offered. Discussion is stimulated.

### INDIVIDUAL AWARENESS

Rebus' model of experiential training allows individuals the freedom to participate in scenarios or observe interventions by colleagues. It allows for a wide range of problem-solving approaches to emerge from the experience of staff.

### TEAM-BUILDING FOR STAFF AND MANAGEMENT

Our programs include a range of scenarios relevant to upper management and front-line staff. The sessions stimulate managers and staff at all levels to work together to solve problems by learning from each other's experiences and ideas.

## FIND OUT MORE

For more information please visit our website [rebus theatre.com/training](http://rebus theatre.com/training) or get in touch to discuss how **ACCESS ALL AREAS WORKPLACE TRAINING** can work for you and your team.



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**Ainslie + Gorman**  
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'...the single biggest improvement  
required to increase social  
inclusion of people with a  
disability is the attitudes of others  
in their community...'

(Research from Scope in partnership  
with Deakin University, 2013.)

## RECOGNITION FOR OUR WORK

- ★ Winners of the 2018 'Excellence in Championing Human Rights' & 'Chief Minister's Award for Excellence' ACT Inclusion Awards.
- ★ Recipients of seed funding from National Disability Insurance Agency's Information, Linkages and Capacity Building program.
- ★ Partnered with Australian Defence Force to deliver the Acting and Performance stream of their Arts for Recovery, Resilience, Teamwork and Skills (ARRTS) program.

## CONTACT US

Visit [rebus theatre.com/training](http://rebus theatre.com/training)  
Email [info@rebus theatre.com](mailto:info@rebus theatre.com)  
Call 0403 815 784

