

Inclusion Consultants: how we work with employers & how to make a booking

Inclusion Consultants are people with disability who can coach and advise your team on disability inclusion in your workplace. Recruited by Queenslanders with Disability Network (QDN) to support manufacturing employers, the Inclusion Consultants provide both lived and professional expertise to guide the actions of employers towards understanding and strengthening current inclusive systems and practices.

The key starting point for working with Inclusion Consultants is to complete the [Employer Disability Access and Inclusion Health Check Form](#) which is a self-assessment tool designed to assist workplaces to determine how inclusive and accessible they are.

The Employer Access and Inclusion Health Check will inform Inclusion Consultants to support you with:

✓ **Inclusive hiring practices**

- Support to redesign positions & Developing inclusive interview practices

✓ **Workplace accessibility**

- Physical and digital accessibility audits, reasonable adjustments guidance & assistive technology recommendations

✓ **Disability awareness training**

✓ **Policy and strategy development**

- Inclusive workplace policies & Diversity, Equity and Inclusion strategy planning

✓ **Consultation and support**

- One-on-one or team consultations, inclusive communication practices & Developing action plans with employers for future activities

Flexible meeting options

Options include face-to-face (depending on location) or online meetings, and communication via phone and email. Ready to get started?

STEP 1: Complete your Employer Disability Access and Inclusion Health Check Form

The [Employer Disability Access and Inclusion Health Check Form](#) is helpful in identifying organisational priorities and guiding discussions with an Inclusion Consultant.

STEP 2: Book a session with an Inclusion Consultant

Telephone: [Queenslanders with Disability Network on 1300 363 783](tel:1300363783) and request to book in with an Inclusion Consultant through the 'Work in Manufacturing Program'.

Or **Email:** [Queenslanders with Disability Network at qdn@qdn.org.au](mailto:qdn@qdn.org.au) and request to book in with an Inclusion Consultant through the 'Work in Manufacturing Program'.

Frequent Asked Questions

How long will the first meeting be?

The first meeting will typically take 60 minutes.

How many meetings will take place?

The amount of time dedicated to employers will vary depending on the level of engagement and time commitments of employers.

What is the framework Inclusion Consultants work with?

Below is an action learning cycle of SEE – THINK – DO to guide Inclusion Consultant work with employers.

See 	Build shared understanding of strengths and opportunities. • Undertaking the Employer Disability Access and Inclusion Health Check Form - self assessment • Discussions with employers or hold workshops to build shared understanding of results.
Think 	Co-design a plan for action. This could include one or more of the following: • Workshop with staff to reflect on current position and co-design action plan based on Employer Disability Access and Inclusion Health Check Form results (where possible include senior leadership) • Prioritise activities – identify who needs to lead, who needs to be involved • Deliver disability awareness training workshop • Assist with job redesign and advice on inclusive interview practices
Do 	Work together for change. This could include: • Developing an action plan or inclusion statement for future work • Set in place a cycle of organisational action for inclusion • Deliver additional activities noting that actions are likely to be delivered by both Inclusions Consultants and other parts of the organisation. • Regular discussion and reflection on progress

Meet the Inclusion Consultants

Abi Makim



Location: Brisbane

Abigail Makim is an inclusion consultant and codesign specialist. She shares insights from her lived experience as a person of small stature to enhance access and inclusion for people with disability. She is also an agricultural ecologist and the owner of BioResEd Pty Ltd, where she has extensive experience delivering scientific services to the horticultural industry.

With over 25 years of experience in government, university, and the private sectors, Abigail has worked in various environments, including field science, laboratories, workshops, and offices. She has served in multiple roles as an employee, team leader, and employer while dedicating her career to collaboration, innovation, and excellence.

As an inclusion consultant, Abigail offers valuable guidance on reasonable workplace adjustments. She advises on how to facilitate fruitful conversations about workplace adjustments during the recruitment process, assists in identifying necessary accommodations, and helps organisations harness the unique talents and skills of individuals.

Abigail contributes to several QDN projects that are led by and for people with disabilities. She has demonstrated hands-on capability in recruitment and retention, prioritising diversity and inclusion in all her efforts.

Abigail holds a PhD in Political Science and a Bachelor of Science (First Class Honours in Australian Environmental Studies) from Griffith University, as well as a Graduate Certificate in Agricultural Science from the University of Queensland.

See Abi's LinkedIn Profile here: [Abigail Makim | LinkedIn](#)

Ben Noonan



Location: Gold Coast

Accessibility requirements: No stairs (for in-person meetings)

Ben is a dedicated advocate for disability inclusion and a passionate athlete in the wheelchair basketball community. He is actively involved with the Gold Coast Rollerblaze Wheelchair Basketball Sports Club, contributing to the team's development and fostering a supportive environment for athletes with disabilities.

In addition to his sporting commitments, Ben volunteers at Sailability Gold Coast where he served as President and various roles on the committee.

He is an active member of the Inclusivity in Manufacturing Workforce Program, an Inclusion Consultant on QDN's All Abilities JobMatch program, and a co-designer on the Empower Project, the first funded legacy project for Brisbane2032 Olympic and Paralympic Games.

As a public speaker, Ben focuses on motivation, resilience, and disability awareness, sharing his insights to inspire and educate diverse audiences. Through his dual roles in sports, advocacy, and community leadership, Ben strives to create meaningful opportunities for people with disability and to raise awareness about the importance of inclusion in all areas of society.

See Ben's LinkedIn profile here: [Benjamin Noonan | LinkedIn](#)

Nigel Webb



Location: Brisbane, Queensland

Nigel has a lifetime of lived experience of physical disability living in institutions as a child and young adult. He is married and is a father of two teenage daughters.

Nigel holds roles as an Inclusion Consultant, a member on the Queensland Disability Reform Implementation Committee, and Expert Disability Housing Advisory Panel, as well as a Convenor of the Human Research & Ethics Committee at Lojic Institute.

He was appointed to the Queensland Disability Advisory Council (QDAC) in September 2022. Subsequently, Nigel was appointed as a Queensland Delegate of The Australian Disability Strategy Advisory Council (ADSAC) in June 2023-24 by the Minister/s.

Nigel has been employed by Choice, Passion, Life (CPL) as a Client Liaison Officer for 16 years supporting 10,000 clients throughout QLD and NSW. In recent years, he has been an active QDeNgage Consultant, a Housing Champion, and a Peer Leader co-convening a NDIS Self-Management Peer group.

As an Inclusion Consultant for the Inclusivity in Manufacturing Workforce Program, he advises Queensland manufacturing employers on inclusive recruitment and retention strategies. His guidance is tailored to business needs, helping industry partners create accessible, sustainable employment pathways for people with disability.

Nigel wants his peers' lives to be rich with experiences in their communities.

See Nigel's LinkedIn profile here: [Nigel Webb | LinkedIn](#)

Peter Tully



Location: Ipswich and Brisbane, Queensland

Accessibility requirements: No stairs (for in-person meetings)

Peter is a passionate advocate for disability inclusion. His experience encompasses managing an IT business, grassroots campaigning, and policy influence at all levels of government in advisory councils and committees. Peter upholds the advantages of people with disability using technology to achieve true and meaningful employment. This enables the person with disability to feel they are part of society and contributing at their potential.

Peter's role within the project Inclusivity in Manufacturing Workforce Program focuses on building awareness, strengthening workplace culture, and supporting employers to create inclusive environments where people with disability feel included as team member.

See Peter's LinkedIn profile here: [Peter Tully | LinkedIn](#)

Karin Swift



Location: Brisbane, Queensland

Accessibility requirements: No stairs (for in-person meetings)

Karin Swift (she/her) has worked since the mid-1990s in disability, housing, advocacy and social policy, championing the voices and rights of people with disability.

As well as consultant, Karin serves as Chair of Queensland's Expert Disability Housing Advisory Panel, President of Women With Disabilities Australia (WWDA), Board Member of the Community Resource Unit (CRU), and an Industry Fellow at the Menzies Health Institute Queensland, Griffith University.

Karin was a past member of the National Disability Data Asset (NDDA) Scoping Panel. She has led housing projects with QDN, co-designed Specialist Disability Accommodation (SDA) and previously coordinated the Queensland Disability Housing Coalition.

Her international work includes advising the Australian Government and WWDA at the UN Commission on the Status of Women (CSW 57), keynote speaking, and leading training with the Australian Human Rights Commission.

See Karin's LinkedIn profile here: [Karin Swift | LinkedIn](#)

Josh Marshall



Location: Toowoomba, Queensland

Accessibility requirements: No stairs (for in-person meetings)

Josh is a qualified access consultant, disability advocate, and educator with a professional background in nursing and a strong passion for building inclusive communities. After being diagnosed with Multiple Sclerosis (MS) at 23 and becoming a wheelchair user eight years ago, Josh has used both lived experience and formal education to drive systemic change in accessibility and workplace culture.

He holds a Diploma of Access Consultancy and a Master of Disability and Inclusion, alongside a Bachelor of Nursing, a Master of Critical Care, and postgraduate qualifications in chronic disease and diabetes management. Josh also holds a Certificate IV in Training & Assessment and has completed further studies in leadership and management.

Since founding his not-for-profit business, Inclusion Access, in 2018, Josh has delivered consultancy, education, and keynote speaking across sectors. He works closely with government and community through his roles with QCOSS, the NDIS Community Capacity Building Inclusion Group, and the Toowoomba Regional Council's RADAC.

See Josh's LinkedIn Profile here: [Josh Marshall | LinkedIn](#)