

## **WOMEN WITH DISABILITIES AUSTRALIA (WWDA) STRATEGIC PLAN 2000**

### **ABOUT THE ORGANISATION**

Women With Disabilities Australia (WWDA) is a federating body of individuals and networks in each State and Territory made up of women with disabilities and associated organisations. The national secretariat is located in Canberra. WWDA is an organisation run *by* women with disabilities, *for* women with disabilities.

WWDA seeks to ensure opportunities in all walks of life for all women with disabilities. In this it aims to increase awareness of, and address issues faced by, women with disabilities in the community. It links women with disabilities from around Australia, providing opportunities to identify and discuss issues of common concern. WWDA works in partnership with other disability organisations and women's organisations, and generates and disseminates information to women with disabilities, their families and carers, service providers, government and the media. WWDA is inclusive and does not discriminate against any disability.

The objectives of Women With Disabilities Australia are:

- to develop a network of women with disabilities throughout Australia to work together for their mutual benefit;
- to advocate for every woman with a disability to have the opportunity for true involvement in all levels of society;
- to develop leadership and the sharing of responsibilities to enable women with disabilities to take their place in whatever section of society they choose;
- to change social attitudes, practices, and power relationships which discriminate against women with disabilities;
- to lobby for the implementation of procedures and enactment of legislation which will advance and benefit all women with disabilities and combat sexism;
- to inform and educate the public with a view to advancing the opportunities for women in the political, creative, civil and social fields.

## SUMMARY OF GOALS AND KEY & CONTINUING STRATEGIES TO ACHIEVE GOALS

### GOAL 1

**To research, analyse and take action on issues of concern to women with disabilities falling within the policy priorities of WWDA, including: Violence (includes Sterilisation), Telecommunications (includes Information Technology), Leadership and Mentoring, Health, Ageing; Housing, Links to the women's movement, and Organisational Development.**

#### **Goal Statement:**

WWDA will continue to provide reliable and high quality input on issues of concern to women with disabilities. Any work done by WWDA will be thoroughly researched and documented. Data will be acquired through processes involving consultation with women with disabilities, other experts, service providers community organisations and secondary research sources. The issues WWDA researches will be in WWDA's policy priorities. Specific projects will be taken up within these broad topics. Other issues will be considered should they arise due to newly developed government initiatives, media opportunities or other unforeseen circumstances.

#### **Key and Continuing Strategies:**

- Conduct research; undertake analysis of research, develop reports, develop research based policy recommendations
- Undertake consultation with women with disabilities, relevant services, government and non-government bodies, agencies and organisations.
- Undertake regular planning and review process within the organisation.
- Develop networks which support the WWDA priority areas.
- Create debate and publicise research, reports, policies and projects undertaken by WWDA.

**GOAL 2:**

**To initiate systemic change activities in specific areas of concern to WWDA members: a) Undertake advocacy work in the area of violence against women with disabilities (including sterilisation); and b) Promote access to telecommunications (including information technology) for women with disabilities.**

**Goal Statement:**

WWDA members have consistently identified that violence against women with disabilities is an area of major concern for them. With regard to illegal sterilisation of women with disabilities, WWDA is committed to advancing the debate, raising awareness of the issue, educating key stakeholders, and lobbying government to recognise that illegal sterilisation of minors is not only a criminal act but a violation of human rights. Women with disabilities in Australia have also identified the need to be included in the information technology revolution, particularly the Internet (WWDA 1997). Access to telecommunications is of major importance to women with disabilities in Australia.

**Key and Continuing Strategies:**

- Further develop the WWDA Information Kit on Women With Disabilities and Violence
- Advocate for legislation, policy, services and organisations to be more responsive to women with disabilities who have experienced violence.
- Undertake projects in the area of violence against women with disabilities:
  - Conduct a project on the information and education needs of women with disabilities in relation to violence.
  - Publish and sell the WWDA Violence Against Women With Disabilities Workshop Report.
  - Implement where possible the strategies developed at the WWDA National Violence Workshop.
- Continue to raise awareness of the issue of violence against women with disabilities.
- Conduct a National Seminar on Sterilisation of Women with Disabilities in Australia.
- Raise awareness of the issue of illegal sterilisation of women with disabilities in Australia.
- Maintain the National WWDA Violence Reference Group and develop a National Women With Disabilities and Violence Network.
- Develop networks and working relationships with organisations and services in the violence sector.
- Implement the WWDA *"Improving Access to Information Technologies for Women With Disabilities"* Project.
- Undertake a research project on Access to Telecommunications for Women With Disabilities in Australia.
- Improve WWDA's representation on Telecommunications Industry Forums and Consumer Advisory Bodies.

**GOAL 3:**

**To contribute to systemic change via representation on national committees, task forces and advisory bodies and by initiating systemic change activities.**

**Goal Statement:**

WWDA will continue to contribute to systemic change via representation on many national committees, task forces and advisory bodies. WWDA will continue to provide a range of leadership and mentoring activities for its members to enable them to gain the confidence and skills to undertake representation activities.

**Key and Continuing Strategies:**

- Provide representatives to Committees, Advisory Bodies etc that are in line with WWDA's priority areas.
- Participate in the National Caucus of Disability Consumer Organisations (NCDCO).
- Promote leadership and mentoring opportunities for women with disabilities.
- Ensure accountability of WWDA Committee representatives to the National Executive Committee and the broader WWDA membership.
- Advocate for legislation, policy, services and organisations to be more responsive to, and inclusive of, women with disabilities.

**GOAL 4:**

**To continue to establish and support WWDA groups and national WWDA Networks around the country.**

**Goal Statement:**

WWDA will continue to foster the establishment and development of State and Territory WWDA groups. This will assist in identifying and addressing the needs of women with disabilities at a local level, as well as strengthening and contributing to the growth of a strong, viable national organisation for women with disabilities.

**Key and Continuing Strategies:**

- Continue to establish and develop WWDA branches in States/Territories and regional areas.
- Further develop systems for regular and effective communication with State/Territory and Regional WWDA groups.
- Work with State/Territory WWDA groups to assist them to become self managing through the processes of incorporation and self funding.

**GOAL 5:****To promote leadership skills of women with disabilities.****Goal Statement:**

Leadership is a major issue for women with disabilities in Australia. Lack of training opportunities, employment and education mean that women with disabilities have few chances to develop leadership skills. In most states of Australia, education for women with disabilities is not compulsory. As an organisation, WWDA is very committed to promoting leadership and mentoring for women with disabilities in Australia. Enabling women with disabilities to acquire new knowledge and skills, and by providing them with opportunities for self-development and increased confidence, is one way WWDA can work towards achieving equality for women with disabilities in Australia.

**Key and Continuing Strategies:**

- Implement the WWDA Leadership and Mentoring Project.
- Conduct Leadership Workshops with women with disabilities in each State/Territory.
- Encourage more WWDA members to become actively involved in the organisation particularly in the area of representation.
- Promote opportunities for WWDA members to participate in WWDA activities.

**GOAL 6:****To increase the membership and public profile of WWDA.****Goal Statement:**

WWDA will continue to raise its public profile amongst all sectors and levels of the community in order to increase the organisations membership and meet the needs of women with disabilities in Australia.

**Key and Continuing Strategies:**

- Promote WWDA at local, regional, state, national and international levels using a wide range of methods including:
  - 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.
- Produce a high quality newsletter.
- Develop and maintain a high quality WWDA Website.
- Expand and further develop networks which support the WWDA priority areas.

**GOAL 7:**

**To further develop and improve the organisation so as to best serve WWDA's membership and its aims and objectives.**

**Goal Statement:**

WWDA is a relatively new organisation. Many of the organisational systems and structures are in place and functioning effectively and efficiently. WWDA will continue to develop and improve its organisation policies and procedures to reflect the growth and changing needs of the organisation.

**Key and Continuing Strategies:**

- Undertake strategic planning processes.
- Develop organisational and operational policies in line with relevant Service Standards, including:
  - Disability Service Standards
  - National Mental Health Standards
  - Standards for Community and Other Primary Health Care Services (CHASP)
- Develop models of best practice in WWDA's main program areas of:
  - organisational development
  - violence;
  - information technology;
  - leadership and mentoring;
  - participation.
- Conduct an Annual General Meeting of the organisation.
- Continue to develop the roles and responsibilities of the National Executive Committee.
- Establish links and partnerships with similar, relevant organisations.
- Maintain the WWDA mailing list database.
- Develop operational policies and procedures to guide the work of the organisation.
- Develop information management systems which increase the efficiency and effectiveness of the organisation.
- Undertake a leadership role within the disability and women's sectors by developing Standards to guide the work of peak disability and women's organisations.

**GOAL 1: To research, analyse and take action on issues of concern to women with disabilities falling within the policy priorities of WWDA, including: Violence (includes Sterilisation), Telecommunications (includes Information Technology), Leadership and Mentoring, Health, Ageing; Housing, Links to the women's movement, and Organisational Development.**

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WWDA will continue to provide reliable and high quality input on issues of concern to women with disabilities. Any work done by WWDA will be thoroughly researched and documented. Data will be acquired through processes involving consultation with women with disabilities, other experts, service providers community organisations and secondary research sources. The issues WWDA researches will be in WWDA's policy priorities. Specific projects will be taken up within these broad topics. Other issues will be considered should they arise due to newly developed government initiatives, media opportunities or other unforeseen circumstances.

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
Conduct research; undertake analysis of research, develop reports, develop research based policy recommendations	Initiate primary and secondary research in at least 2 WWDA priority areas during 99-2000.	Consultation costs. May require discreet project funding.	Two Research Projects have been conducted during 99-2000 that focus on WWDA priority areas. There is documented outcomes of research projects conducted.
	Undertake analysis of research and make recommendations to relevant agencies.	Research analysis costs.	Recommendations based on WWDA research have been made to relevant agencies.
	Develop WWDA Policy and Position Statements in at least 2 WWDA priority areas during 99-2000.	Consultancy costs if person is required to be contracted to develop Position Statements.	Two WWDA Policy and Position Statements have been developed and disseminated.
	Support State/Territory WWDA groups to undertake locally based research.	Travel costs if Exec Officer is required to visit State/Territory based groups.	State based WWDA groups have participated in research initiatives.
	Develop and submit at least 3 funding submissions for projects within WWDA priority areas.	Part of Exec Officers role.	Submissions are funded and 2 WWDA projects have been carried out.



**GOAL 1.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Undertake consultation with women with disabilities, relevant services, government and non-government bodies, agencies and organisations.</p>	<p>Develop a WWDA Skills Register by June 2000.</p> <p>Document procedures for WWDA Consultation mechanisms and include in WWDA Policies &amp; Procedures Manual by Feb 2000.</p> <p>Undertake at least 1 national WWDA survey (consistent with priority areas) of WWDA members during 99-2000.</p> <p>WWDA Newsletter will contain information for members about how they can participate in WWDA Consultations.</p> <p>WWDA Website will contain information on current activities and ways members can be involved in activities.</p> <p>Produce at least 3 WWDA Newsletters per year.</p> <p>Investigate alternative funding sources for production of WWDA Newsletter.</p>	<p>Within operational costs.</p> <p>Part of role of Exec Officer. Within operational costs.</p> <p>Costs associated with survey - development, printing, postage etc. May need to find additional funds.</p> <p>Part of Exec Officers role.</p> <p>Part of Exec Officers role. May need to find additional resources to employ web maintainer.</p> <p>Part of Exec Officers role. May need to find alternative sources of funding for the WWDA Newsletter.</p>	<p>WWDA Skills Register has been developed and has been distributed to WWDA members.</p> <p>Consultation mechanisms have been developed, are documented in the WWDA Policies and Procedures Manual and utilised.</p> <p>One national survey has been undertaken, results analysed, and documented in report.</p> <p>There is evidence in each WWDA Newsletter of information about how to participate in WWDA consultations and other activities.</p> <p>WWDA Website is updated monthly and current activities are documented on the site.</p> <p>Three editions of the newsletter have been developed and distributed to all WWDA members. The newsletter will be content rich and of a high standard.</p>

**GOAL 1.....continued**

<b>Key and Continuing Strategies</b>	<b>Targets &amp; Timelines</b>	<b>Resource Implications</b>	<b>Performance Indicators/Outputs</b>
Undertake consultation with women with disabilities, relevant services, government and non-government bodies, agencies and organisations. (continued)	Mount WWDA Newsletters on the WWDA Website.	Part of role of Executive Officer. May need to find additional resources to employ web maintainer.	WWDA Newsletters are available from the WWDA Website.
Undertake regular planning and review process within the organisation.	<p>Undertake at least 1 major planning day per year.</p> <p>Develop a Strategic Plan in consultation with WWDA NEC and broader membership.</p> <p>Review WWDA priority areas at least 3 times per year with NEC.</p> <p>Produce an Annual Report by June 99 and June 2000.</p> <p>Make WWDA Annual Report available on the WWDA website.</p>	<p>May need to be conducted via Teleconference unless additional funding can be found to conduct a face to face meeting of the NEC.</p> <p>Costs associated with teleconference if required.</p> <p>Part of role of Exec Officer.</p> <p>Printing and distribution costs for those without Internet access. Alternative formats costs.</p> <p>Within operational costs.</p>	<p>A WWDA Planning Day has been conducted with National Executive Committee members and WWDA National Office staff. Outcomes of Planning Day are documented, and are reflected in the WWDA Strategic Plan.</p> <p>NEC has been involved in development of Strategic Plan. WWDA members have been invited to have input.</p> <p>WWDA priority areas have been discussed at NEC meetings.</p> <p>Annual Report has been published.</p> <p>WWDA Annual Reports are available from WWDA website.</p>

**GOAL 1.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Develop networks which support the WWDA priority areas.</p>	<p>Identify government, non-government and corporate agencies which can be fostered to support WWDA priority areas.</p> <p>Develop a funding submission to the Business and Community Partnerships Grants Program by July 99.</p> <p>Identify opportunities for collaborative projects with other organisations around WWDA's priority areas.</p> <p>Utilise existing organisations to disseminate information about WWDA and its priority areas.</p> <p>Research and identify potential corporate sponsors of WWDA.</p> <p>Utilise Internet to disseminate WWDA information to international organisations.</p>	<p>Ongoing. Part of role of Executive Director and NEC roles.</p> <p>Within operational costs.</p> <p>Within operational costs.</p> <p>Administrative costs - phone, fax, email, postage.</p> <p>Ongoing. May need to secure discreet project funding for this activity.</p> <p>Within operational costs.</p>	<p>Government and non-government organisations relevant to WWDA's priority area have been identified.</p> <p>Funding submission to the Business and Community Partnerships Grants Program has been developed and submitted before July 99.</p> <p>There is evidence that WWDA has investigated opportunities for collaborative projects.</p> <p>Relevant organisations have received WWDA material. WWDA info has appeared in other organisations' newsletters.</p> <p>Potential corporate sponsors have been identified. WWDA has attracted at least 1 Corporate sponsor by June 2000.</p> <p>WWDA information has been disseminated to at least 10 international organisations each year. WWDA information has appeared in at least 1 international organisations newsletter.</p>

**GOAL 1.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs										
Develop networks which support the WWDA priority areas (cont'd).	<p>Participate in three monthly meetings of the National Caucus of Disability Consumer Organisations.</p> <p>Conduct at least 1 collaborative project/activity with a relevant organisation and in at least 1 of WWDA's priority areas.</p>	<p>Travel costs to and from meetings.</p> <p>May need to secure Project funding. Potential for sharing some administrative costs.</p>	<p>Executive Officer has attended 3 meetings of Caucus in a year.</p> <p>A collaborative project has been conducted and has been documented in a project report.</p>										
Create debate and publicise research, reports, policies and projects undertaken by WWDA.	<p>Disseminate information about WWDA's work using a range of methods, including:</p> <table border="0" data-bbox="638 699 1075 853"> <tr> <td>media</td> <td>conferences</td> </tr> <tr> <td>reports</td> <td>advisory committees</td> </tr> <tr> <td>dinner talks</td> <td>newsletters</td> </tr> <tr> <td>govt depts</td> <td>NGOs</td> </tr> <tr> <td>the 'Internet'</td> <td>Caucus</td> </tr> </table> <p>Submit at least 4 articles into the Network Exchange of Women's Services Newsletter each year, including 1 Feature article.</p> <p>Make WWDA documents, reports, articles etc available via the WWDA Website.</p>	media	conferences	reports	advisory committees	dinner talks	newsletters	govt depts	NGOs	the 'Internet'	Caucus	<p>Travel, accommodation, transport etc. Admin costs associated with production and dissemination of information.</p> <p>Within operational costs.</p> <p>Within operational costs.</p>	<p>There is evidence of a wide range of methods being used by WWDA to disseminate information.</p> <p>At least 4 articles about WWDA and its activities have appeared in the Network Exchange of Women's Services Newsletter including 1 Feature article.</p> <p>WWDA documents, reports (current and past) are available via the WWDA website.</p>
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**GOAL 1.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Create debate and publicise research, reports, policies and projects undertaken by WWDA.</p>	<p>Present papers at least 2 relevant Conferences per year. Papers will be presented by WWDA members.</p> <p>Develop at least 2 WWDA Policy &amp; Position Statements in at least 2 WWDA priority areas during 99-2000.</p> <p>Promote availability of WWDA reports and other documents in WWDA Newsletter.</p> <p>Disseminate WWDA reports and other documents to relevant organisations including international organisations.</p> <p>Provide mid-term Grant Reports to Office of Disability which detail WWDA's outputs under Strategic Plan Goal areas.</p>	<p>Travel to and from Conferences; accommodation; admin costs associated with preparation of presentations.</p> <p>Consultancy costs if person is required to be contracted to develop Position Statements.</p> <p>Within Newsletter production costs.</p> <p>Utilise email where possible to reduce costs. Postage costs.</p> <p>Within operational costs.</p>	<p>WWDA members have presented papers at 2 relevant conferences.</p> <p>Papers have been produced by WWDA and disseminated.</p> <p>WWDA papers have been published in Conference proceedings.</p> <p>Two WWDA Policy and Position Statements have been developed and disseminated.</p> <p>WWDA reports and other documents area advertised in WWDA Newsletter.</p> <p>There is evidence that WWDA reports and documents have been widely disseminated.</p> <p>Mid-term Grant Reports are submitted to Office of Disability. Reports are content rich, of a high standard and utilise a mixture of quantitative and qualitative evaluation methodologies.</p>

**GOAL 1.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Create debate and publicise research, reports, policies and projects undertaken by WWDA (cont'd).</p>	<p>Disseminate grant reports and other WWDA reports to Office of Disability, Office of the Status of Women, Minister for Family &amp; Community Services, Minister for the Status of Women.</p> <p>Utilise the advisory committees where WWDA is represented to publicise WWDA's work, as well as advocate systemic change for women with disabilities. These committees include:</p> <ul style="list-style-type: none"> <li>• Round Table (with Minister Assisting the Prime Minister on the Status of Women)</li> <li>• National Coalition for the Development of DDA Standards</li> <li>• Attorney General's Working Group on DDA Standards</li> <li>• National Caucus of Disability Consumer Organisations</li> <li>• Building and Access Technical Committee</li> <li>• Building and Access Policy Committee</li> <li>• Ministerial Committee on Employment, Education Training and Youth Affairs, Task Force on DDA Education Standards</li> <li>• Aust National Training Authority Disability Forum</li> <li>• AUSTEL Consumer Consultative Forum</li> <li>• Telstra Regional Consumer Councils</li> <li>• Aust Institute of Health and Welfare Data Reference Group</li> <li>• Work to Retirement Committee</li> <li>• ANTA Disability Forum</li> <li>• Blind Citizen's Telecommunications Project Committee</li> <li>• Attorney Generals Human Rights Forum</li> </ul>	<p>Production costs of additional copies.</p> <p>Currently fund WWDA's representation to the Attorney General's Human Rights Committee. Need to identify alternative funding source.</p>	<p>WWDA reports have been distributed to Office of Disability, Office of the Status of Women, Minister for Family &amp; Community Services, Minister for the Status of Women, and feedback has been received.</p> <p>There have been WWDA reps on the listed Committees during 98-99.</p> <p>WWDA reps have attended the Committee meetings.</p> <p>There is evidence of WWDA's input to processes in reports etc arising from the work of the committees.</p>

**GOAL 1.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Create debate and publicise research, reports, policies and projects undertaken by WWDA (cont'd).</p>	<p>Make WWDA Mid-Term Grant Reports available on the WWDA Website.</p> <p>Give at least 2 public talks on WWDA and its activities during 99 -2000.</p> <p>Investigate ways of providing opportunities for WWDA members to develop skills in public speaking.</p> <p>Increase the number of WWDA members doing public speaking activities associated with WWDA.</p> <p>Develop a Resource on Public Speaking for women with disabilities and distribute to members via State &amp; Territory WWDA groups.</p> <p>Participate in govt consultations in areas relevant to WWDA's priorities and WWDA member's needs.</p>	<p>Within operational costs.</p> <p>Travel costs if not ACT based talks.</p> <p>Travel costs if giving talks at Conferences etc.</p> <p>Development, printing and distribution costs. Costs associated with alternative formats.</p> <p>Costs associated with consultation processes - focus groups; travel; admin etc.</p>	<p>Mid Term Grant Reports (current and past) are available on WWDA Website.</p> <p>WWDA has undertaken public speaking at relevant public venues and forums.</p> <p>There is evidence that WWDA has researched opportunities for members to develop skills in public speaking. There is an increased number of WWDA members participating in public speaking.</p> <p>A Resource has been developed on public speaking in consultation with WWDA members. There is evidence that the Resource has been utilised by WWDA members.</p> <p>There is evidence that WWDA has participated in govt consultation processes including the development of WWDA submissions to govt inquiries etc.</p>

**GOAL 1.....continued**

<b>Key and Continuing Strategies</b>	<b>Targets &amp; Timelines</b>	<b>Resource Implications</b>	<b>Performance Indicators/Outputs</b>
<p>Create debate and publicise research, reports, policies and projects undertaken by WWDA (cont'd).</p>	<p>Develop a Leadership and Mentoring Resource Package for women with disabilities by December 99.</p> <p>During 99-2000, participate in at least 2 research projects being undertaken by other organisations (including students) that falls within the scope of WWDA's priority areas.</p> <p>Further develop a WWDA Resource Library and promote availability of resources to WWDA members.</p> <p>Review at least 3 new, relevant publications in each edition of WWDA News.</p> <p>During 99-2000, develop a library catalogue system for WWDA resources.</p>	<p>Project funding obtained from the Global Fund for Women.</p> <p>Where feasible, WWDA to charge Research companies for WWDA's participation in research.</p> <p>Purchase of new books, journals etc; time to review new books. Publicise via newsletter, e-mail etc. No additional resources required.</p> <p>Will need to secure volunteer assistance for this task, or discreet project funding.</p>	<p>A Leadership and Mentoring Resource Package has been developed by Dec 99 and is there is evidence of it being utilised by WWDA State and Territory groups.</p> <p>WWDA has participated in research projects being conducted by other organisations. There is evidence of WWDA's input in the research reports.</p> <p>There is evidence of WWDA expanding its library resources. WWDA News contains at least 3 book reviews each edition.</p> <p>There is demonstrated evidence of efforts to secure funding/volunteer help to develop a library catalogue system.</p>



**GOAL 2: To initiate systemic change activities in specific areas of concern to WWDA members: a) Undertake advocacy work in the area of violence against women with disabilities (including sterilisation); and b) Promote access to telecommunications (including information technology) for women with disabilities.**

**Goal Statement:**

WWDA members have consistently identified that violence against women with disabilities is an area of major concern for them. With regard to illegal sterilisation of women with disabilities, WWDA is committed to advancing the debate, raising awareness of the issue, educating key stakeholders, and lobbying government to recognise that illegal sterilisation of minors is not only a criminal act but a violation of human rights. Women with disabilities in Australia have also identified the need to be included in the information technology revolution, particularly the Internet (WWDA 1997). Access to telecommunications is of major importance to women with disabilities in Australia.

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
Further develop the WWDA Information Kit on Women With Disabilities and Violence	<p>Update the WWDA Information Kit on Women With Disabilities and Violence at least twice each year.</p> <p>Produce the Kit for sale to organisations and individuals.</p> <p>Sell at least 100 Information Kits during 1999-2000.</p> <p>Promote availability of the Kit through the following mechanisms:</p> <ul style="list-style-type: none"> <li>• WWDA Website</li> <li>• WWDA News</li> <li>• Other Newsletters</li> <li>• Email Networks and Bulletins</li> </ul>	<p>Within Exec Officers role.</p> <p>Production costs - recoverable.</p> <p>Incoming revenue of \$5000.</p> <p>Within operational budget.</p>	<p>The WWDA Women With Disabilities and Violence Kit is updated twice each year and there is evidence of this.</p> <p>Kit is produced for sale.</p> <p>At least 100 kits have been sold during 1999-2000.</p> <p>There is evidence that the availability of the Kit has been widely publicised.</p>

**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Advocate for legislation, policy, services and organisations to be more responsive to women with disabilities who have experienced violence.</p>	<p>Participate in government consultation processes where violence against women is a issue for consideration.</p> <p>Develop WWDA Policy and Position Paper in consultation with WWDA members, on violence against women with disabilities by June 2000 and disseminate to relevant government departments, agencies, organisations etc.</p> <p>Make WWDA Policy and Position Paper on violence against women with disabilities available on the WWDA website.</p> <p>Undertake consultation with WWDA members on government processes around issues regarding violence against women.</p> <p>Develop WWDA submission to the National Partnerships Against Domestic Violence Taskforce by June 1999.</p> <p>Lobby the National Partnerships Against Domestic Violence Taskforce for a national project on violence against women with disabilities to be funded before Dec 1999.</p>	<p>Potential costs associated with consultations - eg: focus groups, access; provision of information in alternative formats etc.</p> <p>May need funds to employ Consultant to develop Paper.</p> <p>No additional funds required.</p> <p>Potential costs associated with consultations.</p> <p>Within Exec Officers role.</p> <p>No additional funds required.</p>	<p>Consultations with WWDA members have occurred.</p> <p>WWDA Policy and Position Paper on violence against women with disabilities has been developed by June 2000 and there is evidence it has been widely disseminated.</p> <p>WWDA Policy and Position Paper on violence against women with disabilities is available on WWDA website.</p> <p>Consultations with WWDA members have occurred.</p> <p>Submission to the National Partnerships Against Domestic Violence Taskforce has been developed and submitted by June 1999.</p> <p>A national project on violence against women with disabilities has been funded through the National Partnerships Against Domestic Violence Taskforce by Dec 1999.</p>

**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Advocate for legislation, policy, services and organisations to be more responsive to women with disabilities who have experienced violence (cont'd)</p>	<p>Lobby the Commonwealth Attorney Generals Department to implement the recommendations of the 1997 Report into Sterilisation of Minors in Australia (Brady &amp; Grover 1997).</p>	<p>No additional funds required.</p>	<p>There is documented evidence of WWDA's advocacy activities in relation to the 1997 Report into Sterilisation of Minors in Australia.</p>
<p>Undertake projects in the area of violence against women with disabilities:</p> <p>a) Conduct a project on the information and education needs of women with disabilities in relation to violence.</p>	<p>Apply for project funding from the Business Against Domestic Violence Initiative and the National Partnerships Against Domestic Violence Taskforce to undertake a project on the information and education needs of women with disabilities in relation to violence.</p> <p>Employ a Consultant by September 1999 to undertake the project.</p>	<p>Within Executive Officers role.</p> <p>Dependant on receiving project funding.</p>	<p>A submission for project funding has been written and submitted to the Business Against Domestic Violence Initiative and the National Partnerships Against Domestic Violence Taskforce.</p> <p>WWDA submission is successful and a Consultant has been employed to undertake the Project.</p>

**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Undertake projects in the area of violence against women with disabilities (cont'd):</p> <p>b) Publish and sell the WWDA Violence Against Women With Disabilities Workshop Report.</p> <p>c) Implement where possible the strategies developed at the WWDA National Violence Workshop.</p>	<p>The WWDA Violence Against Women With Disabilities Workshop Report is published by July 1999.</p> <p>Widely publicise availability of the Report.</p> <p>Publish articles about the Workshop Report in at least 2 relevant national newsletters by July 1999.</p> <p>Identify strategies from the Workshop which are achievable without major resources.</p> <p>Identify those strategies where additional funding is required and prioritise.</p> <p>Develop submissions for funding to implement those priority strategies which need resourcing.</p> <p>Implement at least 30% of major strategies stemming from the Violence Workshop by end June 2000.</p>	<p>Printing and dissemination costs.</p> <p>Dissemination costs.</p> <p>None.</p> <p>Exec Officers and WWDA Violence Reference Group role.</p> <p>Exec Officers and WWDA Violence Reference Group role.</p> <p>Exec Officers and WWDA Violence Reference Group role.</p> <p>May need additional resources.</p>	<p>The WWDA Violence Against Women With Disabilities Workshop Report has been published by July 1999.</p> <p>There is evidence that availability of the Report has been widely publicised.</p> <p>Articles about the Workshop Report have appeared in at least 2 relevant national newsletters.</p> <p>Recommendations which do not require additional resourcing have been identified by June 98.</p> <p>Recommendations where additional funding is required have been prioritised.</p> <p>Submissions have been written and submitted to relevant agencies.</p> <p>At least 30% of recommendations stemming from the Violence Workshop have been implemented (or are in the process of being implemented) by end June 99.</p>

**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Continue to raise awareness of the issue of violence against women with disabilities.</p>	<p>Make WWDA Violence Reports and articles available on the WWDA Website.</p> <p>Present at least 1 paper during 99 -2000 at a relevant national conference on the issue of violence against women with disabilities.</p> <p>Present at least 1 paper during 99 -2000 at a relevant international conference on the issue of violence against women with disabilities, or on issues relating to at least 1 of WWDA's priority areas.</p> <p>Disseminate information on WWDA's work on violence against women using the following mechanisms:</p> <ul style="list-style-type: none"> <li>• WWDA website and links from other websites;</li> <li>• Newsletters;</li> <li>• Email networks and bulletins;</li> <li>• Conferences; forums, meetings etc.</li> </ul> <p>Prepare a WWDA Position/Policy Paper on violence against women with disabilities and disseminate to relevant government departments, organisations etc.</p> <p>Prepare a Position Paper on Violence Against People With Disabilities for the National Caucus of Disability Consumer Organisations by August 99.</p>	<p>None.</p> <p>Conference attendance costs.</p> <p>Conference attendance costs. Will need to secure funds.</p> <p>Postage, administration costs.</p> <p>May need to employ Consultant to develop Paper.</p> <p>No additional funds required.</p>	<p>WWDA Violence Reports and articles are available on the WWDA Website.</p> <p>WWDA has presented a paper on violence against women with disabilities at a national conference. Paper has been published in Conference Proceedings.</p> <p>WWDA has presented a paper on violence against women with disabilities (or on issues relating to at least 1 of WWDA's priority areas) at an international conference.</p> <p>There is evidence that information on WWDA's work on violence against women has been widely disseminated.</p> <p>A WWDA Position/Policy Paper on violence against women with disabilities has been developed and widely distributed.</p> <p>A Position Paper on Violence Against People With Disabilities has been developed by WWDA for the National Caucus by August 99.</p>

**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Continue to raise awareness of the issue of violence against women with disabilities (cont'd)</p>	<p>Publish at least 1 article on WWDA's work on violence in a major, relevant academic journal.</p> <p>Submit an application to the Australian Violence Prevention Awards by June 1999.</p>	<p>Minimal.</p> <p>Within Exec Officers role.</p>	<p>WWDA has written a journal article on its violence projects and this has been published.</p> <p>An application to the Australian Violence Prevention Awards has been developed and submitted by June 1999.</p>
<p>Conduct a National Seminar on Sterilisation of Women with Disabilities in Australia.</p>	<p>Research potential funding sources for a National WWDA Seminar on Sterilisation of Women with Disabilities in Australia.</p> <p>Apply for project funding by Dec 99 for a National WWDA Seminar on Sterilisation of Women with Disabilities in Australia.</p> <p>Conduct a National WWDA Seminar on Sterilisation of Women with Disabilities in Australia during 2000.</p>	<p>Within operational costs.</p> <p>Exec Officers role.</p> <p>Dependant on funding.</p>	<p>Potential funding sources have been researched.</p> <p>A submission for funding has been developed and submitted by Dec 99.</p> <p>A National WWDA Seminar on Sterilisation of Women with Disabilities in Australia has been conducted during 2000.</p>
<p>Raise awareness of the issue of illegal sterilisation of women with disabilities in Australia.</p>	<p>Develop by Feb 2000, through consultation with WWDA members and other key stakeholders, a WWDA Policy and Position Statement on Sterilisation of Women With Disabilities in Australia.</p>	<p>Will need to employ a Consultant (a WWDA member) to develop the Paper.</p>	<p>A WWDA Policy and Position Statement on Sterilisation of Women With Disabilities in Australia has been developed by a WWDA member by Feb 2000.</p>

**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Raise awareness of the issue of illegal sterilisation of women with disabilities in Australia (cont'd).</p>	<p>Disseminate WWDA Policy and Position Statement on Sterilisation of Women With Disabilities in Australia to relevant government departments, agencies and organisations.</p> <p>Publish an article on Sterilisation of Women With Disabilities in a major relevant academic journal by June 2000.</p> <p>Make WWDA Policy and Position Statement on Sterilisation of Women With Disabilities in Australia available on the WWDA website.</p> <p>During 2000, give at least 1 major talk at a relevant public forum on the issue of Sterilisation of Women With Disabilities in Australia.</p>	<p>Distribution costs.</p> <p>Minimal.</p> <p>Minimal.</p> <p>Travel costs etc.</p>	<p>There is evidence that the WWDA Policy and Position Statement on Sterilisation of Women With Disabilities in Australia has been widely distributed.</p> <p>An article on Sterilisation of Women With Disabilities has appeared in a major relevant academic journal by June 2000.</p> <p>WWDA Policy and Position Statement on Sterilisation of Women With Disabilities in Australia is available on WWDA website.</p> <p>At least 1 major talk on Sterilisation has been given by a WWDA member at a relevant public forum during 2000.</p>
<p>Maintain the National WWDA Violence Reference Group and develop a National Women With Disabilities and Violence Network.</p>	<p>Conduct at least 2 meetings of the WWDA Violence Reference Group during 1999-2000.</p> <p>Develop a National Women With Disabilities and Violence Network by Dec 99.</p>	<p>Teleconference costs.</p> <p>Administration costs.</p>	<p>At least 2 meetings of the WWDA Violence Reference Group have been conducted during 1999-2000 and there is documented evidence of this.</p> <p>A National Women With Disabilities and Violence Network has been established by WWDA by Dec 99.</p>

**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Maintain the National WWDA Violence Reference Group and develop a National Women With Disabilities and Violence Network (cont'd).</p>	<p>Provide at least 2 written updates on WWDA's work in the violence area during 99-2000.</p> <p>Distribute update reports to members of the WWDA Women With Disabilities and Violence Network.</p> <p>The WWDA Women With Disabilities and Violence Network will have at least 150 members by June 2000.</p> <p>Develop an email based Discussion Group on women with disabilities and violence by June 2000.</p> <p>Research funding sources to resource the WWDA Women With Disabilities and Violence Network.</p>	<p>Within Exec Officers role.</p> <p>Mailout costs etc.</p> <p>Administration costs.</p> <p>Resources will be needed for list hosting costs.</p> <p>Exec Officers and Violence Reference Group role.</p>	<p>Two written updates on WWDA's work in the violence area have been written and disseminated widely.</p> <p>Members of the WWDA Women With Disabilities and Violence Network have received written updates.</p> <p>The WWDA Women With Disabilities and Violence Network has 150 members as at June 2000.</p> <p>An email based Discussion Group on women with disabilities and violence is up and running by June 2000 and has at least 50 subscribers.</p> <p>Funding sources have been researched.</p>
<p>Develop networks and working relationships with organisations and services in the violence sector.</p>	<p>Develop a National WWDA Violence Network with at least 150 members by June 2000.</p> <p>Establish networks with relevant international organisations using electronic mail.</p>	<p>May need additional funds to resource it.</p> <p>Minimal.</p>	<p>The WWDA Women With Disabilities and Violence Network has 150 members as at June 2000.</p> <p>Networks have been established with international organisations and there is documented evidence of this.</p>



**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Develop networks and working relationships with organisations and services in the violence sector (cont'd).</p>	<p>Provide a leadership and mentoring role to the National Women's Refuge Organisation of New Zealand in their efforts to promote women with disabilities' access to women's refuges in New Zealand.</p> <p>Further develop working coalitions with the Women's Emergency Services Network (WESNET).</p> <p>Identify opportunities for collaborative projects between WWDA and WESNET.</p> <p>Establish a Working Party of WWDA and WESNET (by June 2000) to further advance access to SAAP funded services (particularly refuges) for women with disabilities.</p> <p>Identify with WESNET, mechanisms to monitor the number of SAAP funded women's refuges who have developed Disability Action Plans.</p> <p>Lobby Commonwealth SAAP for the need to develop Best Practice Standards for SAAP funded services in relation to providing services to women with disabilities.</p>	<p>Minimal if using email. Travel costs if face to face meeting occurs.</p> <p>Minimal.</p> <p>May need additional resources for any projects.</p> <p>Part of Exec Officers and Violence Reference Groups roles.</p> <p>May require additional resourcing.</p> <p>Within operational funds.</p>	<p>There is evidence that WWDA has provided a leadership role to the National Women's Refuge Organisation of New Zealand.</p> <p>There is evidence of WWDA's efforts to develop working coalitions with WESNET.</p> <p>Opportunities for projects have been identified and joint projects have been initiated.</p> <p>A WWDA/WESNET Working Party has been established by June 2000.</p> <p>Mechanisms have been identified. At least 10% of SAAP funded women's refuges will have developed Disability Action Plans by end 2000.</p> <p>There is evidence that WWDA has undertaken advocacy with Commonwealth SAAP to develop Best Practice Standards.</p>

**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Implement the WWDA <i>"Improving Access to Information Technologies for Women With Disabilities"</i> Project.</p>	<p>Establish a WWDA Website that is consistent with International Standards on Accessible Web Design by June 1999.</p> <p>Register a domain name for the WWDA website and mount the site by June 1999.</p> <p>Make the following information available on the WWDA website by June 99:</p> <ul style="list-style-type: none"> <li>• What's New &amp; Current activities</li> <li>• About Women With Disabilities Australia</li> <li>• Submissions to Government Consultations and Processes; Conference Papers and Publications; Annual Reports and Reports to Funding Bodies; WWDA Reports and Publications</li> <li>• WWDA Newsletters</li> <li>• Issues - Advocacy; Ageing; Citizenship; Education and Employment; Eugenics and Euthanasia; Gender and Disability; Health Issues; Housing Issues; Information Technology; Leadership and Mentoring; Legal Issues; Motherhood and Parenting; Non-English Speaking Background and Indigenous Issues; Sexuality and Reproductive Rights, Sterilisation of Minors; Transport and Travel; Violence and Abuse</li> <li>• Summaries of websites specific to women with disabilities; Links to Australian and international disability websites; Links to disability related Newsgroups</li> <li>• About The Site - Design and Accessibility;</li> <li>• Links to Australian Government Departments and Agencies</li> <li>• Links to Australian Universities</li> <li>• Search Engines</li> </ul>	<p>From IT Grant Funds.</p> <p>From IT Grant Funds.</p> <p>From IT Grant Funds. Annual web hosting fee will need to come from WWDA operational funds after Nov 99.</p>	<p>A WWDA Website has been developed by June 99 that is a model of best practice in content and design for people with disabilities.</p> <p>The WWDA website has been registered on domain name <i>www.wwda.org.au</i> , has been widely publicised and registered with major Internet search facilities.</p> <p>A wide range of information relevant to women with disabilities is available on the WWDA website.</p>

**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Implement the WWDA <i>"Improving Access to Information Technologies for Women With Disabilities"</i> Project (cont'd).</p>	<p>Include mechanisms for evaluation and feedback on the WWDA website for users.</p> <p>Provide updates on WWDA's current activities at least monthly on the WWDA website.</p> <p>Purchase a computer with Internet access for each State/Territory WWDA group by August 1999.</p> <p>Provide Internet Training Workshops for women with disabilities in each State/Territory by October 1999.</p> <p>Provide Project Progress Reports to the funding body as required and make reports available on the WWDA website.</p> <p>Establish an international Women With Disabilities E-Mail based Discussion Group by October 1999.</p>	<p>Within IT Grant Funds.</p> <p>Part of Exec Officers role.</p> <p>Within IT Grant Funds.</p> <p>Within IT Grant Funds.</p> <p>Exec Officers role.</p> <p>May need to secure additional funds for listerv hosting charges.</p>	<p>The WWDA website contains mechanisms for user feedback and there is evidence of user feedback.</p> <p>The WWDA website has been updated at least monthly.</p> <p>Each WWDA State and Territory group has a computer with Internet access by August 99.</p> <p>Internet Training Workshops have been conducted in each State/Territory by Oct 99 and these workshops have been evaluated.</p> <p>Progress Reports have been completed and submitted and are available on WWDA website.</p> <p>International Women With Disabilities E-Mail based Discussion Group is up and running by October 1999 and has at least 50 subscribers.</p>

**GOAL 2.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Undertake a research project on Access to Telecommunications for Women With Disabilities in Australia.</p>	<p>Identify potential sources of funding for a WWDA Telecommunications Research Project by June 99.</p> <p>Apply for grant funding by July 99 to conduct the project.</p> <p>During 1999, undertake a pilot survey of WWDA members in relation to access to telecommunications.</p> <p>Produce a report of the findings of the pilot survey.</p> <p>Make survey report available on the WWDA website.</p>	<p>Within Exec Officers role.</p> <p>Within Exec Officers role.</p> <p>Funding of \$2000 secured.</p> <p>WWDA member contracted to collate results and develop report.</p> <p>None.</p>	<p>Potential sources of funding have been researched.</p> <p>Funding submission has been written and submitted.</p> <p>The pilot survey has been conducted and there has been a response rate of at least 25%.</p> <p>A Report of the pilot survey has been developed and has been widely disseminated.</p> <p>Survey report is available on WWDA website.</p>
<p>Improve WWDA's representation on Telecommunications Industry Forums and Consumer Advisory Bodies.</p>	<p>By June 99, apply to the National Telecommunications Grants Program for funding to enable WWDA representation on Telecommunications Industry Forums.</p> <p>WWDA representatives to attend at least 6 meetings per year of Telecommunications Industry Forums such as the Australian Communications Industry Forum Disability Advisory Body.</p>	<p>Within Exec Officers role.</p> <p>Dependant on securing grant funding.</p>	<p>A funding submission has been developed and submitted to the National Telecommunications Grants Program.</p> <p>Grant funds have been secured and WWDA is represented on major, relevant Telecommunications Industry Forums.</p>

**GOAL 3: To contribute to systemic change via representation on national committees, task forces and advisory bodies and by initiating systemic change activities.**

**Goal Statement:**

WWDA will continue to contribute to systemic change via representation on many national committees, task forces and advisory bodies. WWDA will continue to provide a range of leadership and mentoring activities for its members to enable them to gain the confidence and skills to undertake representation activities.

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Provide representatives to Committees, Advisory Bodies etc that are in line with WWDA's priority areas.</p>	<p>Identify opportunities for representation of women with disabilities on relevant committees, advisory bodies etc.</p> <p>Develop a WWDA Skills Register by Sept 99 which contains CV's and Resumes of WWDA members available for representation activities.</p> <p>WWDA will be represented on relevant committees and advisory bodies which reflect WWDA's priority areas.</p> <p>Develop a WWDA Policy/Position Paper on Representation of Women With Disabilities by June 2000.</p> <p>WWDA Representation Policy/Position Paper will contain Principles and Criteria for representation of women with disabilities.</p>	<p>Organising bodies to cover costs unless specific grant funding is available.</p> <p>Within operational costs.</p> <p>Organising bodies to cover costs unless specific grant funding is available.</p> <p>May need to contract WWDA member to write Paper.</p> <p>May need to contract WWDA member to write Paper.</p>	<p>Opportunities for representation have been identified.</p> <p>A WWDA Skills Register has been established by Sept 99.</p> <p>WWDA is represented on relevant committees. WWDA reps have attended committee meetings.</p> <p>A WWDA Policy/Position Paper on Representation of Women With Disabilities has been developed by June 2000 and has been widely distributed.</p> <p>WWDA Representation Policy/Position Paper contains Principles and Criteria, which include remuneration, access, cost of disability etc.</p>

**GOAL 3.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Participate in the National Caucus of Disability Consumer Organisations (NCDCO).</p>	<p>WWDA Executive Officer will attend the 3 monthly meetings of the NCDCO.</p> <p>WWDA President will attend the 6 monthly meetings of the NCDCO.</p> <p>WWDA will provide feedback to WWDA members about the activities of the NCDCO through WWDA News and the WWDA Website.</p> <p>Develop Position Papers for NCDCO on <i>'Violence Against People With Disabilities'</i>, and <i>'Human Rights'</i> by July 99.</p>	<p>Travel costs.</p> <p>Presidents travel costs met by NCDCO.</p> <p>Within operational costs.</p> <p>Within operational costs.</p>	<p>Exec Officer has attended meetings of NCDCO.</p> <p>WWDA President has attended meetings of NCDCO.</p> <p>Information has been provided to members via WWDA News and WWDA Website.</p> <p>Papers have been developed and have been widely distributed.</p>
<p>Promote leadership and mentoring opportunities for women with disabilities.</p>	<p>Implement the WWDA Leadership and Mentoring Project by August 99.</p> <p>Develop a Leadership and Mentoring Resource Kit for WWDA State and Territory groups by July 99.</p> <p>Research potential funding sources for Leadership Workshops for women with disabilities.</p> <p>Apply for project funding to conduct Leadership Workshops by June 2000.</p> <p>Provide information to WWDA members on leadership and mentoring activities within the organisation.</p>	<p>From Global Fund for Women Grant.</p> <p>From Global Fund for Women Grant.</p> <p>Within operational costs.</p> <p>Within operational costs.</p> <p>Within operational costs.</p>	<p>Leadership and Mentoring Project has been implemented and evaluated.</p> <p>Leadership and Mentoring Resource Kit has been developed by July 99.</p> <p>Funding sources have been researched.</p> <p>Funding submission has been developed and submitted to appropriate funding body.</p> <p>Information about leadership and mentoring opportunities has been provided to WWDA members and there is evidence of this.</p>

**GOAL 3.....continued**

<b>Key and Continuing Strategies</b>	<b>Targets &amp; Timelines</b>	<b>Resource Implications</b>	<b>Performance Indicators/Outputs</b>
<p>Ensure accountability of WWDA Committee representatives to the National Executive Committee and the broader WWDA membership.</p>	<p>WWDA representatives on Committees will provide reports of their activities to the National WWDA Office at least twice each year.</p> <p>Reports from the WWDA representatives will be circulated to the National Executive Committee twice each year.</p> <p>Summaries of Committee representatives reports will be included in WWDA News and on the WWDA website.</p> <p>Full reports of Committee representatives activities will be included in the WWDA Annual Report.</p>	<p>Minimal.</p> <p>Within operational costs.</p> <p>Within operational costs.</p> <p>Within operational costs.</p>	<p>There is evidence of WWDA Committee representatives reports to the WWDA National Office.</p> <p>NEC has received reports from WWDA representatives on Committees.</p> <p>Summaries of representatives have been included in WWDA News and on the WWDA website and there is evidence of this.</p> <p>WWDA Annual Report contains reports from Committee representatives.</p>
<p>Advocate for legislation, policy, services and organisations to be more responsive to, and inclusive of, women with disabilities.</p>	<p>Participate in government consultation processes which impact on women with disabilities.</p> <p>Based on information gathered through consultations with WWDA members, develop WWDA submissions to relevant government processes.</p> <p>Make WWDA submissions available on the WWDA website and summaries in WWDA News.</p> <p>Participate in at least 4 government consultation processes during 1999-2000.</p>	<p>Possible costs associated with consultations.</p> <p>Within operational costs.</p> <p>Within operational budget.</p> <p>Within operational budget.</p>	<p>WWDA has participated in government consultation processes and there is evidence of this.</p> <p>Submissions to government consultations have been developed.</p> <p>WWDA submissions are available on WWDA website and in WWDA News.</p> <p>WWDA has participated in at least 4 government consultation processes.</p>

**GOAL 4: To continue to establish and support WWDA groups and national WWDA Networks around the country.**

**Goal Statement:**

WWDA will continue to foster the establishment and development of State and Territory WWDA groups. This will assist in identifying and addressing the needs of women with disabilities at a local level, as well as strengthening and contributing to the growth of a strong, viable national organisation for women with disabilities.

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Continue to establish and develop WWDA branches in States/Territories and regional areas.</p>	<p>Research and identify potential funding sources to employ a WWDA Community Development Officer.</p> <p>Apply for funding to employ a WWDA Community Development Officer to work with State/Territory WWDA groups.</p> <p>Where possible, work with WWDA representatives in regional areas to form WWDA groups using a range of methods such as:</p> <ul style="list-style-type: none"> <li>• information dissemination</li> <li>• public meetings</li> <li>• networking with other organisations</li> <li>• public speaking</li> <li>• organising events and activities</li> </ul> <p>Provide State/Territory/Regional WWDA group reports in each edition of WWDA News.</p>	<p>Within operational budget.</p> <p>Within operational budget.</p> <p>Face to face visits will depend on availability of funds.</p> <p>Within operational costs.</p>	<p>Potential funding sources have been researched and identified.</p> <p>Funding application has been written and submitted to relevant funding body.</p> <p>There have been efforts made to establish WWDA groups in regional areas.</p> <p>Each edition of WWDA News contains activity and progress reports from each State/Territory and Regional branch of WWDA.</p>



**GOAL 4.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Further develop systems for regular and effective communication with State/Territory and Regional WWDA groups.</p>	<p>WWDA National Office will communicate with each State/Territory/Regional WWDA Group at least once a month using a range of methods including:</p> <ul style="list-style-type: none"> <li>• telephone</li> <li>• fax</li> <li>• e-mail</li> <li>• WWDA website</li> <li>• written correspondence</li> </ul> <p>Purchase a computer for each State/Territory WWDA group (from WWDA IT Project) and set up e-mail facilities for each group by Oct 99.</p> <p>WWDA Executive Officer will visit each State/Territory group at least once a year.</p> <p>State/Territory/Regional WWDA groups will provide reports on their progress to the National WWDA Office for inclusion in each edition of WWDA News.</p>	<p>Executive Officers role.</p> <p>From WWDA IT Project Funds.</p> <p>Face to face visits will depend on availability of funds.</p> <p>Responsibility of State WWDA groups.</p>	<p>WWDA National Office has communicated with WWDA State groups at least once a month and there is documented evidence of this.</p> <p>Each State/Territory group has email access by Oct 99.</p> <p>Each State/Territory group has been visited by WWDA Executive Officer.</p> <p>Each edition of WWDA News contains progress reports of each WWDA State/Territory and Regional Group.</p>

**GOAL 4.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Work with State/Territory WWDA groups to assist them to become self managing through the processes of incorporation and self funding.</p>	<p>Develop a Leadership and Mentoring Resource Kit for State/Territory WWDA groups by July 99.</p> <p>The Leadership and Mentoring Resource Kit will include a section which incorporates information on the following:</p> <ul style="list-style-type: none"> <li>• formalising a group;</li> <li>• how to become incorporated;</li> <li>• legal requirements of groups;</li> <li>• developing a Constitution for the group;</li> <li>• forming a Committee; election procedures and meeting procedures;</li> <li>• how to generate support from local community resources;</li> <li>• financial management;</li> <li>• report writing and accountability;</li> <li>• basic planning and evaluation for groups;</li> <li>• conducting and participating in consultations;</li> <li>• basic submission writing techniques.</li> </ul> <p>Apply for funding to employ a Community Development Officer to work with State/Territory WWDA groups to implement the Leadership and Mentoring Resource Kit.</p> <p>Executive Officer to visit State/Territory and regional WWDA groups during 99-2000 to work with groups to implement Leadership and Mentoring Resource Kit.</p>	<p>From Global Fund for Women Grant funds.</p> <p>From Global Fund for Women Grant funds.</p> <p>Exec Officers role.</p> <p>May require additional funding for face to face visits.</p>	<p>Leadership and Mentoring Resource Kit has been developed by July 99.</p> <p>Leadership and Mentoring Resource Kit contains information and guides for group development.</p> <p>Funding submission has been written and submitted to appropriate funding body.</p> <p>Executive Officer has visited State/Territory and regional WWDA groups.</p>

**GOAL 4.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Work with State/Territory WWDA groups to assist them to become self managing through the processes of incorporation and self funding (cont'd)</p>	<p>At least 2 State/Territory/Regional WWDA groups will become incorporated by June 2000.</p> <p>At least 2 State/Territory/Regional WWDA groups will apply for project funding from State sources.</p> <p>Each State/Territory/Regional WWDA group will increase their membership base by 25% by June 2000.</p>	<p>Incorporation costs.</p> <p>WWDA member to write submissions.</p> <p>May require resourcing.</p>	<p>2 WWDA State/Territory and/or regional groups have become incorporated by June 2000.</p> <p>2 WWDA State/Territory and/or regional groups have applied for project funding.</p> <p>State/Territory/Regional WWDA groups have increased membership by 25%.</p>

**GOAL 5: To promote the leadership skills of women with disabilities.**

**Goal Statement:**

Leadership is a major issue for women with disabilities in Australia. Lack of training opportunities, employment and education mean that women with disabilities have few chances to develop leadership skills. In most states of Australia, education for women with disabilities is not compulsory. As an organisation, WWDA is very committed to promoting leadership and mentoring for women with disabilities in Australia. Enabling women with disabilities to acquire new knowledge and skills, and by providing them with opportunities for self-development and increased confidence, is one way WWDA can work towards achieving equality for women with disabilities in Australia.

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Implement the WWDA Leadership and Mentoring Project.</p>	<p>Contract a Consultant (WWDA Member) to develop a Leadership and Mentoring Resource Kit for women with disabilities.</p> <p>The Leadership and Mentoring Resource Kit will include the following information:</p> <ul style="list-style-type: none"> <li>• an introduction to leadership; self-esteem and confidence; assertiveness and public speaking;</li> <li>• rationale and discussion of why leadership for women with disabilities;</li> <li>• an introduction to mentoring; promoting leadership and mentoring in groups;</li> <li>• group formation; decision making and consensus models;</li> <li>• identifying needs at the local level etc;</li> <li>• promoting the group and enlisting new members;</li> <li>• networking;</li> <li>• formalising a group; how to become incorporated;</li> <li>• legal requirements of groups; developing a Constitution for the group; forming a Committee; election procedures and meeting procedures;</li> <li>• how to generate support from local community resources;</li> <li>• financial management; report writing and accountability;</li> <li>• basic planning and evaluation for groups;</li> <li>• conducting and participating in consultations;</li> <li>• basic submission writing techniques.</li> </ul>	<p>From Global Fund for Women Grants funds.</p> <p>From Global Fund for Women Grants funds.</p>	<p>Consultant has been contracted.</p> <p>Leadership and Mentoring Resource Kit contains relevant and appropriate information.</p>

**GOAL 5.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Implement the WWDA Leadership and Mentoring Project (cont'd).</p>	<p>Circulate Leadership and Mentoring Resource Kit in draft format to WWDA State/Territory and Regional Groups for comment and incorporate any changes into Final Draft by July 99.</p> <p>Investigate feasibility of producing the Kit for sale.</p> <p>Provide Leadership and Mentoring Resource Kit in alternative formats - at least disc and large print versions.</p> <p>Provide information about the Leadership and Mentoring Resource Kit on the WWDA website by Sept 99.</p> <p>Apply for funding to employ a Community Development Officer to work with State/Territory WWDA groups to implement the Leadership and Mentoring Resource Kit.</p> <p>Executive Officer to visit State/Territory and regional WWDA groups during 99-2000 to work with groups to implement Leadership and Mentoring Resource Kit.</p>	<p>From Global Fund for Women Grants funds.</p> <p>Production costs - may be recovered by sale of Kits.</p> <p>May require additional resources.</p> <p>Minimal.</p> <p>Exec Officers role.</p> <p>May require additional funding for face to face visits.</p>	<p>Final Draft of Leadership and Mentoring Resource Kit has been developed by July 99 and WWDA members have had input into final draft.</p> <p>Feasibility of producing the Kit for sale has been investigated.</p> <p>Kit is available in alternative formats.</p> <p>Information about the Leadership and Mentoring Resource Kit is available on the WWDA website.</p> <p>Funding submission has been written and submitted to appropriate funding body.</p> <p>Each State/Territory group has been visited by WWDA Executive Officer.</p>

**GOAL 5.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
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<p>Conduct Leadership Workshops with women with disabilities in each State/Territory.</p>	<p>Research potential funding sources for conducting State based Leadership Workshops for women with disabilities.</p> <p>Apply for grant funding by June 2000 for Leadership Workshops in each State/Territory.</p> <p>Employ Project Officer to co-ordinate and implement Leadership Workshops in each State/Territory.</p>	<p>Within Exec Officers role.</p> <p>Within Exec Officers role.</p> <p>Dependent on funding.</p>	<p>Funding sources have been researched and identified.</p> <p>Funding submission has been written and submitted to appropriate funding body.</p> <p>Project Officer has been employed and Leadership Workshops have been organised.</p>
<p>Encourage more WWDA members to become actively involved in the organisation particularly in the area of representation.</p>	<p>Develop a WWDA Skills Register by Sept 99 which contains CV's and Resumes of WWDA members available for representation activities.</p> <p>WWDA Newsletter will contain information for members about how they can participate in WWDA Consultations.</p> <p>WWDA Website will contain information on current activities and ways members can be involved in activities.</p> <p>Develop a WWDA Policy/Position Paper on Representation of Women With Disabilities by June 2000.</p> <p>WWDA Representation Policy/Position Paper will contain Principles and Criteria for representation of women with disabilities.</p>	<p>Within operational costs.</p> <p>Exec Officers role.</p> <p>Exec Officers role.</p> <p>May need to contract WWDA member to write Paper.</p> <p>May need to contract WWDA member to write Paper.</p>	<p>WWDA Skills Register has been developed and has been distributed to WWDA members.</p> <p>There is evidence in each WWDA Newsletter of information about how to participate in WWDA consultations and other activities.</p> <p>WWDA Website is updated monthly and current activities are documented.</p> <p>WWDA Policy/Position Paper on Representation has been developed by June 2000.</p> <p>WWDA Policy/Position Paper on Representation contains principles and criteria.</p>

**GOAL 5.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
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<p>Promote opportunities for WWDA members to participate in WWDA activities.</p>	<p>WWDA Website will contain information on WWDA's current activities and will include information on how WWDA members can participate in these activities.</p> <p>Produce WWDA Newsletter three times per year and include information on ways WWDA members can participate in the organisations activities.</p> <p>Develop a WWDA Skills Register by Sept 99 which contains CV's and Resumes of WWDA members available for representation activities.</p> <p>Develop a WWDA Position/Policy Paper on Leadership and Mentoring for women with disabilities by June 2000.</p>	<p>Within Exec Officers role.</p> <p>Within Exec Officers role.</p> <p>Within Exec Officers role.</p> <p>May need to contract WWDA member to write Paper.</p>	<p>WWDA Website is updated monthly and contains information on current activities and how members can participate in these.</p> <p>WWDA News has been produced 3 times each year and there is evidence in each edition of information on how members can participate in activities.</p> <p>WWDA Skills Register has been developed and has been distributed to WWDA members.</p> <p>A WWDA Position/Policy Paper on Leadership and Mentoring for women with disabilities has been developed by June 2000 and has been widely distributed to relevant government departments, organisations etc.</p>
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**GOAL 6: To increase the membership and public profile of WWDA.**

**Goal Statement:**

WWDA will continue to raise its public profile amongst all sectors and levels of the community in order to increase the organisations membership and meet the needs of women with disabilities in Australia.

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Promote WWDA at local, regional, state, national and international levels using a wide range of methods including:</p> <ul style="list-style-type: none"> <li>• dissemination of material and information on the organisation, its projects and activities;</li> <li>• use of the media;</li> <li>• presence at govt &amp; non-govt events and forums;</li> <li>• presence at public events and forums;</li> <li>• representation on committees;</li> <li>• publishing of articles in newsletters, journals etc.</li> </ul>	<p>Maintain and further develop the WWDA database of relevant government and non-government organisations including contact information.</p> <p>Maintain the WWDA database of all Federal Members of Parliament &amp; Senators.</p> <p>Give at least 2 public talks on WWDA and its activities during 99-2000.</p> <p>Identify and develop networks with relevant international organisations.</p> <p>Have an article about WWDA, its activities and projects published in at least 1 international organisation's newsletter each year.</p> <p>Write an article on WWDA projects and activities for inclusion into at least 3 national newsletters.</p> <p>Distribute at least 2500 WWDA pamphlets and membership forms during 99-2000.</p>	<p>Within operational costs.</p> <p>Within operational costs.</p> <p>Travel costs.</p> <p>Part of Exec Officers role.</p> <p>Part of Exec Officers role.</p> <p>Within operational costs.</p> <p>Printing of pamphlets; mailout costs.</p>	<p>Database has been updated twice each year.</p> <p>Database has been updated twice each year.</p> <p>2 public talks have been given by WWDA.</p> <p>Networks with relevant international organisations have been developed and utilised.</p> <p>An article about WWDA has appeared in at least 1 international organisations newsletter.</p> <p>An article about WWDA has appeared in at least 3 national organisations newsletters.</p> <p>At least 2500 WWDA pamphlets have been distributed.</p>



**GOAL 6.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Promote WWDA at local, regional, state, national and international levels using a wide range of methods including:</p> <ul style="list-style-type: none"> <li>• dissemination of material and information on the organisation, its projects and activities;</li> <li>• use of the media;</li> <li>• presence at govt &amp; non-govt events and forums;</li> <li>• presence at public events and forums;</li> <li>• representation on committees;</li> <li>• publishing of articles in newsletters, journals etc.</li> </ul> <p>(cont'd)</p>	<p>Present papers at least 2 relevant national Conferences during 99-2000. Papers will be presented by WWDA members.</p> <p>Present at least 1 paper during 99 -2000 at a relevant international conference on issues relating to at least 1 of WWDA's priority areas.</p> <p>Utilise the advisory committees where WWDA is represented to publicise WWDA's work, as well as advocate systemic change for women with disabilities.</p> <p>Publish at least 1 article on WWDA's work in a major, relevant national academic journal.</p> <p>Increase WWDA membership base by 25% during 99-2000.</p>	<p>Conference attendance and preparation costs.</p> <p>Conference attendance costs. Will need to secure funds.</p> <p>Representation costs.</p> <p>Within operational costs.</p> <p>Membership drive costs.</p>	<p>WWDA members have presented papers at 2 relevant national conferences. WWDA information has been made available to delegates at these conferences. WWDA papers have been published in Conference proceedings.</p> <p>WWDA has presented a paper on violence against women with disabilities (or on issues relating to at least 1 of WWDA's priority areas) at an international conference.</p> <p>There have been WWDA reps on Committees during 99-2000 and there is evidence of WWDA's input to the processes of these committees.</p> <p>An article on WWDA's activities has been published in a major journal.</p> <p>WWDA membership has increased by 25% by June 2000.</p>

**GOAL 6.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Produce a high quality newsletter.</p>	<p>Produce at least 3 newsletters per year.</p> <p>Produce newsletters in alternative formats.</p> <p>Distribute newsletters to all WWDA members as well as to relevant organisations and individuals.</p> <p>Research potential funding sources to produce the WWDA Newsletter.</p> <p>Include Newsletter Evaluation Form in each edition of the WWDA Newsletter.</p> <p>Make WWDA Newsletter available on the WWDA website no later than 3 months after production.</p> <p>Each edition of the WWDA News will contain State and Territory reports as well as information on WWDA's current activities.</p> <p>Each edition of the WWDA News will contain at least 3 reviews of new publications.</p>	<p>Newsletter production costs - will include: text entry; formatting; folding; pre-post sorting; postage costs.</p> <p>Will be dependent on availability of funds.</p> <p>Distribution costs.</p> <p>Within Exec Officers role.</p> <p>Within Exec Officers role.</p> <p>Within Exec Officers role.</p> <p>Within Exec Officers role.</p> <p>Within Exec Officers role.</p>	<p>Three editions of the newsletter have been developed and distributed.</p> <p>Newsletter is available in alternative formats and the availability of these formats has been publicised.</p> <p>All WWDA members as well as those people on the general WWDA mailing list have received 3 editions of the newsletter during 99-2000.</p> <p>Potential funding sources have been researched.</p> <p>Each edition of WWDA News contains Evaluation Form and reader feedback is incorporated into future editions.</p> <p>Back issues of WWDA Newsletters are available on the WWDA website.</p> <p>WWDA News provides current and relevant information for members.</p> <p>WWDA News contains 3 book reviews each edition.</p>

**GOAL 6.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Develop and maintain a high quality WWDA Website.</p>	<p>Establish a WWDA Website that is consistent with International Standards on Accessible Web Design by June 1999.</p> <p>Register a domain name for the WWDA website and mount the site by June 1999.</p> <p>Make the following information available on the WWDA website by June 99:</p> <ul style="list-style-type: none"> <li>• What's New &amp; Current activities</li> <li>• About Women With Disabilities Australia</li> <li>• Submissions to Government Consultations and Processes; Conference Papers and Publications; Annual Reports and Reports to Funding Bodies; WWDA Reports and Publications</li> <li>• WWDA Newsletters</li> <li>• Issues - Advocacy; Ageing; Citizenship; Education and Employment; Eugenics and Euthanasia; Gender and Disability; Health Issues; Housing Issues; Information Technology; Leadership and Mentoring; Legal Issues; Motherhood and Parenting; Non-English Speaking Background and Indigenous Issues; Sexuality and Reproductive Rights, Sterilisation of Minors; Transport and Travel; Violence and Abuse</li> <li>• Summaries of websites specific to women with disabilities; Links to Australian and international disability websites; Links to disability related Newsgroups</li> <li>• About The Site - Design and Accessibility;</li> <li>• Links to Australian Government Departments and Agencies</li> <li>• Links to Australian Universities</li> <li>• Search Engines</li> </ul>	<p>From IT Grant Funds.</p> <p>From IT Grant Funds.</p> <p>From IT Grant Funds. Annual web hosting fee will need to come from WWDA operational funds after Nov 99.</p>	<p>A WWDA Website has been developed by June 99 that is a model of best practice in content and design for people with disabilities.</p> <p>The WWDA website has been registered on domain name <i>www.wwda.org.au</i> , has been widely publicised and registered with major Internet search facilities.</p> <p>A wide range of information relevant to women with disabilities is available on the WWDA website.</p>

**GOAL 6.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
Develop and maintain a high quality WWDA Website (cont'd).	<p>Include mechanisms for evaluation and feedback on the WWDA website for users.</p> <p>Provide updates on WWDA's current activities at least monthly on the WWDA website.</p> <p>Establish an international Women With Disabilities E-Mail based Discussion Group by October 1999.</p>	<p>From IT Grant Funds.</p> <p>Within operational costs.</p> <p>May need to secure additional funds for listerv hosting charges.</p>	<p>The WWDA website contains mechanisms for user feedback and there is evidence of user feedback.</p> <p>The WWDA website has been updated at least monthly.</p> <p>International Women With Disabilities E-Mail based Discussion Group is up and running by October 1999 and has at least 50 subscribers.</p>
Expand and further develop networks which support the WWDA priority areas.	<p>Identify government, non-government and corporate agencies which can be fostered to support WWDA priority areas.</p> <p>Develop a funding submission to the Business and Community Partnerships Grants Program by July 99.</p> <p>Undertake Market Research Survey and Membership Drive by June 2000.</p> <p>Identify opportunities for collaborative projects with other organisations around WWDA's priority areas.</p>	<p>Ongoing. Part of role of Executive Director and NEC roles.</p> <p>Within operational costs.</p> <p>Dependent on funding.</p> <p>Within operational costs.</p>	<p>Government and non-government organisations relevant to WWDA's priority area have been identified.</p> <p>Funding submission to the Business and Community Partnerships Grants Program has been developed and submitted before July 99.</p> <p>Market Research Survey and membership drive have been conducted.</p> <p>There is evidence that WWDA has investigated opportunities for collaborative projects.</p>

**GOAL 6.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Expand and further develop networks which support the WWDA priority areas (cont'd).</p>	<p>Utilise existing organisations to disseminate information about WWDA and its priority areas.</p> <p>Utilise Internet to disseminate WWDA information to international organisations.</p> <p>Subscribe to the following electronic mail lists and utilise these to raise the profile of WWDA and its activities:</p> <ul style="list-style-type: none"> <li>• the OZADVOCACY list, which deals with issues relating to advocacy;</li> <li>• the AUSFEMPOLNET list, which deals with feminism and politics in Australia;</li> <li>• PAMELA'S LIST which is administered by the Pamela Denoon Trust and is made up of the majority of national women's organisations;</li> <li>• DDA LIST which is administered by the DDA Standards Project;</li> <li>• EMILY'S LIST;</li> <li>• DICE LIST.</li> </ul>	<p>Administrative costs - phone, fax, email, postage.</p> <p>Within operational costs.</p> <p>Within operational costs.</p>	<p>Relevant organisations have received WWDA material. WWDA info has appeared in other organisations' newsletters.</p> <p>WWDA information has been disseminated to at least 10 international organisations each year. WWDA information has appeared in at least 1 international organisations newsletter.</p> <p>WWDA has subscribed to a range of email lists and there is evidence that WWDA has used these to promote activities of the organisation and raise WWDA's profile.</p>

**GOAL 7: To further develop and improve the organisation so as to best serve WWDA's membership and its aims and objectives.**

**Goal Statement:**

WWDA is a relatively new organisation. Many of the organisational systems and structures are in place and functioning effectively and efficiently. WWDA will continue to develop and improve its organisation policies and procedures to reflect the growth and changing needs of the organisation.

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Undertake strategic planning processes.</p>	<p>Develop a WWDA Strategic Plan each year which is based on the identified needs of members and reflects the priority areas of the organisation.</p> <p>The Strategic Plan will contain measurable targets and timelines and will detail indicators of performance and major outputs.</p> <p>The Strategic Plan will be reviewed at least twice a year by the NEC.</p> <p>The Strategic Plan will be evaluated each year and outcomes will be detailed in an Annual Report.</p> <p>Produce an Annual Report following the WWDA Annual General Meeting each year and distribute widely to funding body, relevant government departments, other organisations and WWDA members.</p>	<p>Exec Officer and NEC role.</p> <p>Exec Officer and NEC role.</p> <p>Exec Officer and NEC role.</p> <p>Costs associated with evaluation if done externally.</p> <p>Costs of producing an Annual Report. Distribution costs.</p>	<p>A Strategic Plan has been developed which reflects identified needs of members and priority areas of the organisation. The Plan is measurable and includes indicators of performance/best practice.</p> <p>The Strategic Plan has been reviewed at least twice during 98-99.</p> <p>The Strategic Plan has been evaluated and there is evidence of this.</p> <p>An Annual Report has been written which includes an Evaluation of the Strategic Plan.</p>

**GOAL 7.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Develop organisational and operational policies in line with relevant Service Standards, including:</p> <ul style="list-style-type: none"> <li>• Disability Service Standards</li> <li>• National Mental Health Standards</li> <li>• Standards for Community and Other Primary Health Care Services (CHASP)</li> </ul>	<p>Develop at least 5 Operational policies during 99-2000.</p> <p>Develop at least 4 major organisational Policy Papers during 99-2000 including:</p> <ul style="list-style-type: none"> <li>• Representation of Women With Disabilities;</li> <li>• Violence Against Women With Disabilities;</li> <li>• Sterilisation of Women With Disabilities;</li> <li>• Leadership and Mentoring.</li> </ul> <p>Use relevant Standards processes to assist in the development of policies and procedures.</p>	<p>Exec Officer and NEC role.</p> <p>Exec Officer and NEC role.</p> <p>Exec Officer and NEC role.</p>	<p>At least 5 Operational policies have been developed and ratified by the NEC.</p> <p>At least 4 major organisational have been developed and ratified by the NEC.</p> <p>A range of relevant Standards processes have been used to assist in the development of policies and procedures and there is documented evidence of this.</p>
<p>Develop models of best practice in WWDA's main program areas of:</p> <ul style="list-style-type: none"> <li>• organisational development</li> <li>• violence;</li> <li>• information technology;</li> <li>• leadership and mentoring;</li> <li>• participation.</li> </ul>	<p>Aim to develop at least 1 model of best practice in at least one of WWDA's main program areas during 99-2000.</p> <p>Develop a WWDA World Wide Web site which is a model of best practice in relation to design and content for women with disabilities.</p>	<p>May need funding to develop models.</p> <p>From IT Project Funds.</p>	<p>1 model of best practice in at least one of WWDA's main program areas has been developed during 99-2000.</p> <p>A WWDA World Wide Web site has been developed. It is a model of best practice in relation to design and content for women with disabilities.</p>

**GOAL 7.....continued**

Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Conduct an Annual General Meeting of the organisation.</p>	<p>An Annual General Meeting (AGM) will be held once a year in accordance with the constitutional requirements of the organisation.</p> <p>The AGM will include a planning component.</p> <p>All States/Territories will be represented at the AGM.</p>	<p>Travel, accommodation, facilitator, venue, catering etc.</p> <p>May require additional funds.</p> <p>Travel etc.</p>	<p>An AGM has been conducted in accordance with constitutional requirements.</p> <p>Planning has occurred as part of the AGM.</p> <p>Each State/Territory has been represented at the AGM.</p>
<p>Continue to develop the roles and responsibilities of the National Executive Committee.</p>	<p>Develop written statements of roles and responsibilities of the National Executive Committee.</p> <p>Review the roles and responsibilities at least twice a year.</p>	<p>Exec Officer and NEC roles.</p> <p>Exec Officer and NEC roles.</p>	<p>Role and Responsibility statements have been developed and circulated to the NEC.</p> <p>Role and Responsibility statements have been reviewed at least twice during 99-2000.</p>
<p>Establish links and partnerships with similar, relevant organisations.</p>	<p>Research and identify relevant organisations at a state, national and international level.</p> <p>Develop systems of networking with these organisations.</p> <p>Participate in the National Caucus of Consumer Disability Organisations.</p>	<p>Exec Officers role.</p> <p>Exec Officers role.</p> <p>Transport to and from meetings.</p>	<p>Organisations have been identified and are maintained on a database.</p> <p>Networks have been established and utilised.</p> <p>Exec Director has attended at least 3 meetings of the Caucus during 99-2000.</p>
<p>Maintain the WWDA mailing list database.</p>	<p>Update database at least 4 times per year.</p>	<p>Bookkeeper role.</p>	<p>Database has been updated at least 4 times during 99-2000.</p>

**GOAL 7.....continued**



Key and Continuing Strategies	Targets & Timelines	Resource Implications	Performance Indicators/Outputs
<p>Develop operational policies and procedures to guide the work of the organisation.</p>	<p>Develop at least 5 Operational policies during 99-2000.</p> <p>Use relevant Standards processes to assist in the development of policies and procedures:</p> <ul style="list-style-type: none"> <li>• Disability Service Standards</li> <li>• National Mental Health Standards</li> <li>• Standards for Community and Other Primary Health Care Services (CHASP)</li> </ul>	<p>Exec Officer and NEC roles.</p> <p>Exec Officer and NEC roles.</p>	<p>At least 5 Operational policies have been developed and ratified by the NEC.</p> <p>A range of relevant Standards processes have been used to assist in the development of policies and procedures and there is documented evidence of this.</p>
<p>Develop information management systems which increase the efficiency and effectiveness of the organisation.</p>	<p>Develop a library catalogue system for the WWDA library by June 2000.</p> <p>Review and update (by June 2000) the WWDA Computer Accounting System to better reflect the accounting needs of the organisation.</p> <p>Develop an information management system for the WWDA files, including archived files.</p>	<p>May require separate funding.</p> <p>WWDA auditors to assist. Auditors costs.</p> <p>May require separate funding.</p>	<p>A library catalogue system has been developed and implemented by June 2000.</p> <p>The WWDA Computer Accounting System has been reviewed and updated by June 2000.</p> <p>An information management system has been developed and implemented by June 2000.</p>
<p>Undertake a leadership role within the disability and women's sectors by developing Standards to guide the work of peak disability and women's organisations.</p>	<p>Research funding opportunities and apply for funding for a WWDA Project to develop Advocacy Standards.</p> <p>Implement a Project to develop Advocacy Standards.</p>	<p>Exec Officer and NEC role.</p> <p>Dependent on funding.</p>	<p>Funding opportunities have been researched and a funding submission has been submitted to the relevant body.</p> <p>Project has been implemented.</p>