



**Disability services. Putting you first.**

# **Human Rights Advisory Committee Recap**

February 7, 2025

At Aruma, we know that creating a more inclusive and supportive environment is a constant journey. The latest Human Rights Advisory Committee meeting tackled big questions about culture, participant experiences, and upcoming changes.

## Building a stronger culture

A deep dive into workplace culture by external consultants, [Three6](#), revealed two key areas for growth:

- Culture Strategy – Defining the values and behaviours that help Aruma thrive.
- High-Performing Teams – Strengthening teamwork to drive success.

A concern around culture that our committee members raised was “are phones at work a distraction?” Finding the balance between connectivity and participant focus remains a challenge. We'd love for you to discuss this topic with your staff.

Having a great culture also includes having great support workers. Our participants told us that a great support worker:

- Understands each participant's needs and individuality.
- Encourages independence rather than taking over tasks.
- Helps participants reach their goals in a personalised way.
- Provides both practical help and emotional support.
- Balances personal and work challenges professionally.
- Listens actively instead of making assumptions.
- Respects privacy—always asks before entering rooms.
- Treats participants with dignity and kindness.

## NDIS: Changes and concerns

A small river named Duden flows by their place and supplies it with the necessary regalia. It is a paradisiatic country, in which roasted.

Changes to the [NDIS Pricing Arrangements and Price limits](#), raised some serious worries in the team. While some services are under review ([like arts & music therapy](#)), other changes include:

- A shift to 'Navigators' for better financial tracking.
- Stricter oversight on spending in group homes.
- Rising costs for social activities impacting accessibility.

The message was clear: Cutting support now could lead to greater costs later. If you have more thoughts you would like to share on this topic, please contact Judy on [judy.topper@aruma.com.au](mailto:judy.topper@aruma.com.au)

## Addressing racism and inclusion

Concerns about rising discrimination led to a discussion on tackling bias at Aruma and beyond. Actions underway:

- Encouraging staff to challenge racism.
- Better training for managers.
- Regular check-ins with participants.
- Celebrating Harmony Day in March.

Have you started planning your Harmony Day celebrations yet?

## Agenda items put to the committee from staff at Aruma.

1. Respect in open employment – Ensuring people are valued beyond diversity quotas through structured support programs and employer collaboration.
2. Balancing family involvement with staff responsibilities – Defining non-negotiables, improving communication, and ensuring participant safety while respecting family roles.

## Looking Ahead at our 2025 Goals:

- Know Your Rights – Education on police interactions.
- More Transparency – Regular updates and participant input.
- Expert Insights – Bringing in specialists to inform decisions.
- Amplify Voices – Strengthening choice and control for participants.
- Raise Awareness – More visibility for human rights.
- Human Rights Conference (Nov 2025, Gold Coast.)
- Clear Roles – Defining staff vs. family responsibilities.

The conversation isn't over—Aruma is committed to continuous improvement, ensuring every participant's rights, voice, and dignity remain at the forefront.