

Conversation starter: questions to ask members with disability

Getting to know club members with disability is key to becoming more inclusive. Divided into 3 key areas, these questions are great to refer to during first training sessions or club introductions, welcome chats with new members, check-ins, or planning meetings. You don't have to ask everything at once. Pick what feels most relevant.

Key area 1: Getting to know people

Learn more about the club member, their preferred communication style, and how you can best support them in becoming part of the club.

- What made you want to join our club or activity?
- What do you enjoy most about being part of a team?
- Is there anything that makes joining a new group easier or harder for you?
- How do you prefer to communicate (e.g., verbally, using a device, gestures, writing, or other)?
- What helps you feel included and comfortable?
- Are there any accessibility needs or adjustments that would help you participate fully?
- Do you want us to check in with you regularly, or only if something comes up?
- Are there any goals you are working on right now that we can help with through the club?

Before you start, remember...

- 1** Speak directly to the person, not just the support worker.
- 2** Be clear, respectful, and flexible.
- 3** Check in early. Don't wait for problems to build up.
- 4** Treat everyone with dignity and appreciation.

Key area 2: Understanding support needs

Every person's support looks different. Learn how you can best support your new club member to thrive in your club environment.

- What kind of support do you find most helpful during club activities?
- Are there times when you prefer your support worker to step in, or to step back?
- Is there anything we should know to help you feel safe or confident during sessions?
- How can we best let you or your support worker know about schedule changes or updates?
- If a problem or concern comes up, how would you like us to raise it?
- Who should we speak to first: you, your support worker, or someone else?
- What's the best way for us to give you feedback or celebrate your progress?



Key area 3: Working well with support workers

Learn about the support worker's role, responsibilities, and how to build a strong communication process.

- How can we best communicate as a team (you, your support worker(s), and the club)?
- What's your support worker's role during training or events? (e.g., help with equipment, communication, reminders, etc.)
- Is there anything the club should avoid doing (e.g., giving instructions through the support worker instead of directly to you)?
- Who should we contact if something important comes up or if you're away?
- Is there anyone else in your support network we should be aware of (e.g., a coordinator, allied health professionals, family members)?

