

Women With Disabilities Australia (WWDA)

Strategic Plan Review

July 2007



*Winner Australian Human Rights Award 2001
Winner National Violence Prevention Award 1999
Nominee, French Republics Human Rights Prize 2003
Nominee, UN Millennium Peace Prize for Women 2000*

Introduction

Women With Disabilities Australia (WWDA) is the peak organisation for women with all types of disabilities in Australia. WWDA is run by women with disabilities, for women with disabilities. It is the only organisation of its kind in Australia and one of only a very small number internationally. WWDA is inclusive and does not discriminate against any disability. WWDA is unique, in that it operates as a national disability organisation; a national women's organisation; and a national human rights organisation. The aim of Women With Disabilities Australia (WWDA) is to be a national voice for the needs and rights of women with disabilities and a national force to improve the lives and life chances of women with disabilities. WWDA addresses disability within a social model, which identifies the barriers and restrictions facing women with disabilities as the focus for reform. More information about WWDA can be found at the organisation's extensive website:

Go to: www.wwda.org.au

WWDA has recently undertaken a mid term review of its five year Strategic Plan. This document provides detail on WWDA's progress to date in meeting the objectives and strategies set out in the Plan, and indicates areas where WWDA needs to focus further work in order to achieve the goals of the Strategic Plan. This progress review also provides information on themes and issues emerging from WWDA's membership during the term of the Strategic Plan to date, and highlights areas of ongoing work that will need to be incorporated into the next Strategic Plan.



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Strategic Plan Summary

WWDA's five year Strategic Plan (2004-2009) was developed in late 2003 following extensive consultation with members, associate organisations, and other stakeholders. The Plan reflects WWDA's commitment to promoting leadership opportunities for women with disabilities, and to fostering the empowerment and participation of all women with disabilities. The Strategic Plan is based on the social model of disability, which identifies the barriers and restrictions facing women with disabilities as the focus of reform.

WWDA's Strategic Plan 2004-2009 will see our organisation further develop our role as the national representative organisation for women with disabilities in Australia. We will continue to develop innovative programs that are centered on the needs identified by women with disabilities. We will stimulate debate, promote research, policy and program development, and advocate for legislative change in the policy priority areas identified by our members. We will actively seek out opportunities for systemic advocacy on issues affecting women with disabilities. We will continue to develop strategic alliances and collaborative partnerships with organisations in order to achieve our objectives. We will maintain our work with mainstream organisations in ways that assist them to re-orient their services to better meet the needs of women with disabilities.

WWDA's Strategic Plan 2004-2009 will see us undertaking specific research and policy work in areas identified by our members as a priority. These areas include: Violence against women with disabilities, including unlawful sterilisation; Health, with a particular focus on cervical screening; breast screening; and screening for Osteoporosis; Housing and Accommodation; Disability Support; Employment and Income Support; Information & Communication Technologies; and Education. Underpinning this work will be a focus on women with disabilities who are identified as at particular risk; including those women who face multiple or aggravated forms of discrimination as a result of race, ethnicity, sexuality, or other status.

We are a national organisation, but we work with emerging groups of women across the globe, particularly those in developing countries. We recognise our role as a leading voice in international disability, women's and human rights debates, and we commit to increasing our capacity to better support our sisters in developing countries. We will continue to enhance and promote communication to our members and potential members, and will seek out opportunities to extend the reach of our organisation by connecting with women with disabilities at regional, rural and local levels. Importantly, we will foster opportunities for women with disabilities to become actively involved in WWDA.

WWDA will continue to contribute to Government policies affecting women with disabilities 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 changes as appropriate.

Our Strategic Plan 2004-2009 will see us further develop the infrastructure of our organisation. We will undertake capacity building initiatives needed to support the growth and changing needs of WWDA. We recognise the need to ensure the ongoing financial viability of our organisation, including the need to diversify our funding base and secure operational funding that is commensurate with our role, our work, and our achievements.

WWDA's Strategic Plan 2004-2009 contains five main goals, each supported by a Goal Statement. Under each goal are listed key objectives which set out how we intend to achieve our goals. Each key objective is supported by a number of Strategies, which describe how each objective will be achieved, as well as by a series of Performance Indicators which will help us monitor progress.

GOAL 1: Promote and protect the rights of women with disabilities internationally, nationally and locally.

Goal Statement: *As the national representative organisation for women with disabilities in Australia, WWDA will continue to strive for excellence and best practice. This will be achieved through the initiation and undertaking of innovative work centered on the needs identified by women with disabilities, actively promoting the participation of women with disabilities in all aspects of social, economic, political and cultural life.*

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
At the international level:			
Increase WWDA's capacity to support women with disabilities in developing countries.	<p>Apply for ECOSOC (Economic and Social Council) NGO Consultative Status with the United Nations.</p> <p>Seek NGO accreditation with the Australian Agency for International Development (AusAID).</p> <p>Research and establish linkages with other international organisations, including human rights, women's, disability organisations and international aid agencies.</p>	<p>Application process for ECOSOC NGO Consultative Status is completed. Consultative Status has been achieved.</p> <p>Application process is completed. NGO accreditation with AusAID has been achieved.</p> <p>Research has been conducted, linkages and networks established. Database of international organisations has been developed.</p>	<p>The application process for ECOSOC NGO Consultative Status, and NGO accreditation with AusAID has yet to be undertaken and will need to be incorporated into the next Strategic Plan. To undertake this work, WWDA may need to source expertise from outside the organisation – which may require resourcing.</p> <p>This work is ongoing and will need to be incorporated into the next Strategic Plan. Database development of relevant international organisations to be completed by June 2008.</p>
Contribute to relevant international initiatives relating to women with disabilities.	<p>Contribute to, and participate in, the development of the Comprehensive and Integral International Convention on Protection and Promotion of the Rights and Dignity of Persons with Disabilities.</p> <p>Participate in consultations, reporting and other processes relating to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).</p> <p>Research and monitor international developments as they relate to women with disabilities.</p> <p>Identify funding sources to enable WWDA to attend relevant international Conferences and forums.</p>	<p>Evidence of contribution to the development of relevant international initiatives relating to women with disabilities, including the Comprehensive and Integral International Convention on Protection and Promotion of the Rights and Dignity of Persons with Disabilities, and CEDAW. Submissions developed are available on the WWDA website. WWDA representatives attending meetings have completed reports.</p> <p>WWDA Update Bulletins and reports include information on relevant international developments.</p> <p>Funding sources have been identified. Database of grants has been developed.</p>	<p>Significant work has been done by WWDA on the development of UN Convention. Will need to be carried over to next Strategic Plan, specifically work around the ratification process. Work on the implementation of CEDAW is ongoing; particularly around WWDA's contribution to the Australian Government's next CEDAW implementation report (2008/09) and the corresponding NGO Shadow Report. In 2007, WWDA researched and developed a Human Rights Portal for the WWDA website, which makes available a wide range of human rights information and resources, including treaties and human rights instruments. Maintenance of Portal will be ongoing and will need to be incorporated into next Strategic Plan. WWDA Update Bulletins have proved a successful strategy in disseminating information on relevant international developments. Work has commenced on the development of a funding grants database. This work is ongoing and will need to continue into the next Strategic Plan.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Increase WWDA's profile at the international level.</p>	<p>Promote WWDA at the international level using a wide range of methods including:</p> <ul style="list-style-type: none"> • dissemination of material and information on the organisation, its projects and activities; • presentations at relevant international Conferences and forums; • publishing of articles in relevant international newsletters and journals; • provision of up to date material on the WWDA website. 	<p>Increase in requests for information from organisations and individuals outside Australia.</p> <p>WWDA website usage statistics demonstrate increase in visits from users outside Australia.</p> <p>Increase in sales of WWDA publications to international organisations.</p> <p>Membership to WWDA from international organisations has increased by 30%.</p> <p>Evidence of publication of articles in relevant international newsletters and journals.</p> <p>Website content is current and reflects regular additions and updating.</p>	<p>A substantial amount of work has been done in 2007 to update, enhance and further develop the WWDA website. Website usage data reflects an increase in the numbers of people accessing the website. For the period Aug 06- Jun 07 (11 months) there were 430,070 hits. Two years ago (for a full 12 month period) there were 283,740 hits, an increase of more than 146,000 hits. Usage statistics for the WWDA website show that users are accessing most of the WWDA website once they get to the site, and that users come from many different countries throughout the world. Feedback to WWDA from users reflects the popularity and high standard of the site. Next Strategic Plan will need to reflect the importance of further development and ongoing maintenance of the website.</p>
<p>Maintain and further develop WWDA's website as a model of best practice in content and design.</p>	<p>Continue to develop the WWDA Website in accordance with the Web Content Accessibility Guidelines developed by the World Wide Web Consortium.</p> <p>Continue to develop the WWDA website as an education and information resource for a wide range of users.</p> <p>Develop a web based Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels.</p> <p>Upload archived WWDA resource materials to provide users with a history of the development of WWDA.</p> <p>Undertake bi-annual analysis of usage statistics of website including country of origin of users.</p> <p>Promote availability of WWDA website internationally using website usage data.</p>	<p>WWDA Website meets Web Content Accessibility Guidelines developed by the World Wide Web Consortium.</p> <p>Website data collection demonstrates access by a wide range of users.</p> <p>Information and Referral database is developed and available on the WWDA website.</p> <p>Website content is current and reflects regular additions and updating.</p> <p>Bi-annual analysis of usage statistics of website is undertaken and reported on in the Annual Report.</p> <p>Availability of WWDA website is promoted.</p>	<p>All WWDA materials on WWDA website adhere to Web Content Accessibility Guidelines. Some Govt and other non-WWDA documents are available in PDF format only.</p> <p>Annual website usage data shows a growing increase in usage from all over the world. WWDA Annual Report provides detail on website usage data.</p> <p>WWDA On-line Information and Referral Directory was developed in 2005/06. The next WWDA Strategic Plan will need to incorporate the requirement to update, enhance and maintain the Directory.</p> <p>The next WWDA Strategic Plan will need to incorporate updating, enhancing and maintenance of WWDA website as key strategy.</p> <p>Usage data demonstrates increasing awareness and usage of WWDA website.</p> <p>Website is widely promoted.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
At the national level:			
Promote WWDA as the national representative organisation for women with disabilities in Australia.	<p>Promote WWDA at the national level using a wide range of methods including:</p> <ul style="list-style-type: none"> • dissemination of material and information on the organisation, its projects and activities; • use of the media as appropriate; • presence at government, non-government, public and other events and forums; • representation on national committees and advisory fora; • publishing of articles in national newsletters and journals; • using electronic mailing lists; provision of up to date material on the WWDA website. <p>Produce a section on WWDA's website on WWDA Projects, which includes current and past projects.</p> <p>Develop submissions to relevant inquiries and disseminate copies to relevant stakeholders including: Federal/State Government Departments; politicians; NGO's; industry bodies; etc.</p>	<p>Relevant Commonwealth and State Government websites provide links to WWDA website and/or contact information for WWDA.</p> <p>WWDA is represented on a range of national committees and advisory fora that reflect the breadth and scope of the organisation.</p> <p>Evidence of WWDA delegates attending government, non-government, public and other events and forums.</p> <p>Evidence of widespread and regular dissemination of information on WWDA activities and initiatives.</p> <p>WWDA website contains content on WWDA Projects, including current and past projects.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p>	<p>These strategies are ongoing and will need to be incorporated into next Strategic Plan. WWDA's Advancing Through Advocacy Project in 2006/07 has increased WWDA's capacity to undertake representation work, although there are ongoing activities stemming from the Project recommendations. WWDA's work in the area of increasing its representation and systemic advocacy capacity will need to be incorporated into the next Strategic Plan.</p> <p>During 2007, some WWDA archival material has been added to website. This is an area of ongoing work and will need to be incorporated into the next Strategic Plan. A number of past WWDA Project Reports are yet to be added to the website.</p> <p>All WWDA Submissions are made available on the website; this will be an ongoing activity into the life of the next Strategic Plan.</p>
Continue to consult with women with disabilities on systemic advocacy issues.	<p>Develop a WWDA Consultation Policy which includes procedures for consulting with members on issues and concerns of women with disabilities. Undertake regular consultation with WWDA members and other relevant stakeholders on WWDA's activities.</p> <p>Utilise electronic mailing lists within the women's, disability, human rights, and other relevant sectors, to consult with women with disabilities and other relevant stakeholders.</p> <p>Identify funding opportunities to enable WWDA to provide consultation materials in alternative formats.</p> <p>Develop and utilise a WWDA Decision Making Matrix to enable prioritisation of incoming requests for consultation.</p>	<p>Consultation Policy has been developed and made available to members. Evidence of consultations undertaken.</p> <p>Data collection on WWDA email lists usage demonstrates consultation with members and stakeholders.</p> <p>Funding sources for alternative format production have been identified and funding applications developed.</p> <p>Decision Making Matrix has been developed. Internal review processes demonstrate effective usage of Matrix.</p>	<p>The Consultation Policy is yet to be developed. This may be developed as part of WWDA's participation in the Quality Improvement Council (QIC) Accreditation Program. WWDA's participation in the QIC is dependent on securing funding for the Program. The process of Accreditation (4 years) will therefore need to be incorporated into the next Strategic Plan.</p> <p>More work needs to be done on data collection systems for the organisation. This work is ongoing.</p> <p>Work has commenced on the development of a funding grants database. This work is ongoing and will need to continue into the next Strategic Plan.</p> <p>Decision Making Matrix (developed in line with Strategic Plan Policy Priorities) has been implemented.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Promote the interests and concerns of women with disabilities through representation on relevant committees, advisory bodies and other relevant fora.</p>	<p>Identify opportunities for representation of women with disabilities on relevant committees, advisory bodies and other relevant fora.</p> <p>Provide representatives to Committees, Advisory Bodies and other relevant fora that are in line with WWDA's policy priority areas.</p> <p>Promote WWDA's involvement in the Australian Federation of Disability Organisations (AFDO) through maintaining a WWDA delegate on the AFDO Board of Directors.</p> <p>Participate in the work of Australian Federation of Disability Organisations (AFDO).</p> <p>Develop a 'Guidelines for WWDA Consumer Representatives Manual'.</p> <p>Promote the availability of 'Taking the Lead' - WWDA's Leadership and Mentoring Resource Kit for Women with Disabilities.</p> <p>Publicise research, reports, policies and projects undertaken by WWDA.</p> <p>Promote WWDA's involvement in the Disability Discrimination Act (DDA) Standards Project through maintaining a WWDA delegate on the DDA Standards Project Steering Committee.</p>	<p>Representation opportunities have been identified and pursued. Number of committees, advisory bodies and other relevant fora where WWDA is represented.</p> <p>WWDA is represented on national advisory structures in line with WWDA's policy priority areas.</p> <p>WWDA delegate, selected by members, represents the organisation on the Australian Federation of Disability Organisations (AFDO). Evidence of WWDA delegate reporting back to members.</p> <p>Evidence of participation in the Australian Federation of Disability Organisations (AFDO).</p> <p><i>'Guidelines for WWDA Consumer Representatives Manual'</i> has been developed. New WWDA representatives have received a copy and orientation.</p> <p>WWDA Publications Flyers and Order Forms are widely distributed and also made available on the WWDA website.</p> <p>Research, reports, policies and projects undertaken by WWDA have been widely disseminated and made available, where appropriate, on the WWDA website.</p> <p>WWDA delegate, selected by members, represents the organisation on the Disability Discrimination Act (DDA) Standards Project. Evidence of WWDA delegate reporting back to members.</p>	<p>WWDA's Advancing Through Advocacy Project in 2006/07 has increased WWDA's capacity to undertake representation work, although there are ongoing activities stemming from the Project recommendations. WWDA's work in the area of increasing its representation and systemic advocacy capacity will need to be incorporated into the next Strategic Plan.</p> <p>WWDA delegate is member of AFDO Board. In future Strategic Plan, will need to consider strategies for managing the increasing workload related to AFDO.</p> <p>WWDA is a founding member of AFDO and actively participates in the work of AFDO.</p> <p><i>'Guidelines for WWDA Consumer Representatives Manual'</i> was developed in mid 2007. There will be ongoing work related to this, particularly the need to develop a detailed procedure for Orientation of WWDA Representatives, including the updating and further development of the WWDA Orientation Kit.</p> <p>More work needs to be undertaken on the development of standardised WWDA Publications order Form and mechanisms to disseminate it widely, including internationally.</p> <p>All WWDA research reports and other documents are available on the WWDA website.</p> <p>The Disability Discrimination Act (DDA) Standards Project is no longer a funded project – the DDA Standards Project Steering Committee has been dissolved. New Strategic Plan should include provision for mechanisms for WWDA to make an ongoing contribution to the development and review of DDA Standards.</p>

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<p>Promote the interests and concerns of women with disabilities in the development of relevant Government policies, particularly women's policy.</p>	<p>Based on information gathered through consultations with WWDA members, develop WWDA submissions to relevant government processes.</p> <p>Establish a National WWDA Women's Policy Working Group.</p> <p>Identify potential funding sources for specific projects identified by the National WWDA Women's Policy Working Group.</p> <p>Establish and maintain links with organisations/networks which support systemic advocacy for women with disabilities.</p>	<p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>National WWDA Women's Policy Working Group has been established.</p> <p>Potential funding sources for specific projects has been identified. Funding applications have been developed. Number of successful submissions.</p> <p>Research has been conducted, linkages and networks established. Database of organisations/networks which support systemic advocacy for women with disabilities has been developed. Reciprocal memberships developed.</p>	<p>FaCSIA has determined several specific government inquiries and processes that WWDA must have input to during the term of WWDA's 07/08 Operational Funding Contract with FaCSIA. Examples include the Review of the National Advocacy Program, International Day of People With Disabilities, and work generated by the Australian Federation of Disability Organisations (AFDO). These requirements will therefore limit the amount of policy submissions that WWDA can do in response to the identified needs of its members.</p> <p>WWDA does not have the resources at this point to sustain a National WWDA Women's Policy Working Group, however the WWDA Advancing Through Advocacy Project has seen the development of a WWDA Representatives Register which will increase WWDA's capacity to undertake its systemic advocacy work.</p> <p>Work has commenced on the development of a funding grants database. This work is ongoing and will need to continue into the next Strategic Plan.</p> <p>WWDA has initiated and established a large number of reciprocal membership arrangements with national and international women's, disability and human rights NGO's. This work is ongoing.</p>
<p>Contribute to relevant national initiatives relating to women with disabilities.</p>	<p>Identify opportunities for WWDA to participate in national projects, consultative and other relevant processes which affect women with disabilities.</p>	<p>Opportunities for WWDA to participate in national projects, consultative and other relevant processes have been identified. Number and range of processes WWDA has been involved in. Evidence of outcomes stemming from WWDA's involvement.</p>	<p>WWDA has established a WWDA Representatives Register and associated support materials and processes, including a WWDA Representatives Guidelines Manual. More work is needed on increasing WWDA's capacity to contribute to relevant national initiatives relating to women with disabilities, and this will need to be reflected in the next Strategic Plan.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
At the local level:			
<p>Extend the reach of WWDA by identifying and linking to women with disabilities, at State/Territory, regional and local levels.</p>	<p>Develop a standard WWDA Information Pack for new members and other relevant stakeholders which includes:</p> <ul style="list-style-type: none"> • WWDA Membership Form; • General information about WWDA, including management, and major functions; • WWDA Publications Order Form and Flyers; • Summary of WWDA's Strategic Plan; • Details of WWDA's Website and Electronic Mailing List, 'WWDA Discuss'; • Business Cards. <p>Promote the availability of WWDA's electronic mailing list and discussion group 'WWDA Discuss'.</p> <p>Research and develop an Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels.</p> <p>Establish and maintain links with relevant NGO's and other services at local and regional levels.</p> <p>Monitor events occurring at local levels where WWDA information can be disseminated.</p>	<p>WWDA Information Pack for new members and other relevant stakeholders has been developed. Number of packs distributed. Percentage of recipients taking up membership. Mechanism for evaluation of WWDA Information Pack has been established and is in use.</p> <p>'WWDA Discuss' is widely promoted and subscription information is made available on the WWDA website.</p> <p>Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels has been developed. Information about WWDA has been distributed to relevant NGO's and other services at local and regional levels.</p> <p>Number and range of events at local levels where WWDA information has been distributed. Evaluation of impact.</p>	<p>The Standard WWDA Information Pack has been developed and will be due for evaluation and updating in 2009. There has been a significant increase in numbers of individuals and organisations taking up WWDA membership during the 06/07 year. The WWDA Annual Report and Audit Report provides details of numbers of new members, as well as amount of revenue raised through membership.</p> <p>WWDA Management Committee has identified the need to improve the usage of WWDA's electronic mailing list 'wwda-discuss'. This will need to be incorporated into the next Strategic Plan as an ongoing strategy.</p> <p>WWDA On-line Information and Referral Directory was developed in 2005/06. The next WWDA Strategic Plan will need to incorporate the requirement to update, enhance and maintain the Directory.</p> <p>As part of WWDA's preliminary work on the 2007 Review of the National Advocacy Program (NAP), WWDA has identified the need for the development of mechanisms and processes to facilitate linkages and flow of information between the FaCSIA funded State/Territory disability advocacy services, and the national disability peaks. The development of such mechanisms will need to be considered by FaCSIA as part of the Review of the National Advocacy Program (NAP).</p>

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<p>Enhance and promote membership services and communication to WWDA members and potential members.</p>	<p>Seek funding to develop and maintain information management systems, including upgrading WWDA's membership database.</p> <p>Research and develop an Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels.</p> <p>Produce Monthly WWDA Update Bulletins and disseminate widely to relevant stakeholders. Make Update Bulletins available on WWDA Website.</p> <p>Seek funding to produce WWDA Newsletter/Journal annually.</p> <p>Undertake Satisfaction Survey of WWDA members every two years.</p> <p>Continue to develop the WWDA website as an education and information resource for a wide range of users.</p> <p>Identify opportunities for WWDA staff and/or members to be trained in html.</p>	<p>Potential funding sources to develop and maintain information management systems have been identified. Funding applications have been developed. Systems developed. WWDA membership database has been upgraded.</p> <p>Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels has been developed.</p> <p>Monthly WWDA Update Bulletins have been produced and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>Potential funding sources to produce WWDA Newsletter/Journal annually have been researched and identified. Potential corporate sponsors have been identified and submissions completed.</p> <p>Satisfaction Survey of WWDA members has been conducted. Results are made available on WWDA website and in relevant reports.</p> <p>Website data collection demonstrates access by a wide range of users.</p> <p>Opportunities for training in html and other aspects of web design and authoring have been researched.</p>	<p>Preliminary work has commenced on the re-development and upgrade of the WWDA Membership database. It is anticipated that a Beta version of the database will be ready for testing in late October 2007.</p> <p>WWDA On-line Information and Referral Directory was developed in 2005/06. The next WWDA Strategic Plan will need to incorporate the requirement to update, enhance and maintain the Directory.</p> <p>WWDA Update Bulletins have proved to be an extremely successful strategy for the organisation. Are regularly disseminated within Australia and overseas and are made available on the WWDA website.</p> <p>The potential production of an annual newsletter/journal will need to be reconsidered in the context of the next Strategic Plan.</p> <p>WWDA Satisfaction Survey is yet to be completed. Will need to incorporate into next Strategic Plan. Is also a strategy that would be integral to WWDA undertaking Accreditation with the Quality Improvement Council (dependent on securing funding).</p> <p>A substantial amount of work has been done in 2007 to update, enhance and further develop the WWDA website, and its success is reflected in the website usage data. Next Strategic Plan will need to reflect the importance of further development and ongoing maintenance of the website.</p> <p>Skill development in website authoring is an area that is ongoing and will need to be incorporated into next Strategic Plan.</p>

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<p>Promote opportunities for WWDA members to become actively involved in the organisation.</p>	<p>Develop a WWDA Skills Register which includes information on members with skills/expertise in the areas of:</p> <ul style="list-style-type: none"> • Networking; • Consultancy; • Representation; • Public speaking; • Volunteering; • Legal issues; • Financial management; • Media; • Submission writing <p>Utilise the WWDA Newsletter, website, email lists, and update bulletins to advertise ways members can participate in WWDA.</p>	<p>WWDA Skills Register has been developed and is regularly updated.</p> <p>Percentage of incoming requests delegated to members on the Skills Register.</p> <p>Evidence of utilisation of mechanisms to advertise ways members can participate in WWDA.</p>	<p>WWDA has established a WWDA Representatives Register and associated support materials and processes, including a WWDA Representatives Guidelines Manual. More work is needed on increasing WWDA's capacity to contribute to relevant national initiatives relating to women with disabilities, and this will need to be reflected in the next Strategic Plan.</p> <p>WWDA's Consultation Policy is yet to be developed. This may be developed as part of WWDA's participation in the Quality Improvement Council (QIC) Accreditation Program. WWDA's participation in the QIC is dependent on securing funding for the Program. The process of Accreditation (4 years) will therefore need to be incorporated into the next Strategic Plan.</p>
<p>Increase WWDA's profile at the State/Territory, regional and local levels.</p>	<p>Promote WWDA at local levels using a wide range of methods including:</p> <ul style="list-style-type: none"> • dissemination of material and information on the organisation, its projects and activities; • use of the media; • presence at government & non-government events and forums; • presence at public events and forums; • representation on committees; • publishing of articles in newsletters, journals etc. <p>Monitor events occurring at local levels where WWDA information can be disseminated.</p>	<p>Increase in requests for information from services, organisations and individuals at local levels.</p> <p>Increase in sales of WWDA publications to services, organisations and individuals at local levels.</p> <p>Membership to WWDA from services, organisations and individuals at local levels has increased by 20%.</p> <p>Evidence of publication of articles in relevant newsletters and journals.</p> <p>Information and Referral Database of relevant services, organisations and agencies at local levels has been developed. Information about WWDA has been distributed to relevant NGO's and other services at local levels.</p> <p>Number and range of events at local levels where WWDA information has been distributed. Evaluation of impact.</p>	<p>There has been a significant increase in numbers of individuals and organisations taking up WWDA membership during the 06/07 year. The WWDA Annual Report and Audit Report provides details of numbers of new members, as well as amount of revenue raised through membership. Over the past two years, there has been a substantial increase in contacts from overseas organisations and individuals. Sales of publications to overseas organisations have increased, however more work needs to be undertaken on the development of standardised WWDA Publications Order Form and mechanisms to disseminate it widely, including internationally.</p> <p>WWDA On-line Information and Referral Directory was developed in 2005/06. The next WWDA Strategic Plan will need to incorporate the requirement to update, enhance and maintain the Directory.</p> <p>WWDA materials are regularly distributed at relevant events.</p>

GOAL 2: Undertake systemic advocacy in specific areas of concern to WWDA members, focusing on women with disabilities at risk.

Goal Statement: *WWDA will endeavour through systemic advocacy to improve the status of women with disabilities who are identified as at particular risk; including those women who face multiple or aggravated forms of discrimination as a result of race, ethnicity, sexuality, or other status.*

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake work in the policy priority area of Violence against women with disabilities, including unlawful sterilisation.</p>	<p>Monitor work being undertaken by the Standing Committee of Attorney's General (SCAG) on unlawful sterilisation of minors with a decision-making disability.</p> <p>Continue to promote the availability of the WWDA Report <i>'Moving Forward' – Sterilisation and Reproductive Health of Women and Girls with Disabilities</i>.</p> <p>Update and publish the WWDA Violence Information Kit.</p> <p>Undertake a national audit of SAAP funded women's refuges to assess accessibility for women with disabilities.</p>	<p>WWDA has been kept informed of the progress of the work being undertaken by the Standing Committee of Attorney's General (SCAG) on unlawful sterilisation of minors with a decision-making disability.</p> <p>A national Working Party on Sterilisation and Reproductive Health of Women and Girls with Disabilities has been established, and WWDA is a member.</p> <p>WWDA Violence Information Kit has been updated and published. Number of Kits disseminated. Number purchased.</p> <p>A national audit of SAAP funded women's refuges to assess accessibility for women with disabilities has been conducted. Report is made available on WWDA Website. Policy recommendations have been forwarded to relevant stakeholders.</p>	<p>WWDA has undertaken major systemic advocacy work during 06/07 in relation to the issue of sterilisation of minors, particularly around the Standing Committee of Attorney's General (SCAG) draft legislation <i>Children with Intellectual Disabilities (Regulation of Sterilisation) Bill 2006</i>. In 07, WWDA developed a Policy & Position Paper on <i>'The Development of Legislation to Authorise Procedures for the Sterilisation of Children with Intellectual Disabilities'</i>. WWDA's website provides extensive information on WWDA's systemic advocacy work in the area (see for example: www.wwda.org.au/sterilise.htm). The work is ongoing and will need to be reflected in the next Strategic Plan.</p> <p>During 06/07 WWDA has worked on a major project to research and develop a <i>Resource Manual on Violence Against Women With Disabilities</i>. The Manual will be published in late 2007. The ongoing work stemming from this Project will need to be incorporated into the next Strategic Plan, along with the need to review and update the Manual in the future.</p> <p>The national audit of SAAP funded women's refuges to assess accessibility for women with disabilities is yet to be conducted and will need to be incorporated into the next Strategic Plan. Will need to be resourced through Project funding or similar.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake work in the policy priority area of Violence against women with disabilities, including unlawful sterilisation (cont'd).</p>	<p>Develop submissions to relevant inquiries and other processes dealing with violence.</p> <p>Provide input to relevant research and community projects dealing with violence.</p> <p>Establish and maintain links with organisations/networks in the violence sector.</p>	<p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>Evidence of WWDA input to relevant research and community projects dealing with violence.</p> <p>Research has been conducted, linkages and networks established. Relevant organisations/networks in the violence sector have been included on WWDA's Database.</p>	<p>WWDA website contains WWDA policy Submissions in the area of violence, as well as other resource materials.</p> <p>WWDA has had policy input into a number of State/Territory domestic violence law reform processes, including Vic, SA, Tas.</p> <p>More work is yet to be done on the WWDA website in relation to increasing the amount of quality resource material on violence against women with disabilities. Elements of the <i>Resource Manual on Violence Against Women With Disabilities</i> will need to be added to the WWDA website. All this work is ongoing and needs to be incorporated into the next Strategic Plan.</p> <p>WWDA's work on violence against women with disabilities has resulted in State/Territory Governments undertaking initiatives in the area. South Aust and NSW are both conducting conferences in 2007 on the issue; Vic Govt has established a Reference Group to develop training programs based on WWDA's <i>Resource Manual on Violence Against Women With Disabilities</i>.</p>
<p>Undertake work in the policy priority area of Health, with particular focus on cervical screening; breast screening; and screening for Osteoporosis.</p>	<p>Seek funding to develop and implement a national research project on the issues which impact on access and uptake of screening services for women with disabilities with particular focus on breast and cervical screening.</p> <p>Identify and act on strategic opportunities for systemic advocacy on access to health services for women with disabilities.</p>	<p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p> <p>Evidence of systemic advocacy on access to health services for women with disabilities. Evaluation of impact and outcomes of systemic advocacy.</p>	<p>The national research project on access to breast and cervical cancer screening for women with disabilities is yet to be done and will need to be incorporated into next Strategic Plan. Several funding proposals for this project have been unsuccessful to date.</p> <p>Between 05-07 WWDA has predominantly focused its systemic advocacy work (in the area of access to health services) on the need for GP's to provide adjustable examination tables. WWDA has also acted on strategic opportunities as they have arisen – examples include: Review of Maternity Services (QLD); Senate Inquiry into Women's Sport and Recreation; Presentation to the 5th Australian Women's Health Conference; input to the review of the NHMRC Guidelines for the management of well women with an abnormal pap smear result.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake work in the policy priority area of Housing and Accommodation.</p>	<p>Identify and act on strategic opportunities for systemic advocacy on specific issues for women with disabilities in housing and accommodation including:</p> <ul style="list-style-type: none"> • safety/violence prevention; • availability of options for choices in housing; • accessibility of public housing stocks; • affordability; • accessibility and responsiveness of SAAP funded services; • public/private divide. <p>Develop submissions to relevant inquiries and other processes dealing with housing and accommodation, including homelessness.</p> <p>Undertake a national audit of SAAP funded women's refuges to assess accessibility for women with disabilities.</p> <p>Establish and maintain links with organisations/networks in the housing sector.</p>	<p>Evidence of systemic advocacy on specific issues for women with disabilities in housing and accommodation. Evaluation of impact and outcomes of systemic advocacy.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>A national audit of SAAP funded women's refuges to assess accessibility for women with disabilities has been conducted. Report is made available on WWDA Website. Policy recommendations have been forwarded to relevant stakeholders.</p> <p>Research has been conducted, linkages and networks established. Database of organisations/networks in the housing sector has been developed. Reciprocal memberships developed.</p>	<p>WWDA has taken up strategic opportunities to undertake systemic advocacy on housing and accommodation issues for women with disabilities. Examples include:</p> <ul style="list-style-type: none"> • Presentation of paper '<i>Gender, Disability & Housing</i>' to the United Nations Special Rapporteur on Adequate Housing (Mr Miloon Kothari); • Participation in the 2006/07 Australian Housing and Urban Research Institute (AHURI) National Research Study: <i>21st Century Housing Careers: Delphi Study</i> (ongoing); • Reference Group Member of the 2004/05 national study into '<i>Women and the Right to Adequate Housing in Australia</i>'; • Co-author of the 04/05 report to the UN Special Rapporteur on Housing '<i>Women and the Right to Adequate Housing in Australia</i>'; • Development and updating of section on WWDA website on housing and accommodation issues facing women with disabilities; • Policy submissions developed to the Senate Inquiry into the Funding and Operation of The Commonwealth State/Territory Disability Agreement. <p>The national audit of SAAP funded women's refuges to assess accessibility for women with disabilities is yet to be conducted and will need to be incorporated into the next Strategic Plan. Will need to be resourced through Project funding or similar.</p> <p>WWDA has researched organisations/networks in the housing sector and made this information available in the WWDA Online Information & Referral Directory.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake work in the policy priority area of Housing and Accommodation (cont'd)</p>	<p>Identify opportunities for representation of women with disabilities on relevant committees, advisory bodies and other relevant fora which deal with housing and accommodation.</p> <p>Continue to document qualitative information/data on housing issues for women with disabilities.</p> <p>Seek funding to conduct a national research project on the issues which impact on Women with disabilities moving from institutions, jail and substitute care into homelessness or other institutions.</p>	<p>Representation opportunities have been identified and pursued. Number of committees, advisory bodies and other relevant fora where WWDA is represented.</p> <p>Evidence of data collection processes which incorporate data on housing issues for women with disabilities.</p> <p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p>	<p>WWDA's work in the area of identifying representation opportunities is ongoing and will need to be reflected in the next Strategic Plan.</p> <p>More work needs to be undertaken on the development of appropriate data collection systems for the organisation. WWDA may be assisted in this work as part of WWDA's participation in the Quality Improvement Council (QIC) Accreditation Program (dependent on securing funding).</p> <p>The proposed national research project on the issues which impact on women with disabilities moving from institutions, jail and substitute care into homelessness or other institutions, is yet to be undertaken. Will need to be incorporated into next Strategic Plan and is dependent on adequate resourcing and timeframes.</p>
<p>Undertake work in the policy priority area of Disability Support.</p>	<p>Seek funding to conduct a national scoping project to explore the range of issues relevant to attendant care and women with disabilities.</p> <p>Develop and maintain strategic alliances with organisations/networks in the disability and women's sectors.</p> <p>Provide advice to Government on the impact of current policies and initiatives, and suggest new strategies and/or new models and changes as appropriate.</p> <p>Identify mechanisms and strategies to increase the capacity of advocacy organisations to support individual women with disabilities.</p>	<p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p> <p>Research has been conducted, linkages and networks established. Database of organisations/networks in the disability and women's sectors has been developed. Reciprocal memberships developed.</p> <p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p> <p>Information and Referral Database is developed and includes national, State/Territory, regional and local individual advocacy services. Numbers and types of referrals made.</p>	<p>The proposed national scoping project to explore the range of issues relevant to attendant care and women with disabilities, is yet to be undertaken. Will need to be incorporated into next Strategic Plan and is dependent on adequate resourcing and timeframes.</p> <p>WWDA has researched organisations/networks in the disability and women's sectors (within Australia) and has made this information available in the WWDA Online Information & Referral Directory. WWDA now needs to build on this work by further developing strategic alliances with organisations in the disability and women's sectors overseas.</p> <p>WWDA On-line Information and Referral Directory was developed in 2005/06. The next WWDA Strategic Plan will need to incorporate the requirement to update, enhance and maintain the Directory. The Directory also needs to be expanded to include international organisations.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake work in the policy priority area of Employment and Income Support.</p>	<p>Continue to participate in the Federal Government's 'Australians Working Together' Welfare Reform process.</p> <p>Provide advice to Government on the impact of welfare reform measures on women with disabilities.</p> <p>Continue to gather qualitative data from women with disabilities about specific issues in relation to employment and income support.</p> <p>Seek funding to develop and conduct a national project to scope participation rates by women with disabilities in employment: including open employment, supported employment and business services.</p> <p>Develop strategic alliances with relevant stakeholders including organisations within the disability, welfare, women's, and education and training sectors.</p>	<p>Evidence of participation in, and contribution to, the 'Australians Working Together' Welfare Reform process.</p> <p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p> <p>Evidence of data collection processes which incorporate data on employment issues for women with disabilities.</p> <p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p> <p>Research has been conducted, linkages and networks established. Database of organisations/networks in the disability, welfare, women's, and education and training sectors has been developed. Reciprocal memberships developed.</p>	<p>WWDA has had significant input to the Australian Government's welfare and industrial relations reforms, although this work is ongoing and will need to be incorporated into next Strategic Plan. Examples of work done to date includes:</p> <ul style="list-style-type: none"> • Member, Planning Committee 'What Women Want' Women's Forums; • Participation in NATSEM Modelling Research on Welfare to Work Impacts on Women, including the specific 2005 NATSEM study on 'Distributional Impact of the Welfare-to-Work Reforms on Australian with Disabilities'; • Presentation of Papers on 'Welfare & Industrial Relations Reforms & Women with Disabilities' at National Conferences and Forums; • Participation in national advocacy forums; initiation of press releases; meetings with politicians and government bureaucrats; • Policy submissions and witness appearances to the Senate Inquiry on 'Employment and Workplace Relations Legislation Amendment (Welfare to Work and Other Measures) Bill 2005; Family and Community Services Legislation Amendment (Welfare to Work) Bill 2005'; • Publication and dissemination of information packages regarding 'Welfare to Work - Overview of Changes for People with Disability'. <p>The proposed national project to scope participation rates by women with disabilities in employment (including open employment, supported employment and business services) is yet to occur and will need to be incorporated into next Strategic Plan.</p> <p>WWDA has developed strong strategic alliances with relevant stakeholders. WWDA now needs to build on this work by further developing strategic alliances with relevant organisations overseas.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake work in the policy priority area of Information & Communication Technologies.</p>	<p>Maintain the National WWDA Telecommunications Working Group.</p> <p>Apply annually for telecommunications consumer representation project funds from the Commonwealth Department of Communication, Information Technologies and the Arts (DCITA).</p> <p>Identify potential funding sources for specific projects identified by the National WWDA Telecommunications Working Group.</p> <p>Develop submissions to relevant inquiries and other processes dealing with information and communication technologies.</p> <p>Continue to provide representatives to Committees, Advisory Bodies and other relevant fora (including industry bodies) dealing with information and communication technologies.</p> <p>Continue to develop the WWDA website as an education and information resource for a wide range of users, in accordance with the Web Content Accessibility Guidelines developed by the World Wide Web Consortium.</p> <p>Continue to promote the availability of WWDA's Reports on <i>'Telecommunications and Women with Disabilities'</i>.</p>	<p>National WWDA Telecommunications Working Group has been maintained.</p> <p>Telecommunications consumer representation project funding is applied for, and received annually. Funding received has supported the work of the National WWDA Telecommunications Working Group.</p> <p>Funding opportunities have been researched and identified. Applications for funding have been developed for specific projects identified by the National WWDA Telecommunications Working Group.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>Representation opportunities have been identified and pursued. Number of committees, advisory bodies and other relevant fora where WWDA is represented.</p> <p>WWDA website meets Web Content Accessibility Guidelines developed by the World Wide Web Consortium. Website data collection demonstrates access by a wide range of users.</p> <p>WWDA Publications Flyers and Order Forms are widely distributed and also made available on the WWDA website.</p>	<p>WWDA has maintained its National Telecommunications Working Group.</p> <p>WWDA has successfully applied for annual telecommunications consumer representation project funding from the Department of Communication, Information Technologies and the Arts (DCITA). The funds have been each year to resource the WWDA Telecommunications Working Group.</p> <p>More work needs to be done by WWDA in relation to the development of a database of potential funding sources/grants for all areas of its work, including telecommunications. This will need to be incorporated into next Strategic Plan.</p> <p>A large number of policy submissions have been developed by WWDA in relation to telecommunications and are made available on the WWDA website. There is more work yet to be done on adding to the telecommunications section of the website, including the uploading of WWDA archival materials. This work is ongoing and should therefore be reflected in the next Strategic Plan.</p> <p>WWDA is represented on a number of Committees and other fora relating to telecommunications, including for example: Telstra Disability Forum; Australian Communications Industry Forum (ACIF) Disability Council.</p> <p>A substantial amount of work has been done in 2007 to update, enhance and further develop the WWDA website, and its success is reflected in the website usage data. Next Strategic Plan will need to reflect the importance of further development and ongoing maintenance of the website.</p> <p>More work needs to be undertaken on the development of standardised WWDA Publications Order Form and mechanisms to disseminate it widely, including internationally.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake work in the policy priority area of Education.</p>	<p>Monitor developments to the Disability Discrimination Act (DDA) Education Standards and provide input as appropriate.</p> <p>Continue to gather qualitative data from women with disabilities about specific issues in relation to education and training.</p> <p>Seek funding to develop and conduct a national project to scope participation rates of women and girls with disabilities in post secondary education and identify issues relevant to participation.</p> <p>Identify and act on strategic opportunities for systemic advocacy on specific issues for women with disabilities in relation to education and training.</p> <p>Develop submissions to relevant inquiries and other processes dealing with education and training.</p>	<p>WWDA delegate, selected by members, represents the organisation on the Disability Discrimination Act (DDA) Standards Project. Evidence of WWDA delegate reporting back to members.</p> <p>Evidence of data collection processes which incorporate data from women with disabilities about specific issues in relation to education and training.</p> <p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p> <p>Evidence of systemic advocacy specific issues for women with disabilities in relation to education and training. Evaluation of impact and outcomes of systemic advocacy.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p>	<p>The Disability Discrimination Act (DDA) Standards Project and its Steering Committee has been dissolved. New Strategic Plan should include provision for mechanisms for WWDA to make an ongoing contribution to the development and review of DDA Standards, where appropriate.</p> <p>More work needs to be undertaken on the development of appropriate data collection systems for the organisation. WWDA may be assisted in this work as part of WWDA's participation in the Quality Improvement Council (QIC) Accreditation Program (dependent on securing funding).</p> <p>The proposed national project to scope participation rates of women and girls with disabilities in post secondary education and identify issues relevant to participation., is yet to be undertaken. Will need to be incorporated into next Strategic Plan and is dependent on adequate resourcing and timeframes.</p> <p>More work needs to be done by WWDA in the area of education and training as it relates to women with disabilities, and this will need to be reflected in the next Strategic Plan..</p> <p>WWDA Policy Submissions (for example: to the Productivity Commission Review of the DDA (2004); the Human Rights & Equal Opportunity Commission (HREOC) National Inquiry into Employment and Disability (2005) and the 2006 Senate Inquiry into the Commonwealth State/Territory Disability Agreement) have addressed the issue of education and training as it relates to women with disabilities.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake work in the policy priority area of Women With Disabilities At Risk.</p>	<p>Develop strategic alliances with other organisations that have an interest or focus on women with disabilities at risk.</p> <p>Identify and collate secondary research relevant to issues for women with disabilities at risk and identify gaps.</p> <p>Seek funding to develop and conduct a national baseline research project on group homes, which includes: location; how they are administered; how they are regulated; and, numbers of women and girls with disabilities living in group homes.</p>	<p>Research has been conducted, linkages and networks established. Database of organisations/networks with an interest or focus on women with disabilities at risk has been developed. Reciprocal memberships developed.</p> <p>Secondary research relevant to issues for women with disabilities at risk has been conducted and gaps identified.</p> <p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented, recommendations for future work are developed and forwarded to relevant stakeholders.</p>	<p>WWDA has built on and expanded its linkages and networks with other organisations that have an interest or focus on women with disabilities at risk. WWDA has established a range of reciprocal membership arrangements with a number of national women's, disability, and human rights organisations. More work needs to be done on establishing networks with similar organisations overseas, and this should be reflected in next Strategic Plan.</p> <p>Some preliminary work has been conducted in this area, including for example, women with disabilities experiencing or at risk of experiencing violence. Work continues on developing the WWDA website to make resource materials available on a range of issue areas relevant to women with disabilities at risk.</p> <p>The proposed national research project on group homes, is yet to be undertaken. Will need to be incorporated into next Strategic Plan and is dependent on adequate resourcing and timeframes.</p>
<p>Develop networks which support the WWDA priority areas.</p>	<p>Identify, develop and maintain strategic alliances with organisations/networks across sectors which reflect WWDA's policy priority areas.</p> <p>Identify a range of peak bodies within WWDA's policy priority areas where WWDA can take up membership.</p> <p>Develop reciprocal membership arrangements with other organisations/networks as appropriate.</p> <p>Identify opportunities for representation of women with disabilities on relevant committees, advisory bodies and other relevant fora, falling within WWDA's policy priority areas</p> <p>Identify opportunities for research partnerships with relevant research institutions.</p>	<p>Research has been conducted, linkages and networks established. Database of organisations/networks across sectors which reflect WWDA's policy priority areas has been developed. Reciprocal memberships developed.</p> <p>Peak bodies within WWDA's policy priority areas have been researched and identified. WWDA has taken up membership with relevant peak bodies.</p> <p>Reciprocal memberships have been developed.</p> <p>Representation opportunities have been identified and pursued. Number of committees, advisory bodies and other relevant fora where WWDA is represented.</p> <p>Opportunities for partnerships with relevant research institutions have been identified and pursued.</p>	<p>WWDA has built on and expanded its linkages and networks with other organisations and other stakeholders within and across sectors which reflect WWDA's policy priority areas. WWDA has established a range of reciprocal membership arrangements with a number of national women's, disability, and human rights organisations. WWDA is an active member of the Australian Federation of Disability Organisations (AFDO) and the National Womenspeak Network. More work needs to be done on establishing networks with similar organisations overseas, and this should be reflected in next Strategic Plan.</p> <p>WWDA has established a WWDA Representatives Register and associated support materials and processes, including a WWDA Representatives Guidelines Manual. More work is needed on increasing WWDA's capacity to contribute to relevant national initiatives relating to women with disabilities, and this will need to be reflected in the next Strategic Plan.</p>

GOAL 3: Contribute to the development and implementation of Commonwealth Government social policies affecting women with disabilities.

Goal Statement: *As a national peak body receiving operational funding from the Commonwealth Government, WWDA will continue to contribute to Government policies affecting women with disabilities, carry information between the Government and the community on social policy issues, and represent constituents' views.*

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake activities as required in WWDA's funding contract with the Department of Families, Community Services & Indigenous Affairs (FaCSIA).</p>	<p>Continue to participate in the Federal Government's 'Australians Working Together' Welfare Reform process.</p> <p>Provide advice to Government on the impact of welfare reform measures on women with disabilities.</p> <p>Promote WWDA's involvement in the Australian Federation of Disability Organisations (AFDO) through maintaining a WWDA delegate on the AFDO Board of Directors.</p> <p>Participate in the work of Australian Federation of Disability Organisations (AFDO).</p> <p>Provide advice, where relevant, to Government on the impact of current social policies and initiatives and suggest new strategies and/or new models and changes as appropriate.</p>	<p>Evidence of participation in, and contribution to, the 'Australians Working Together' Welfare Reform process.</p> <p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p> <p>WWDA delegate, selected by members, represents the organisation on the Australian Federation of Disability Organisations (AFDO). Evidence of WWDA delegate reporting back to members.</p> <p>Evidence of participation in the work of Australian Federation of Disability Organisations (AFDO).</p> <p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p>	<p>WWDA has had significant input to the Australian Government's welfare and industrial relations reforms, although this work is ongoing and will need to be incorporated into next Strategic Plan.</p> <p>WWDA Policy Submissions, Conference Papers & Reports relating to the Australian Government's welfare and industrial relations reforms, are available on the WWDA website, and are cross referenced throughout the sites categories.</p> <p>WWDA has maintained its representation on the Australian Federation of Disability Organisations (AFDO) Board of Directors. WWDA delegate to the AFDO Board provides written reports to the quarterly WWDA Management Committee meetings.</p> <p>WWDA has actively participated in the work of the Australian Federation of Disability Organisations (AFDO). WWDA's next Strategic Plan will need to consider strategies for managing the increasing workload related to AFDO.</p> <p>WWDA has regularly provided policy advice to Government on a wide range of social policy issues. WWDA Update Bulletins and Annual Reports provide detailed information on number of policy submissions and outcomes.</p>

GOAL 4: Ensure the ongoing viability of WWDA to independently advocate on behalf of women with disabilities.

Goal Statement: *As the national representative organisation for women with disabilities in Australia, WWDA undertakes a wide range of work which contributes to meeting its overall mission. Whilst the organisation receives operational funding from the Department of Families, Community Services & Indigenous Affairs (FaCSIA), both parties recognise the need to respect each others priorities and interests. WWDA will continue to undertake work which is centered on the needs identified by women with disabilities.*

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake systemic advocacy in WWDA's policy priority areas, and in new areas that emerge from the WWDA membership.</p>	<p>Identify opportunities for representation of women with disabilities on relevant committees, advisory bodies and other relevant fora.</p> <p>Provide representatives to Committees, Advisory Bodies and other relevant fora that are in line with WWDA's policy priority areas.</p> <p>Develop submissions to relevant inquiries and other processes dealing with issues falling within WWDA's policy priority areas.</p>	<p>Representation opportunities have been identified and pursued. Number of committees, advisory bodies and other relevant fora where WWDA is represented.</p> <p>WWDA is represented on national advisory structures in line with WWDA's policy priority areas.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p>	<p>WWDA's Advancing Through Advocacy Project in 2006/07 has increased WWDA's capacity to undertake representation work, although there are ongoing activities stemming from the Project recommendations. WWDA's work in the area of increasing its representation and systemic advocacy capacity will need to be incorporated into the next Strategic Plan. WWDA has established a WWDA Representatives Register and associated support materials and processes, including a WWDA Representatives Guidelines Manual. WWDA's work in the area of identifying representation opportunities is ongoing and will need to be reflected in the next Strategic Plan. WWDA's Update Bulletins and Annual Reports provide detailed listings and information on the number, type and range of representation activities undertaken by WWDA.</p> <p>The WWDA website contains information categories in line with WWDA's policy priority areas. Submissions and other relevant documents are made available on the website and are distributed to all relevant stakeholders. Hard copies are made available where possible to WWDA members who do not have access to email.</p> <p>The next WWDA Strategic Plan will need to reflect the importance of further development and ongoing maintenance of the website.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Provide policy advice to Government and other key stakeholders on issues affecting women with disabilities.</p>	<p>Provide advice to Government on the impact of current policies and initiatives, and suggest new strategies and/or new models and changes as appropriate.</p> <p>Provide advice to Government on policy, program and service delivery issues emerging from the WWDA membership.</p>	<p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p> <p>Evidence of policy advice to Government which reflects issues emerging from the WWDA membership.</p>	<p>WWDA has regularly provided policy advice to Government on a wide range of social policy issues. WWDA Update Bulletins and Annual Reports provide detailed information on number of policy submissions and outcomes.</p> <p>WWDA reports to Government as appropriate on issues emerging from the WWDA membership, including for example: sterilisation; violence against women with disabilities, parenting and motherhood. WWDA projects are conducted in response to the identified needs of its members.</p>
<p>Undertake research falling within WWDA's policy priority areas.</p>	<p>Seek funding to develop and implement the following national research projects:</p> <ul style="list-style-type: none"> • access to, and uptake of screening services for women with disabilities. • issues which impact on women with disabilities moving from institutions, jail and substitute care into homelessness or other institutions. • the range of issues relevant to attendant care and women with disabilities. • participation rates of women and girls with disabilities in post secondary education and identify issues relevant to participation. • baseline research project on group homes. 	<p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research projects have been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Projects.</p>	<p>WWDA has conducted three national research projects between 2005-07, including:</p> <ul style="list-style-type: none"> • Advancing Through Advocacy Project; • WWDA Online Information & Referral Directory; • Resource Manual on Violence Against Women with Disabilities. <p>WWDA's next Strategic Planning process will need to re-visit the feasibility of conducting the number of proposed national research projects identified in the current Plan. The Planning process will also need to consider a number of potential research areas which have emerged from the WWDA membership during the course of the current Plan to date. Examples include:</p> <ul style="list-style-type: none"> • Parenting and motherhood, including access to reproductive technologies for women with disabilities; • The use of menstrual suppressants and approaches to menstrual management of girls with disabilities in residential care; • Management of grief in women with disabilities living in long-term residential care facilities when a co-resident dies or moves away; • The nature and forms of violence, abuse and neglect against women and girls with disabilities in residential care.

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake research falling within WWDA's policy priority areas (cont'd).</p>	<p>Undertake a national audit of SAAP funded women's refuges to assess accessibility for women with disabilities.</p> <p>Develop reports and research based policy recommendations stemming from WWDA's research projects.</p> <p>Identify opportunities for research partnerships with relevant research institutions.</p> <p>Publicise research, reports, policies and projects undertaken by WWDA.</p>	<p>A national audit of SAAP funded women's refuges to assess accessibility for women with disabilities has been conducted. Report is made available on WWDA Website. Policy recommendations have been forwarded to relevant stakeholders.</p> <p>Reports and research based policy recommendations stemming from WWDA's research projects have been developed, forwarded to relevant stakeholders and made available on WWDA Website.</p> <p>Opportunities for partnerships with relevant research institutions have been identified and pursued.</p> <p>Research, reports, policies and projects undertaken by WWDA have been widely disseminated and made available, where appropriate, on the WWDA website.</p>	<p>The national audit of SAAP funded women's refuges to assess accessibility for women with disabilities is yet to be conducted and will need to be incorporated into the next Strategic Plan. Will need to be resourced through Project funding or similar.</p> <p>Reports and research based policy recommendations have been developed, forwarded to relevant stakeholders and made available on WWDA Website. Examples include: Sterilisation; Advocacy; Violence; Telecommunications; Disability Services. WWDA needs to undertake more work on the development of issue based Policy & Position Papers and this will need to be reflected in the next Strategic Plan.</p> <p>WWDA needs to undertake more work on the development of partnerships with relevant research institutions and this will need to be reflected in the next Strategic Plan.</p> <p>All WWDA research reports, submissions, policy papers, conference papers, articles, Bulletins etc are provided to every politician in Australia (via email) and to a wide range of targeted stakeholders, both within Australia and overseas, and are made available on the WWDA website.</p>
<p>Provide support, information and education.</p>	<p>Continue to develop the WWDA website as an education and information resource for a wide range of users.</p>	<p>Website data collection demonstrates access by a wide range of users.</p>	<p>A substantial amount of work has been done in 2007 to update, enhance and further develop the WWDA website. Website usage data reflects an increase in the numbers of people accessing the website. For the period Aug 06- Jun 07 (11 months) there were 430,070 hits. Two years ago (for a full 12 month period) there were 283,740 hits, an increase of more than 146,000 hits. Usage statistics for the WWDA website show that users are accessing most of the WWDA website once they get to the site, and that users come from many different countries throughout the world. Feedback to WWDA from users reflects the popularity and high standard of the site. Next Strategic Plan will need to reflect the importance of further development and ongoing maintenance of the website, including the addition of relevant issue based resource materials from a range of sources.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Provide support, information and education (cont'd).</p>	<p>Develop a standard WWDA Information Pack for new members and other relevant stakeholders</p> <p>Promote the availability of WWDA's electronic mailing list and discussion group 'WWDA discuss'</p> <p>Produce Monthly WWDA Update Bulletins and disseminate widely to relevant stakeholders. Make Update Bulletins available on WWDA Website.</p> <p>Seek funding to produce WWDA Newsletter/Journal annually.</p> <p>Identify mechanisms and strategies to increase the capacity of advocacy organisations to support individual women with disabilities.</p> <p>Identify, develop and maintain strategic alliances with organisations/networks across sectors which reflect WWDA's policy priority areas.</p>	<p>WWDA Information Pack for new members and other relevant stakeholders has been developed. Number of packs distributed. Percentage of recipients taking up membership. Mechanism for evaluation of WWDA Information Pack has been established and is in use.</p> <p>'WWDA Discuss' is widely promoted and subscription information is made available on the WWDA website.</p> <p>Monthly WWDA Update Bulletins have been produced and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>Potential funding sources to produce WWDA Newsletter/Journal annually have been researched and identified. Potential corporate sponsors have been identified and submissions completed.</p> <p>Information and Referral Database is developed and includes national, State/Territory, regional and local individual advocacy services. Numbers and types of referrals made.</p> <p>Research has been conducted, linkages and networks established. Database of organisations/networks across sectors which reflect WWDA's policy priority areas has been developed. Reciprocal memberships developed.</p>	<p>The Standard WWDA Information Pack has been developed and will be due for evaluation and updating in 2009. There has been a significant increase in numbers of individuals and organisations taking up WWDA membership during the 06/07 year. The WWDA Annual Report and Audit Report provides details of numbers of new members, as well as amount of revenue raised through membership.</p> <p>WWDA Management Committee has identified the need to improve the usage of WWDA's electronic mailing list 'wwda-discuss'. This will need to be incorporated into the next Strategic Plan as an ongoing strategy.</p> <p>WWDA Update Bulletins have proved to be an extremely successful strategy for the organisation. Are regularly disseminated within Australia and overseas and are made available on the WWDA website.</p> <p>The potential production of an annual newsletter/journal will need to be reconsidered in the context of the next Strategic Plan.</p> <p>WWDA On-line Information and Referral Directory was developed in 2005/06. The next WWDA Strategic Plan will need to incorporate the requirement to update, enhance and maintain the Directory.</p> <p>WWDA has researched organisations/networks across sectors which reflect WWDA's policy priority areas (within Australia) and has made this information available in the WWDA Online Information & Referral Directory. WWDA now needs to build on this work by further developing strategic alliances with relevant organisations and networks in overseas.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Seek revenue from a variety of public and private sources to improve the viability of the organisation and diversify the financial base.</p>	<p>Develop a Diversification of Funding & Resources Action Plan.</p> <p>Establish and maintain a WWDA Finance and Administration Working Group.</p>	<p>Diversification of Funding & Resources Action Plan has been developed.</p> <p>WWDA Finance and Administration Working Group has been established. Potential funding sources to support the work of the Finance and Administration Working Group have been identified and pursued.</p>	<p>This work has yet to be done, and will need to be re-considered in the context of the next Strategic Planning process. In order to achieve this strategy, WWDA may need to source expertise from outside the organisation.</p> <p>WWDA did establish a Finance and Administration Working Group in mid 2004, however this proved to be an unsuccessful strategy. Evaluation of the strategy indicates that such a Working Group would need to be adequately resourced, including for example financial resourcing and up-skilling/training of members.</p>

GOAL 5: Further develop the infrastructure of the organisation so as to best serve WWDA's membership and its aims and objectives.

Goal Statement: *WWDA will continue to develop and improve its organisation policies and procedures, and undertake capacity building initiatives to reflect the growth and changing needs of the organisation. Inherent in this, is the need for WWDA to endeavour to diversify its funding and resources.*

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Ensure the ongoing financial viability of WWDA.</p>	<p>Develop a Diversification of Funding & Resources Action Plan.</p> <p>Establish and maintain a WWDA Finance and Administration Working Group.</p> <p>Research and collate data on potential funding sources, including:</p> <ul style="list-style-type: none"> • philanthropic foundations; • international funding organisations; • corporate bodies; • Government – federal, State/Territory, local. <p>Continue to lobby the Commonwealth Department of Families, Community Services & Indigenous Affairs (FaCSIA) to provide triennial funding to WWDA.</p>	<p>Diversification of Funding & Resources Action Plan has been developed.</p> <p>WWDA Finance and Administration Working Group has been established. Potential funding sources to support the work of the Finance and Administration Working Group have been identified and pursued.</p> <p>Potential funding sources have been researched. Database has been developed of potential funding sources, and includes information on: philanthropic foundations; international funding organisations; corporate bodies; and Government sources.</p> <p>Evidence of liaison with the Commonwealth Department of Families, Community Services & Indigenous Affairs (FaCSIA). WWDA operational funding has been changed from annual to triennial.</p>	<p>This work has yet to be done, and will need to be re-considered in the context of the next Strategic Planning process. In order to achieve this strategy, WWDA may need to source expertise from outside the organisation.</p> <p>WWDA did establish a Finance and Administration Working Group in mid 2004, however this proved to be an unsuccessful strategy.</p> <p>Work has commenced on the development of a funding grants database. This work is ongoing and will need to continue into the next Strategic Plan.</p> <p>WWDA has maintained liaison with the Department of Families, Community Services & Indigenous Affairs (FaCSIA) as per the requirements of WWDA's funding contract. FaCSIA has conducted annual performance review meetings with WWDA, although FaCSIA does not provide a written report to WWDA of the outcomes of these annual reviews. WWDA has worked hard over a number of years to seek triennial funding from FaCSIA, however this has not been successful and WWDA's operational funding remains on an annual basis with no guarantee of ongoing funding.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
	<p>Identify opportunities for partnerships with relevant organisations and institutions.</p> <p>Develop mechanisms to enable online/electronic donations.</p> <p>Investigate the feasibility of developing econometric models for cost saving.</p>	<p>Research has been conducted, linkages and networks established. Opportunities for partnerships with relevant organisations and institutions have been identified and pursued.</p> <p>Mechanisms to enable online/electronic donations have been established.</p> <p>The feasibility of developing econometric models for cost saving has been investigated.</p>	<p>WWDA has researched organisations/networks across sectors which reflect WWDA's policy priority areas (within Australia) and has made this information available in the WWDA Online Information & Referral Directory. WWDA now needs to build on this work by further developing strategic alliances with relevant organisations and networks in overseas.</p> <p>Work has commenced in this area and it is anticipated that this online payments/donations will be available by mid 2008. WWDA has also established credit card payment facilities which can be electronically sent. This has proven to be a successful strategy for increasing uptake of memberships.</p> <p>This work has yet to be done, and will need to be re-considered in the context of the next Strategic Planning process. In order to achieve this strategy, WWDA may need to source expertise from outside the organisation.</p>
<p>Undertake capacity building initiatives to enhance the effectiveness and efficiency of WWDA.</p>	<p>Develop policies and procedures which support and foster the work of WWDA.</p> <p>Develop the mechanisms required to receive funds and make payments via electronic banking.</p>	<p>Policies and procedures which support and foster the work of WWDA have been developed, and where relevant, have been made available on the WWDA website.</p> <p>Mechanisms required to receive funds and make payments via electronic banking have been established.</p>	<p>WWDA has commenced work on the development of internal policies and procedures to support the work of WWDA, and make the organisation more efficient. WWDA has also commenced work on the development of issues based Policy & Position papers which are being made available on the WWDA website. In early 2007, WWDA researched and developed a Policy & Position paper on <i>'The Development of Legislation to Authorise Procedures for the Sterilisation of Children with Intellectual Disabilities'</i>. In early 2008, WWDA will be developing a Policy & Position paper on <i>'The Role of Systemic Advocacy in Improving the Status of Women with Disabilities'</i>.</p> <p>WWDA has established the mechanisms to enable the receipt of funds and payment of accounts etc via electronic banking.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Undertake capacity building initiatives to enhance the effectiveness and efficiency of WWDA (cont'd).</p>	<p>Further develop the WWDA Organisational Policy Manual to include:</p> <ul style="list-style-type: none"> • Overview • Service Delivery Process • Specific Service Policies and Procedures • Organisational Structure • Human Resources • Management Committee & Governance • Administration • Evaluation 	<p>WWDA Organisational Policy Manual is updated and regularly maintained. Policy Manual is reviewed on an annual basis.</p>	<p>More work needs to be done on the development of the WWDA Organisational Policy and Procedures Manual. Some of this work has been completed, but given that it is ongoing, will need to be incorporated into the next Strategic Plan. This work may be enhanced through WWDA's participation in the Quality Improvement Council (QIC) Accreditation Program. WWDA's participation in the QIC is dependent on securing funding for the Program.</p>
<p>Undertake strategic planning, organisational review and evaluation processes.</p>	<p>Conduct an annual evaluation of the WWDA Strategic Plan and detail outcomes in the Annual Report.</p> <p>Produce an Annual Report following the WWDA Annual General Meeting each year and distribute widely to WWDA members and relevant stakeholders.</p> <p>Conduct the Annual General Meeting (AGM) each year in accordance with the constitutional requirements of the organisation, and the Associations Incorporation Act 1991 (ACT).</p> <p>Submit the relevant documentation annually to the ACT Registrar General in accordance with the Associations Incorporation Act 1991 (ACT).</p> <p>Undertake annual Staff Performance Review and Development processes.</p>	<p>Annual evaluation of the WWDA Strategic Plan has been conducted and outcomes have been documented in the Annual Reports.</p> <p>WWDA Annual Reports have been produced and distributed widely. Annual Reports are made available on the WWDA website.</p> <p>WWDA Annual General Meeting (AGM) has been conducted each year in accordance with the constitutional requirements of the organisation, and the Associations Incorporation Act 1991 (ACT).</p> <p>WWDA has complied with the Associations Incorporation Act 1991 (ACT) and has submitted the organisations returns to the ACT Registrar General on an annual basis.</p> <p>Staff Performance Review and Development processes have been undertaken on an annual basis.</p>	<p>Annual reviews of the WWDA Strategic Plan have occurred within the Executive of the WWDA Management Committee. This mid term review of the Strategic Plan will be made available to WWDA members and other key stakeholders.</p> <p>The WWDA Annual Report is produced each year. Hard copies are distributed to all WWDA members, and targeted key stakeholders. The Annual Report is also emailed to every politician in Australia, as well as to stakeholders across a wide range of sectors within Australia and overseas. WWDA Annual Reports are available on the WWDA website.</p> <p>The WWDA Annual General Meeting (AGM) has been conducted each year in accordance with the relevant requirements.</p> <p>The required documentation has been submitted to the ACT Registrar General within two weeks after the WWDA AGM.</p> <p>WWDA Staff Performance Reviews are undertaken annually by the WWDA President and Vice-President. These reviews are documented and are included in the Personnel file of the 2 WWDA staff.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs	Progress Review: July 2007
<p>Develop information management systems which increase the efficiency and effectiveness of the organisation.</p>	<p>Upgrade the WWDA Membership database.</p> <p>Develop and maintain mailing lists which meet the needs of the organisation.</p> <p>Research and identify relevant organisations at international, national, State/Territory, regional and local levels.</p> <p>Develop a library catalogue system for the WWDA resource library.</p> <p>Further develop the WWDA filing system, including a storage and cataloguing system for electronic files.</p> <p>Review and update the WWDA Computer Accounting System to better reflect the accounting needs of the organisation.</p> <p>Develop an information management system for archived files.</p> <p>Research and develop an Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels.</p>	<p>WWDA Membership database has been upgraded and is regularly maintained.</p> <p>Relevant mailing lists have been developed and are regularly maintained.</p> <p>Relevant organisations at international, national, State/Territory, regional and local levels have been researched and identified.</p> <p>A library catalogue system for the WWDA resource library has been developed.</p> <p>WWDA filing system has been upgraded and is regularly maintained. A storage and cataloguing system for electronic files has been established.</p> <p>WWDA Computer Accounting System has been reviewed and upgraded accordingly.</p> <p>An information management system for archived files has been developed and implemented.</p> <p>Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels has been developed. Information about WWDA has been distributed to relevant NGO's and other services at local and regional levels.</p>	<p>Preliminary work has commenced on the re-development and upgrade of the WWDA Membership database. It is anticipated that a Beta version of the database will be ready for testing in late October 2007.</p> <p>WWDA has developed and maintained a number of mailing lists to meet the needs of the organisation. However, more work needs to be done in making these mailing lists perform more efficiently for the organisation. The development and upgrade of the WWDA Membership database will, therefore, also include some of this work.</p> <p>This work has yet to be undertaken and will need to be incorporated into the next Strategic Plan.</p> <p>Preliminary work has commenced on the upgrading of WWDA's filing systems (including electronic) however more work needs to be done in this area and will need to be incorporated into the next Strategic Plan.</p> <p>The WWDA Computer Accounting System is current and meets the accounting needs of the organisation.</p> <p>This work has yet to be undertaken and will need to be incorporated into the next Strategic Plan.</p> <p>WWDA On-line Information and Referral Directory was developed in 2005/06. The next WWDA Strategic Plan will need to incorporate the requirement to update, enhance and maintain the Directory.</p>