

**Social Impact Statement
2024-2027**





Overview

The Sustainable Development Goals have been developed by the United Nations to guide nations, organisations, and individuals towards sustainable development by 2030.



The work of SCIA not only helps to build a world where individuals with SCI and other neurological conditions and their families can thrive, it also advances our progress towards our sustainable future by promoting health and wellbeing, reducing inequalities, providing decent work and sustainable communities.







Additionally, SCIA sets further internal targets committing the organisation to focus on Reconciliation, Diversity and Environmental Sustainability.

In our second Social Impact Statement we have two sections addressing how we will achieve outcomes towards the Sustainable Development Goals for:

- Our services
- Our administration and governance structures

Section 1: Our Services

<p>Peer and Family Support</p> <p>Participants (including family and close friends) will:</p> <ul style="list-style-type: none"> ✓ Know how to practically apply core knowledge for daily self management. post injury. ✓ Know how to practically apply core skills for independence. ✓ Have improved adjustment. ✓ Have improved personal well-being. ✓ Have connections to others with a common lived experience. 	
<p>NeuroMoves</p> <p>People with a Neurological Condition will:</p> <ul style="list-style-type: none"> ✓ Improve or maintain their independence including a. improved functional goals and b. improved participation. ✓ Improve or maintain their physical fitness (and prevent complications) ✓ Improve or maintain their confidence. ✓ Improve or maintain their personal well-being. ✓ People with a Neurological Condition and their families will: ✓ have a sense of belonging to their community. 	

<p>EmployAbility</p> <p>Participants have:</p> <ul style="list-style-type: none"> ✓ Capacity and capability to work (job readiness, willingness, and capability). ✓ Improved access including confidence to discuss accessibility and self-advocate. <p>Employers have</p> <ul style="list-style-type: none"> ✓ Improved understanding of people with a disability. ✓ Reduced perceived risk hiring people with a disability. ✓ Changed Perception of disability. 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 
<p>Emergency and Occasional Services</p> <p>Clients can</p> <ul style="list-style-type: none"> ✓ Live independently in their homes. ✓ Avoid hospital and have reduced hospital stays. ✓ Have improved wellbeing and quality of life. ✓ Reduced long term health complications. ✓ Flexibility to attend work and education. ✓ Dignity. 	<p>3 GOOD HEALTH AND WELL-BEING</p> 
<p>Plan Management and Support Coordination</p> <p>People with a disability</p> <ul style="list-style-type: none"> ✓ Supported to make decisions and choices. ✓ Listened to and understood. ✓ Able to participate in their communities. 	<p>10 REDUCED INEQUALITIES</p> 
<p>Resilience Programs</p> <p>Clients can</p> <ul style="list-style-type: none"> ✓ Have improved connection to people in similar circumstances. ✓ Build their sense of meaning and purpose. ✓ Improve personal wellness. 	<p>3 GOOD HEALTH AND WELL-BEING</p> 
<p>Inclusion Training</p> <p>Businesses, government, and civic institutions:</p> <ul style="list-style-type: none"> ✓ Have confidence welcoming people with disability. ✓ Are increasingly accessible for people with disability. <p>People with a disability</p> <ul style="list-style-type: none"> ✓ Are welcomed and able to participate in an inclusive society. 	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 
<p>Advocacy</p> <p>People with a disability and their families will:</p> <ul style="list-style-type: none"> ✓ Know their rights and responsibilities. ✓ Have realistic expectations about the issue for which they are seeking advocacy support. ✓ Achieve the outcome initially sought or an alternative realistic and suitable, outcome. ✓ Feel heard and understood and supported. ✓ Have improved confidence and capacity to self-advocate where appropriate. 	<p>10 REDUCED INEQUALITIES</p> 


✓ Have improved well-being.	
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Section 2: Administration and Governance Focus Areas

1. Reconciliation


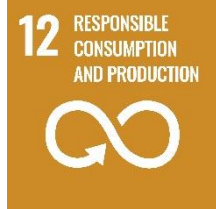
SCIA is committed to an equitable Australia and recognises the importance and significant contribution of the Aboriginal and Torres Strait Islander Peoples on whose lands we live and work. SCIA has completed our first [Reflect Reconciliation Action Plan](#) (RAP), representing our formal commitment to Reconciliation with Aboriginal and Torres Strait Islander People’s. We are now in the process of developing our Innovate RAP to deepen our commitment to reconciliation. In our Reflect RAP we focussed on building our awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership within our community. During RAP, SCIA management completed 10 hours of cultural competence training and 123 employees participated in 2 hours of cultural awareness and exchange. Many employees also attended Reconciliation Week and NAIDOC week events.

The Innovate RAP will have a greater focus on building connections and embedding cultural safety.

Sustainable Goal 10 <i>Reduce inequality within and between countries</i>		Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
SCIA 2023 Targets	<ul style="list-style-type: none"> • Create a welcoming and culturally safe space in all our offices and clients services. 	
Implementation Activities		Success Indicator
<ul style="list-style-type: none"> • Register interest with <i>Reconciliation Australia</i> to develop a Stage 2, Innovate RAP. 	Jan. 2024	RAP in action
<ul style="list-style-type: none"> • Continue RAP Working Group 	2024-2026	Monthly Meetings
<ul style="list-style-type: none"> • Share how to guide for cultural safety with teams for reflective practice 	Feb 2024	Cultural safety checklist implemented.
<ul style="list-style-type: none"> • Commission Narrative – Through Optic 	Jan 2024	Completed and on display
<ul style="list-style-type: none"> • Include Narrative – Through Optic at sites, on uniforms, & on promotional material. 	Feb. 2024 - 2026	Included as materials are updated.
<ul style="list-style-type: none"> • Attend and encourage attendance at NAIDOC and Reconciliation Week events. 	2024-2026	Reported attendance on intranet.

Environmental Sustainability


Steps taken over the next two years can align to the already planned procurement policy, and, during a period of budget constraint, focus on efficiency and economy. Initiatives such as reviewing energy suppliers and energy use as well as recycling processes can have a significant impact with little or no financial outlay.

Sustainable Goal 7 <i>Affordable Clean Energy</i>		Target 7.3 By 2030, double the global rate of improvement in energy efficiency
Sustainable Goal 12 <i>Responsible Consumption & Production</i>		Target 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
SCIA 2023 Targets	<ul style="list-style-type: none"> Review energy suppliers and incorporate environmental impact in process. Amend contracts of major suppliers to consider efficiency 	
Implementation Activities		
<ul style="list-style-type: none"> With the finance team, review contracts to include questions about environmental impact (environment may not be the key decision-making criteria but can be considered along with cost and service). 	March 2024	All contracts under consideration include enquiries about environment.
<ul style="list-style-type: none"> With finance team consider environment and impact by amalgamating electricity and other major contracts. 	April 2027	Reduced individual energy contracts & suppliers with a focus on renewables.
<ul style="list-style-type: none"> Clean out, clean up. Develop environmental disposal processes for office-based waste and focus on clean waste free premises. 	May 2024	Maintain clean work environments and develop clear disposal processes.
<ul style="list-style-type: none"> Consider partnership opportunities with recycling services to make it easy for our community to recycle e-waste. 	Sept. 2024	Responsible E-solution developed.
<ul style="list-style-type: none"> Encourage waste free choices in all services (keep cups, avoidance of plastic). 	2024-2026	Improved employee awareness of alternatives.
<ul style="list-style-type: none"> Consider, where cost neutral, recycled materials such as toilet paper, paper, notepads and bin bags. 	2024-2026	Applicable to all stationary and other disposable products.

Diversity

Our lived experience makes us stronger. SCIA sets a high standard in diversity with one third of our staff, over half our board, and a quarter family members having disability. As a true Disabled People’s Organisation we can celebrate this and set targets to ensure it is maintained.


To ensure we are as representative as we can be the second stage of celebrating diversity is to capture and report on all forms of diversity so deliver respectful service to all.

Sustainable Goal 10 <i>Reduce inequality within and between countries</i>		Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
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SCIA Targets	<ul style="list-style-type: none"> Gain good understanding of the diversity of SCIA employees. Celebrate cultural and recognition events. Develop an understanding of diversity in all its forms. 	
Implementation Activities		Indicator
<ul style="list-style-type: none"> Conduct second annual diversity survey 	March 2024	Improved participation rates in diversity survey.
<ul style="list-style-type: none"> Review of internal data and forms to ensure capture of cultural diversity 	May 2024	Improved understanding of SCIA diversity .
<ul style="list-style-type: none"> Promote our lived experience publicly and widely. 	2024-2026	Web site, social media, community.
<ul style="list-style-type: none"> Celebrate days of significance including Harmony Day, Wear it purple Day, International Day to end Violence Against Women. 	2024-2026	Employee participation and visible support of diverse communities.

Flexibility

At SCIA 35% of our team have a disability, 25% have a family member with a disability and 75% provide unpaid care. The flexibility provided by a combination of remote work where possible, reduced weekly hours or flexible working hours means that employees can balance work and other commitments. The 2023 Gallop State of the Global Workplace Report highlighted that while there are advantages (increased productivity) and disadvantages (higher levels of workplace stress) of remote and flexible working, employees that were able to set their preferred work style were 14% less likely to be seeing alternative employment¹. Diversity Council Australia research found that employees with the flexibility they need have 55% higher engagement, 55% less stress, and 45% lower turnover intention than employees who do not².

Sustainable Goal 8 <i>Decent work and economic growth</i>		Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
SCIA Targets	<ul style="list-style-type: none"> Report on flexibility statistics in SCIA’s workforce Maintain high degree of flexibility with some limits and requirements. 	
Implementation Activities		Indicator
<ul style="list-style-type: none"> Include a question about flexibility in the next diversity survey covering flexible working hours, remote working and part time / casual employment. 	March 2024	Greater understanding of flexibility at SCIA
<ul style="list-style-type: none"> Explore the potential of grant opportunities and collaborations to showcase the benefits of flexibility on employment outcomes for PWD. 	2024 - 2026	Improved understanding of benefits of flexibility.
<ul style="list-style-type: none"> Review current policies with increased mutual obligation. 	2024	Return to work increasing.

¹ Gallop State of the Global Workplace Report, 2023

² Diversity Council Australia, Future Flex Report, Mainstreaming Flexibility by Team Design, 2017

Section 3: Accountability and Review

By aligning our progress to the UN Sustainable Development Goals, we are demonstrating a commitment to a global sustainable future and when we track our impact, we can connect our work to a global measure.

This is an SCIA Board endorsed project with key accountabilities to the CEO and Board of Directors. There is no associated budget for this project, any unforeseen costs will be presented to the Board approval.

3 yearly review	Updated Social Impact Statement	January 2027
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