



WOMEN  
WITH  
DISABILITIES  
AUSTRALIA  
(WWDA)

# STRATEGIC PLAN

2017-2021

## PUBLISHING INFORMATION

Women With Disabilities Australia (WWDA). *Strategic Plan 2017-2021*. Hobart, Tasmania: WWDA, February 2017.

### ACKNOWLEDGMENTS

Women With Disabilities Australia (WWDA) would like to thank the members who provided input into the development of this Strategic Plan. We thank the women and girls with disability who attended the WWDA National Forum in Melbourne in April 2016.

### DISCLAIMER

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-  **Winner**  
National Human Rights Award 2001
-  **Winner**  
National Violence Prevention Award 1999
-  **Winner**  
Tasmanian Women's Safety Award 2008
-  **Nominee**  
French Republic's Human Rights Prize 2003
-  **Nominee**  
UN Millennium Peace Prize for Women 2000
-  **Certificate of Merit**  
Australian Crime & Violence Prevention Awards 2008

## ABOUT WOMEN WITH DISABILITIES AUSTRALIA (WWDA)

Women With Disabilities Australia (WWDA) is the award winning, national Disabled People's Organisation (DPO) for women and girls with all types of disability in Australia. WWDA was established in 1995 as a very small, independent non-government organisation (NGO) run by women with disability for women with disability. Over the past 20 years, WWDA has grown from a small group of disabled women concerned primarily with building individual confidence and self-esteem, to an internationally respected DPO enabling and representing the collective interests of women and girls with disability and promoting and advancing their rights and freedoms.

WWDA operates as a transnational human rights organisation – meaning that our work, and the impact of our work, extends much further than Australia. As a DPO, WWDA is managed and run by women with disability, for women and girls with disability. WWDA represents more than two million disabled women and girls in Australia, has affiliate organisations and networks of women with disability in most States and Territories of Australia, and is internationally recognised for our global leadership in advancing the human rights of women and girls with disability.

WWDA's work is grounded in a human rights based framework which links gender and disability issues to a full range of civil, political, economic, social and cultural rights. It is this holistic, comprehensive human rights framework that WWDA works from and within, to promote and advance the human rights of women and girls with disability. Importantly, utilising this holistic framework in all aspects of our work enables us to demand accountability from Governments and other duty bearers in relation to recognising and addressing the violations of human rights experienced by women and girls with disability.

As the DPO for women and girls with all types of disability in Australia, WWDA is the recognised coordination point between Government/s and other stakeholders, (both nationally and internationally) for expertise, advice, collaboration, consultation and engagement with women and girls with disability in Australia.

WWDA is a founding member of Disabled People's Organisations Australia (DPO Australia). DPO Australia is an alliance of four national disabled people's organisations (DPO's) in Australia. The key purpose of DPOA is to promote, protect and advance the human rights and freedoms of people with disability in Australia by working collaboratively on areas of shared interests, purposes and strategic priorities and opportunities.

# Our Purpose

The key purpose of WWDA is to promote and advance the human rights and freedoms of women and girls with disability. Our goal is to be a national voice for the rights of women and girls with disability and a national force to improve the lives and life chances of women and girls with disability.

## KEY OBJECTIVES

- ▶ Actively promote the participation of women and girls with disability in all aspects of social, economic, political and cultural life;
- ▶ Advocate on issues of concern to women and girls with disability in Australia; and,
- ▶ Seek to be the national representative organisation for women and girls with disability in Australia by: undertaking systemic advocacy; providing policy advice; undertaking research; and, providing information and education.

## MANAGEMENT

WWDA is managed by a National Management Committee, which is made up of women with disability. WWDA has two permanent paid staff: a full time Executive Director, and a part-time Director of Strategic Communications. WWDA is a registered charitable organisation with Public Benevolent Institution status which means that donations made to the organisation over \$2 are tax deductible.

## MEMBERSHIP

The members of WWDA are actively involved in the decision-making processes of the organisation. All programs and activities conducted by WWDA are in direct response to the identified issues and concerns of women with disabilities in Australia.

There are two classes of membership of WWDA: (a) full membership; and (b) associate membership. Full membership is open to women with disability who are resident in Australia. Associate membership is open to individuals and organisations that are supportive of the aim and objectives of the Association.

# Our Principles

## UNIVERSALITY & INALIENABILITY

Human rights are universal and inalienable, the entitlement of all people everywhere in the world. An individual cannot voluntarily give them up. Nor can others take them away.

## INDIVISIBILITY

Human rights are indivisible. Whether civil, cultural, economic, political or social, they are all inherent to the dignity of every person. Consequently, all human rights have equal status.

## INTERDEPENDENCE

The realisation of one right often depends, wholly or in part, on the realisation of others.

## EQUALITY & NON-DISCRIMINATION

All individuals are equal as human beings, and by virtue of the inherent dignity of each person, are entitled to their rights without discrimination of any kind.

## PARTICIPATION AND INCLUSION

All people have the right to participate in and access information relating to the decision-making processes that affect their lives and well-being.

## ACCOUNTABILITY

States and other duty-bearers are answerable for the observance of human rights. This includes both positive obligations to protect, promote and fulfil human rights, as well as negative obligations to abstain from rights violations.

# Our Strategic Plan

## OVERVIEW

WWDA's Strategic Plan 2017-2021 reflects our commitment to promoting and advancing the human rights and fundamental freedoms of women with disabilities. Our Strategic Plan is grounded in a rights based framework which links gender and disability issues to a full range of civil, political, economic, social and cultural rights.

WWDA's rights based approach recognises that equal treatment, equal opportunity, and non-discrimination provide for inclusive opportunities for women and girls with disabilities in society. It also seeks to create greater awareness among governments and other relevant institutions of their obligations to fulfil, respect, protect and promote human rights and to support and empower women with disabilities, both individually and collectively, to claim their rights. A rights based approach also demonstrates, in a practical way, our organisations commitment to the domestic implementation of the seven core international human rights treaties to which Australia is a party.

WWDA's Strategic Plan 2017-2021 will see our organisation consolidate our role as the national representative organisation of and for women and girls with disability in Australia, enabling and representing their interests and issues. WWDA will:

- ▶ Continue to develop innovative programs that are centred on issues identified by women and girls with disability.
- ▶ Stimulate debate, promote research, policy and program development, and advocate for reforms in the policy priority areas identified by our members. We will continue to develop strategic alliances and collaborative partnerships with other stakeholders to achieve our objectives.
- ▶ Maintain our work with mainstream organisations in ways that encourage them to re-orient their policies, services and practices to be fully inclusive of women and girls with disability.
- ▶ Continue to build on our key role in the production and dissemination of high quality information, publications and research on human rights issues identified by women and girls with disability.

WWDA's Strategic Plan 2017-2021 will see us undertaking specific and targeted systemic advocacy work in areas identified by our members as a priority. These areas encompass key human rights issues where there are continuing violations against women and girls with disability in Australia, and include: the right to freedom from all forms of violence and abuse; the right to sexual and reproductive freedom, including the right to found and maintain a family; the right to economic security, including the right to work; and, the right to decision-making and participation.

Although we are a national organisation, we operate as a transnationally, meaning that our work, and the impact of our work, extends much further than Australia. We recognise our role as a leading voice in international disability, women's and human rights debates, and we will endeavour to increase our capacity and secure resources to better support our international work and role. We will continue to enhance and promote communication to our members, potential members, and stakeholders and will seek out opportunities to extend the reach of our organisation by connecting with women and girls with disability around the world.

WWDA will continue to contribute to Government policies affecting women and girls with disability and will provide advice to Government on policy, program and service delivery issues emerging from our membership. We will advise Government on the impact of social policy initiatives and will suggest new strategies, models or reforms as appropriate.

Our Strategic Plan 2017-2021 will see us further develop the internal and external operations of our organisation in ways that support the growth and changing needs of WWDA, and assist us to achieve our vision, goals and objectives. We will endeavour to identify and pursue ways to ensure WWDA's longevity, growth, and sustainability, including seeking corporate support for our work.

## SUMMARY OF GOALS & OBJECTIVES

WWDA's Strategic Plan 2016-2021 contains five main goals. Under each goal are listed key objectives which set out how we intend to achieve our goals. Each key objective is supported by several Strategies, which describe how each objective will be achieved. Our Goals and Objectives are summarised on the following pages.



## Goal One

Undertake focused systemic advocacy on priority human rights issues identified by women and girls with disability.

### OBJECTIVES

- 1.1 Advocate for the right to freedom from all forms of violence and abuse.
- 1.2 Advocate for the right to decision-making and participation.
- 1.3 Advocate for sexual and reproductive rights.
- 1.4 Advocate for economic security, including the right to employment.

## Goal Two

Strengthen WWDA's impact and profile as a globally recognised leader in promoting the human rights of women and girls with disability.

### OBJECTIVES

- 2.1 Contribute to relevant international initiatives, particularly United Nations processes, to advance the human rights of women and girls with disability.
- 2.2 Facilitate representation of women and girls with disability at relevant United Nations events and fora.
- 2.3 Contribute to civil society monitoring of domestic implementation of the international human rights treaties to which Australia is a party.
- 2.4 Further develop linkages and networks with existing and emerging groups of women and girls with disability.
- 2.5 Seek and secure increased and recurrent operational funding from the Australian Government.





## Goal Three

Contribute to the development, implementation and monitoring of Australian Government legislation and policies that affect women and girls with disability.

### OBJECTIVES

- 3.1 Contribute to government legislative and policy processes to advance gender equality including gender mainstreaming across Government.
- 3.2 Contribute to Government legislative and policy processes, including the National Disability Strategy (NDS), to advance the rights of people with disability.
- 3.3 Promote WWDA at the national level, including at all levels of Government, as the key coordinating point for engagement with women and girls with disability in Australia.
- 3.4 Act as a conduit between Government and the community on social policy issues as they affect women and girls with disability.

## Goal Four

Enhance WWDA's capacity to consult, engage and represent young women and girls with disability.

### OBJECTIVES

- 4.1 Seek and secure funding to further develop the WWDA Youth Network as a resource made by and for young women and girls with disability.
- 4.2 Promote human rights development opportunities for young women and girls with disability.
- 4.3 Develop and publish youth-friendly human rights materials and resources.







## Goal Five

Develop infrastructure, systems and mechanisms to enable WWDA to effect its purpose, goals and objectives.

### OBJECTIVES

- 5.1 Seek and secure resourcing to ensure WWDA's growth, longevity, and sustainability.
- 5.2 Expand and enhance social media and other relevant digital online platforms to extend the reach of WWDA.
- 5.3 Develop, update and review WWDA policies, procedures and protocols.



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