



Melbourne
Disability
Institute

A2K ► Media

Report about disability in the screen industry

February 2023



Easy Read

disability.unimelb.edu.au

About this report



University of Melbourne and A2K Media did **research** together.

Research means to look into something to find out more about it.

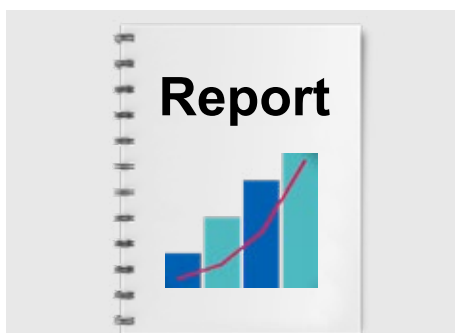


We wanted to find out more about people with disability in the **screen industry**.



Screen industry means workplaces that make things like

- Films
- TV shows
- Online videos.

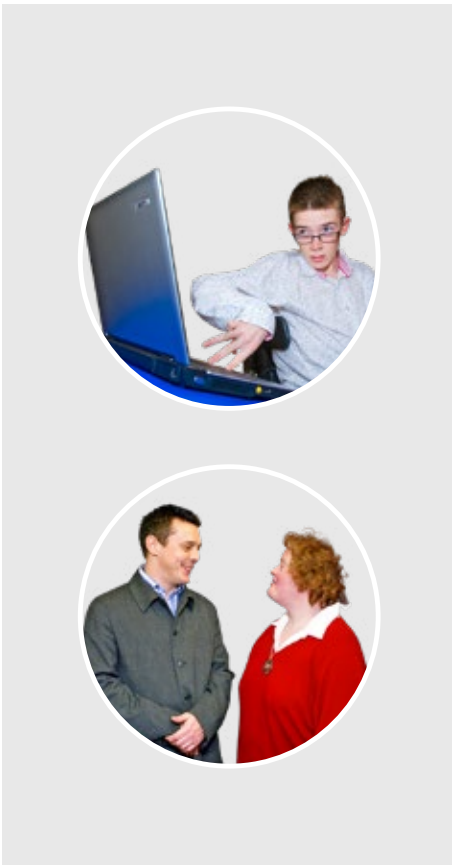


We wrote this report about what we found out in our research.

About our research



For this research people from the university worked together with people in the screen industry.



We wanted to find out 2 things

1. How is it for people with disability to work in the screen industry.
2. How do people treat people with disability in the screen industry.



To find out what people think we did a **survey**.

A **survey** is a list of questions.



People could do the survey online or over the phone.



Over 500 people from the screen industry did the survey.

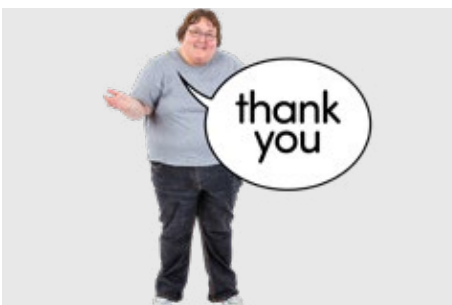


Half of them have a disability.



We also did long interviews with 10 people.

Interview means someone asks you questions about something.



We want to say thank you to all the people who took part in our research.

What we found out



People told us many things in our research.



People with disability said that their disability can mean good and bad things at work.



People with and without disability in the screen industry often see things in a different way.



People without disability often do not know about the issues people with disability have at work.

What works well in the screen industry



People with disability are important for the screen industry.



They do many different jobs.



They have great ideas.



They can help the screen industry learn about living with disability.



This can help to make films and videos that show the real life of people with disability.



People with disability can help make the screen industry a better workplace.



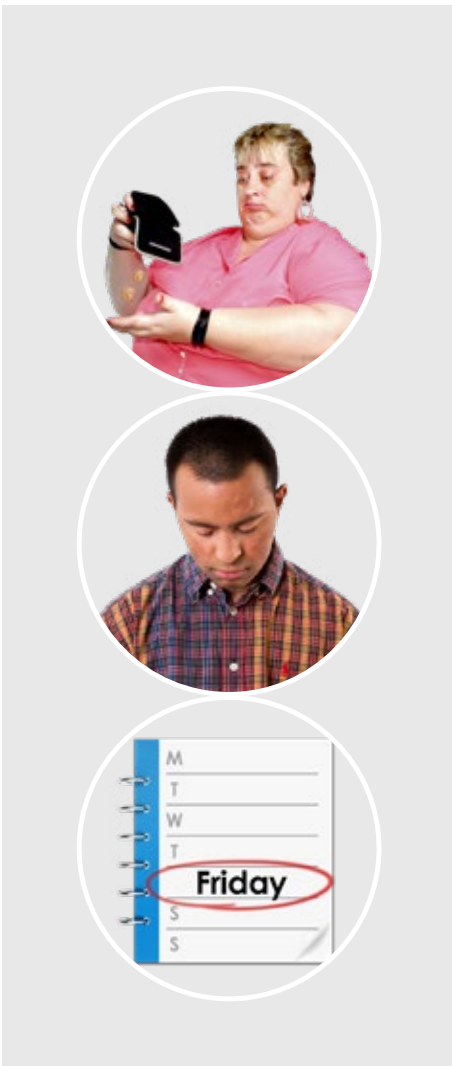
They can help make it a workplace that

- Welcomes everyone
- Supports people well.

What does not work well in the screen industry



It is very hard for people with disability to get a job in the screen industry at all.



Many people with disability in the screen industry

- Make less money than people without disability

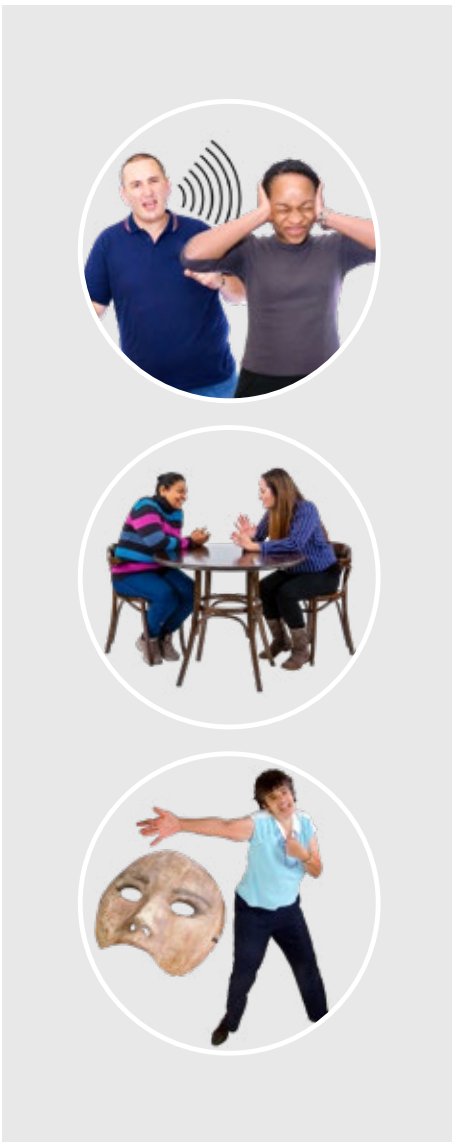
- Can lose their job quickly

- Work as **casuals**.

Casual means that you only work sometimes when they need you.



Many people with disability find it hard to talk to their workplace about their disability.



They worry that people might

- Bully them
- Treat them in a different way
- Not let them do the jobs they can do because of their disability.

What the screen industry should do



The screen industry should hire more people with disability.



The screen industry should also support people to work in the way that is best for them.



This might be to give people more choice about

- Where they work
- What hours they work.



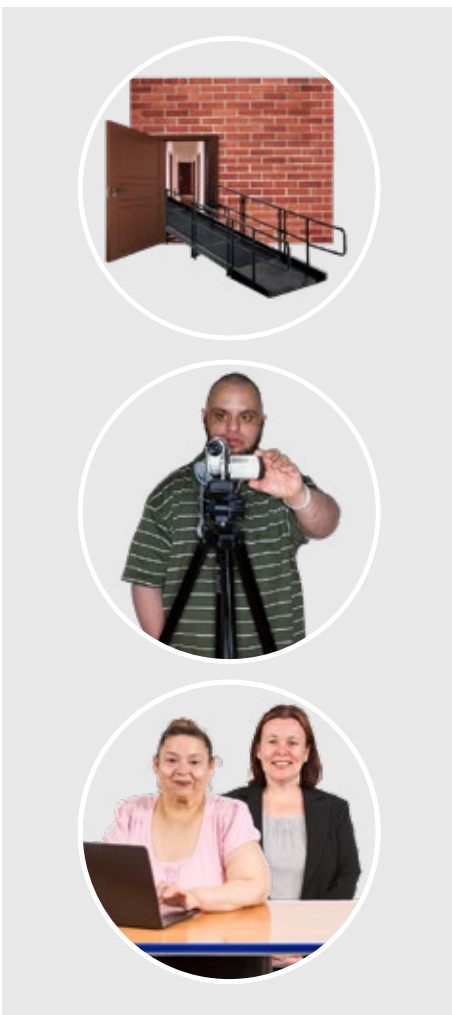
This would also help others who work in the screen industry like parents.



More people with disability should have jobs that are for a longer time and get paid the same.



Workplaces should ask their workers with disability about how they can be more **accessible**.



Accessible means to make sure people with disability can

- Get to their workplace
- Do their job well
- Get the support they need.



The screen industry needs to learn more about what it means to live with a disability.



This would help them understand people with disability better and how to support them.

More information



You can contact us if you want to find out more about this report.



You can send an email to
md-i@unimelb.edu.au

Who did this research



The Melbourne Disability Institute at the University of Melbourne and A2K Media paid for this research.



The people who worked on this research are

- Dr. Radha O'Meara
- Dr Laura Dunstan
- Phoebe Neilson
- Anna Debinski
- Catherine Ryan.



To read the full report or the full report with a screen reader go to

bit.ly/disability-justice-lens

Council for Intellectual Disability made this document Easy Read. **CID** for short. You need to ask CID if you want to use any pictures in this document. You can contact CID at **business@cid.org.au**.