



Women  
With  
Disabilities  
Australia  
(WWDA)

**Women With Disabilities Australia (WWDA)**

**Strategic Plan 2004 – 2009**



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

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# Acknowledgements

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Community Support Levy  
Charitable Organisations  
*Grant Program*



Tasmania  
DEPARTMENT of  
HEALTH and  
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# Introducing Women With Disabilities Australia (WWDA)

Women With Disabilities Australia (WWDA) is the peak organisation for women with all types of disabilities in Australia. WWDA is a national voice for the needs and rights of women with disabilities and a national force to improve the lives and life chances of women with disabilities. WWDA was established in 1994, and became incorporated in 1995 although it had been operating as an unfunded network within another organisation for eight years previous to that. It is a federating body of individuals and networks in each State and Territory of Australia and is made up of women with disabilities and associated organisations. The national secretariat is located in Tasmania. WWDA is run by women with disabilities, for women with disabilities. It is the only organisation of its kind in Australia and one of only a very small number internationally. WWDA is inclusive and does not discriminate against any disability. WWDA 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. WWDA seeks to ensure the advancement of education of society to the status and needs of women with disabilities in order to promote equity, reduce suffering, poverty, discrimination and exploitation of women with disabilities. WWDA is unique, in that it operates as a national disability organisation; a national women's organisation; and a national human rights organisation.

WWDA is managed by a National Management Committee, which is made up of women with disabilities and which is elected each year at the Annual General Meeting. The members of WWDA are actively involved in the decision making processes of the organisation. All programs and activities conducted by WWDA are in direct response to the identified issues and concerns of women with disabilities in Australia. WWDA is a registered charitable organisation with Public Benevolent Institution status which means that donations made to the organisation over \$2 are tax deductible.

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

More information about WWDA can be found at the organisation's extensive website, located at: [www.wwda.org.au](http://www.wwda.org.au).

# Summary

This Strategic Plan for 2004-2009 has been developed following extensive consultation with our members, associate organisations, and other stakeholders. It reflects our commitment to promoting leadership opportunities for women with disabilities, and to fostering the empowerment and participation of all women with disabilities. This Strategic Plan is based on the social model of disability, which identifies the barriers and restrictions facing women with disabilities as the focus of reform.

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

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

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

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

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

# The Vision

Our vision is to improve the lives and life chances of women with disabilities. Women With Disabilities Australia (WWDA) will achieve its vision by:

- actively promoting the participation of women with disabilities in all aspects of social, economic, political and cultural life;
- advocating on issues of concern to women with disabilities in Australia; and
- seeking to be the national representative organisation for women with disabilities in Australia by: undertaking systemic advocacy; providing policy advice; undertaking research; and providing support, information and education.

# The Principles

Underpinning this Strategic Plan, and implicit in WWDA's Strategic direction, is a focus on, and commitment to promoting leadership opportunities for women with disabilities, and fostering the empowerment and participation of women with disabilities.

**Leadership** for women with disabilities focuses on women and encourages social change, promoting the role of sharing resources, information and power. WWDA ascribes to a feminist model of leadership, which highlights the necessity to bridge the gap between leader and the group by acknowledging that personal strengths can be used to encourage the development of the other members of the group. The difference between the traditional forms of leadership and feminist leadership is that feminist leadership works to develop 'power for' the group instead of 'power over' or 'domination' of the group. Women with Disabilities Australia (WWDA) embraces this style of leadership because it is centered on the needs of women; it acknowledges and reflects the diversity of each woman's needs; it allows each woman to take control of her life with the help and respect of the other women in her group; and allows her to have her say in an environment where she knows she will be listened to. It is essential that women with disabilities are afforded the opportunity to learn leadership skills so they can represent the views of women with disabilities and also pass on those skills to other women.

**Empowerment** involves women with disabilities understanding their right to be citizens and being given the tools for equality and participation. It is achieved mainly by women with disabilities coming together to share their experiences, to gain strength from one another and to provide positive role models. It means breaking away from an identity of graceful passivity and finding the will and power to change one's own circumstances. This is not an easy process for women with disabilities or the wider community. However, it is an essential component in the struggle for full participation and equality of opportunity.

# The Model

Women With Disabilities Australia (WWDA) addresses disability within a **social model**, which identifies the barriers and restrictions facing women with disabilities as the focus for reform.

The Social Model of Disability understands disability as a problem created and imposed by society. It recognises that it is not the impairments of disabled people which cause 'the problem', but rather the way in which society fails to make allowances for differences. The Social Model takes the view that the ability to undertake activities is dependent upon social intervention. Disability is the outcome of society's failure to accommodate the needs of people with disabilities. The Social Model focuses on the barriers people with disabilities face on a daily basis. It establishes that everyone is equal and demonstrates that it is society which erects barriers that prevent people with disabilities participating and restricts their opportunities. The social model empowers people with disabilities to challenge society to remove those barriers.

# The Progress

Women With Disabilities Australia (WWDA) will be reporting, in its Annual Report, the achievements arising from the strategies included in this Strategic Plan. An evaluation of the Strategic Plan will be undertaken every year as part of WWDA's internal review processes.

# Summary of Goals and Key Objectives

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

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

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

### **Key Objectives at the international level:**

- Increase WWDA's capacity to support women with disabilities in developing countries.
- Contribute to relevant international initiatives relating to women with disabilities.
- Increase WWDA's profile at the international level.
- Maintain and further develop WWDA's website as a model of best practice in content and design.

### **Key Objectives at the national level:**

- Promote WWDA as the national representative organisation for women with disabilities in Australia.
- Continue to consult with women with disabilities on systemic advocacy issues.
- Promote the interests and concerns of women with disabilities through representation on relevant committees, advisory bodies and other relevant fora.
- Promote the interests and concerns of women with disabilities in the development of relevant Government policies, particularly women's policy.
- Contribute to relevant national initiatives relating to women with disabilities.

### **Key Objectives at the local level:**

- Extend the reach of WWDA by identifying and linking to women with disabilities, at State/Territory, regional and local levels.
- Enhance and promote membership services and communication to WWDA members and potential members.
- Promote opportunities for WWDA members to become actively involved in the organisation.

- Increase WWDA's profile at the State/Territory, regional and local levels.

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

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

**Key Objectives**

- Undertake work in the policy priority area of Violence against women with disabilities, including unlawful sterilization.
- Undertake work in the policy priority area of Health, with particular focus on cervical screening; breast screening; and screening for Osteoporosis.
- Undertake work in the policy priority area of Housing and Accommodation.
- Undertake work in the policy priority area of Disability Support.
- Undertake work in the policy priority area of Employment and Income Support.
- Undertake work in the policy priority area of Information & Communication Technologies.
- Undertake work in the policy priority area of Education.
- Undertake work in the policy priority area of Women With Disabilities At Risk.
- Develop networks which support the WWDA priority areas.

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

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

**Key Objectives**

- Undertake activities as required in WWDA's funding contract with the Department of Family & Community Services (FaCS).
- Act as a two way conduit between the Government and the community on social policy issues as they affect women with disabilities.

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

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

**Key Objectives**

- Undertake systemic advocacy in WWDA's policy priority areas, and in new areas that emerge from the WWDA membership.
- Provide policy advice to Government and other key stakeholders on issues affecting women with disabilities.
- Undertake research falling within WWDA's policy priority areas.
- Provide support, information and education.
- Seek revenue from a variety of public and private sources to improve the viability of the organisation and diversify the financial base.

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

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

**Key Objectives**

- Ensure the ongoing financial viability of WWDA.
- Undertake capacity building initiatives to enhance the effectiveness and efficiency of WWDA.
- Undertake strategic planning, organisational review and evaluation processes.
- Develop information management systems which increase the efficiency and effectiveness of the organisation.



# Women With Disabilities Australia (WWDA)

## Strategic Plan 2004 – 2009

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

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

Key Objectives	Strategies	Key Performance Indicators/Outputs
<b>At the international level:</b>		
Increase WWDA's capacity to support women with disabilities in developing countries.	<p>Apply for ECOSOC (Economic and Social Council) NGO Consultative Status with the United Nations.</p> <p>Seek NGO accreditation with the Australian Agency for International Development (AusAID).</p> <p>Research and establish linkages with other international organisations, including human rights, women's, disability organisations and international aid agencies.</p>	<p>Application process for ECOSOC NGO Consultative Status is completed. Consultative Status has been achieved.</p> <p>Application process is completed. NGO accreditation with AusAID has been achieved.</p> <p>Research has been conducted, linkages and networks established. Database of international organisations has been developed.</p>
Contribute to relevant international initiatives relating to women with disabilities.	<p>Contribute to, and participate in, the development of the Comprehensive and Integral International Convention on Protection and Promotion of the Rights and Dignity of Persons with Disabilities.</p> <p>Participate in consultations, reporting and other processes relating to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).</p> <p>Research and monitor international developments as they relate to women with disabilities.</p> <p>Identify funding sources to enable WWDA to attend relevant international Conferences and forums.</p>	<p>Evidence of contribution to the development of relevant international initiatives relating to women with disabilities, including the Comprehensive and Integral International Convention on Protection and Promotion of the Rights and Dignity of Persons with Disabilities, and CEDAW. Submissions developed are available on the WWDA website. WWDA representatives attending meetings have completed reports.</p> <p>WWDA Update Bulletins and reports include information on relevant international developments.</p> <p>Funding sources have been identified. Database of grants has been developed.</p>

<p>Increase WWDA's profile at the international level.</p>	<p>Promote WWDA at the international level using a wide range of methods including:</p> <ul style="list-style-type: none"> <li>• dissemination of material and information on the organisation, its projects and activities;</li> <li>• presentations at relevant international Conferences and forums;</li> <li>• publishing of articles in relevant international newsletters and journals;</li> <li>• provision of up to date material on the WWDA website.</li> </ul>	<p>Increase in requests for information from organisations and individuals outside Australia.</p> <p>WWDA website usage statistics demonstrate increase in visits from users outside Australia.</p> <p>Increase in sales of WWDA publications to international organisations.</p> <p>Membership to WWDA from international organisations has increased by 30%.</p> <p>Evidence of publication of articles in relevant international newsletters and journals.</p> <p>Website content is current and reflects regular additions and updating.</p>
<p>Maintain and further develop WWDA's website as a model of best practice in content and design.</p>	<p>Continue to develop the WWDA Website in accordance with the Web Content Accessibility Guidelines developed by the World Wide Web Consortium.</p> <p>Continue to develop the WWDA website as an education and information resource for a wide range of users.</p> <p>Develop a web based Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels.</p> <p>Upload archived WWDA resource materials to provide users with a history of the development of WWDA.</p> <p>Undertake bi-annual analysis of usage statistics of website including country of origin of users.</p> <p>Promote availability of WWDA website internationally using website usage data.</p>	<p>WWDA Website meets Web Content Accessibility Guidelines developed by the World Wide Web Consortium.</p> <p>Website data collection demonstrates access by a wide range of users.</p> <p>Information and Referral database is developed and available on the WWDA website.</p> <p>Website content is current and reflects regular additions and updating.</p> <p>Bi-annual analysis of usage statistics of website is undertaken and reported on in the Annual Report.</p> <p>Availability of WWDA website is promoted.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs
<b>At the national level:</b>		
<p>Promote WWDA as the national representative organisation for women with disabilities in Australia.</p>	<p>Promote WWDA at the national level 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 as appropriate;</li> <li>• presence at government, non-government, public and other events and forums;</li> <li>• representation on national committees and advisory fora;</li> <li>• publishing of articles in national newsletters and journals;</li> <li>• using electronic mailing lists;</li> <li>• provision of up to date material on the WWDA website.</li> </ul> <p>Produce a section on WWDA's website on WWDA Projects, which includes current and past projects.</p> <p>Develop submissions to relevant inquiries and disseminate copies to relevant stakeholders including: Federal/State Government Departments; politicians; NGO's; industry bodies; etc.</p>	<p>Relevant Commonwealth and State Government websites provide links to WWDA website and/or contact information for WWDA.</p> <p>WWDA is represented on a range of national committees and advisory fora that reflect the breadth and scope of the organisation.</p> <p>Evidence of WWDA delegates attending government, non-government, public and other events and forums.</p> <p>Evidence of widespread and regular dissemination of information on WWDA activities and initiatives.</p> <p>WWDA website contains content on WWDA Projects, including current and past projects.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p>
<p>Continue to consult with women with disabilities on systemic advocacy issues.</p>	<p>Develop a WWDA Consultation Policy which includes procedures for consulting with members on issues and concerns of women with disabilities.</p> <p>Undertake regular consultation with WWDA members and other relevant stakeholders on WWDA's activities.</p> <p>Utilise electronic mailing lists within the women's, disability, human rights, and other relevant sectors, to consult with women with disabilities and other relevant stakeholders.</p> <p>Identify funding opportunities to enable WWDA to provide</p>	<p>Consultation Policy has been developed and made available to members.</p> <p>Evidence of consultations undertaken.</p> <p>Data collection on WWDA email lists usage demonstrates consultation with members and stakeholders.</p> <p>Funding sources for alternative format production have</p>

	<p>consultation materials in alternative formats.</p> <p>Develop and utilise a WWDA Decision Making Matrix to enable prioritisation of incoming requests for consultation.</p>	<p>been identified and funding applications developed.</p> <p>Decision Making Matrix has been developed. Internal review processes demonstrate effective usage of Matrix.</p>
<p>Promote the interests and concerns of women with disabilities through representation on relevant committees, advisory bodies and other relevant fora.</p>	<p>Identify opportunities for representation of women with disabilities on relevant committees, advisory bodies and other relevant fora.</p> <p>Provide representatives to Committees, Advisory Bodies and other relevant fora that are in line with WWDA's policy priority areas.</p> <p>Promote WWDA's involvement in the Australian Federation of Disability Organisations (AFDO) through maintaining a WWDA delegate on the AFDO Board of Directors.</p> <p>Participate in the work of Australian Federation of Disability Organisations (AFDO).</p> <p>Develop a 'Guidelines for WWDA Consumer Representatives Manual'.</p> <p>Promote the availability of 'Taking the Lead' - WWDA's Leadership and Mentoring Resource Kit for Women with Disabilities.</p> <p>Publicise research, reports, policies and projects undertaken by WWDA.</p> <p>Promote WWDA's involvement in the Disability Discrimination Act (DDA) Standards Project through maintaining a WWDA delegate on the DDA Standards Project Steering Committee.</p>	<p>Representation opportunities have been identified and pursued. Number of committees, advisory bodies and other relevant fora where WWDA is represented.</p> <p>WWDA is represented on national advisory structures in line with WWDA's policy priority areas.</p> <p>WWDA delegate, selected by members, represents the organisation on the Australian Federation of Disability Organisations (AFDO). Evidence of WWDA delegate reporting back to members.</p> <p>Evidence of participation in the Australian Federation of Disability Organisations (AFDO).</p> <p>'Guidelines for WWDA Consumer Representatives Manual' has been developed. New WWDA representatives have received a copy and orientation.</p> <p>WWDA Publications Flyers and Order Forms are widely distributed and also made available on the WWDA website.</p> <p>Research, reports, policies and projects undertaken by WWDA have been widely disseminated and made available, where appropriate, on the WWDA website.</p> <p>WWDA delegate, selected by members, represents the organisation on the Disability Discrimination Act (DDA) Standards Project. Evidence of WWDA delegate reporting back to members.</p>
<p>Promote the interests and concerns of</p>	<p>Based on information gathered through consultations with</p>	<p>Submissions developed and made available on WWDA</p>

<p>women with disabilities in the development of relevant Government policies, particularly women's policy.</p>	<p>WWDA members, develop WWDA submissions to relevant government processes.</p> <p>Establish a National WWDA Women's Policy Working Group.</p> <p>Identify potential funding sources for specific projects identified by the National WWDA Women's Policy Working Group.</p> <p>Establish and maintain links with organisations/networks which support systemic advocacy for women with disabilities.</p>	<p>website. Copies have been distributed to all relevant stakeholders.</p> <p>National WWDA Women's Policy Working Group has been established.</p> <p>Potential funding sources for specific projects has been identified. Funding applications have been developed. Number of successful submissions.</p> <p>Research has been conducted, linkages and networks established. Database of organisations/networks which support systemic advocacy for women with disabilities has been developed. Reciprocal memberships developed.</p>
<p>Contribute to relevant national initiatives relating to women with disabilities.</p>	<p>Identify opportunities for WWDA to participate in national projects, consultative and other relevant processes which affect women with disabilities.</p>	<p>Opportunities for WWDA to participate in national projects, consultative and other relevant processes have been identified. Number and range of processes WWDA has been involved in. Evidence of outcomes stemming from WWDA's involvement.</p>

Key Objectives	Strategies	Key Performance Indicators/Outputs
<b>At the local level:</b>		
Extend the reach of WWDA by identifying and linking to women with disabilities, at State/Territory, regional and local levels.	<p>Develop a standard WWDA Information Pack for new members and other relevant stakeholders which includes:</p> <ul style="list-style-type: none"> <li>• WWDA Membership Form;</li> <li>• General information about WWDA, including management, and major functions;</li> <li>• WWDA Publications Order Form and Flyers;</li> <li>• Summary of WWDA's Strategic Plan;</li> <li>• Details of WWDA's Website and Electronic Mailing List, 'WWDA Discuss';</li> <li>• Business Cards.</li> </ul> <p>Promote the availability of WWDA's electronic mailing list and discussion group 'WWDA Discuss'.</p> <p>Research and develop an Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels.</p> <p>Establish and maintain links with relevant NGO's and other services at local and regional levels.</p> <p>Monitor events occurring at local levels where WWDA information can be disseminated.</p>	<p>WWDA Information Pack for new members and other relevant stakeholders has been developed. Number of packs distributed. Percentage of recipients taking up membership. Mechanism for evaluation of WWDA Information Pack has been established and is in use.</p> <p>'WWDA Discuss' is widely promoted and subscription information is made available on the WWDA website.</p> <p>Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels has been developed. Information about WWDA has been distributed to relevant NGO's and other services at local and regional levels.</p> <p>Number and range of events at local levels where WWDA information has been distributed. Evaluation of impact.</p>
Enhance and promote membership services and communication to WWDA members and potential members.	<p>Seek funding to develop and maintain information management systems, including upgrading WWDA's membership database.</p> <p>Research and develop an Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels.</p>	<p>Potential funding sources to develop and maintain information management systems have been identified. Funding applications have been developed. Systems developed. WWDA membership database has been upgraded.</p> <p>Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels has been developed.</p>

	<p>Produce Monthly WWDA Update Bulletins and disseminate widely to relevant stakeholders. Make Update Bulletins available on WWDA Website.</p> <p>Seek funding to produce WWDA Newsletter/Journal annually.</p> <p>Undertake Satisfaction Survey of WWDA members every two years.</p> <p>Continue to develop the WWDA website as an education and information resource for a wide range of users.</p> <p>Identify opportunities for WWDA staff and/or members to be trained in html.</p>	<p>Monthly WWDA Update Bulletins have been produced and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>Potential funding sources to produce WWDA Newsletter/Journal annually have been researched and identified. Potential corporate sponsors have been identified and submissions completed.</p> <p>Satisfaction Survey of WWDA members has been conducted. Results are made available on WWDA website and in relevant reports.</p> <p>Website data collection demonstrates access by a wide range of users.</p> <p>Opportunities for training in html and other aspects of web design and authoring have been researched.</p>
<p>Promote opportunities for WWDA members to become actively involved in the organisation.</p>	<p>Develop a WWDA Skills Register which includes information on members with skills/expertise in the areas of:</p> <ul style="list-style-type: none"> <li>• Networking;</li> <li>• Consultancy;</li> <li>• Representation;</li> <li>• Public speaking;</li> <li>• Volunteering;</li> <li>• Legal issues;</li> <li>• Financial management;</li> <li>• Media;</li> <li>• Submission writing</li> </ul> <p>Utilise the WWDA Newsletter, website, email lists, and update bulletins to advertise ways members can participate in WWDA.</p>	<p>WWDA Skills Register has been developed and is regularly updated.</p> <p>Percentage of incoming requests delegated to members on the Skills Register.</p> <p>Evidence of utilisation of mechanisms to advertise ways members can participate in WWDA.</p>
<p>Increase WWDA's profile at the State/Territory, regional and local levels.</p>	<p>Promote WWDA at local levels using a wide range of methods including:</p> <ul style="list-style-type: none"> <li>• dissemination of material and information on the</li> </ul>	<p>Increase in requests for information from services, organisations and individuals at local levels.</p>

	<p>organisation, its projects and activities;</p> <ul style="list-style-type: none"> <li>• use of the media;</li> <li>• presence at government &amp; non-government 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>Monitor events occurring at local levels where WWDA information can be disseminated.</p>	<p>Increase in sales of WWDA publications to services, organisations and individuals at local levels.</p> <p>Membership to WWDA from services, organisations and individuals at local levels has increased by 20%.</p> <p>Evidence of publication of articles in relevant newsletters and journals.</p> <p>Information and Referral Database of relevant services, organisations and agencies at local levels has been developed. Information about WWDA has been distributed to relevant NGO's and other services at local levels.</p> <p>Number and range of events at local levels where WWDA information has been distributed. Evaluation of impact.</p>
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**GOAL 2: Undertake systemic advocacy in specific areas of concern to WWDA members, focusing on women with disabilities at risk.**

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

Key Objectives	Strategies	Key Performance Indicators/Outputs
<p>Undertake work in the policy priority area of Violence against women with disabilities, including unlawful sterilisation.</p>	<p>Monitor work being undertaken by the Standing Committee of Attorney's General (SCAG) on unlawful sterilisation of minors with a decision-making disability.</p> <p>Continue to promote the availability of the WWDA Report 'Moving Forward' – Sterilisation and Reproductive Health of Women and Girls with Disabilities.</p> <p>Update and publish the WWDA Violence Information Kit.</p> <p>Undertake a national audit of SAAP funded women's refuges to assess accessibility for women with disabilities.</p> <p>Develop submissions to relevant inquiries and other processes dealing with violence.</p> <p>Provide input to relevant research and community projects dealing with violence.</p> <p>Establish and maintain links with organisations/networks in the violence sector.</p>	<p>WWDA has been kept informed of the progress of the work being undertaken by the Standing Committee of Attorney's General (SCAG) on unlawful sterilisation of minors with a decision-making disability.</p> <p>A national Working Party on Sterilisation and Reproductive Health of Women and Girls with Disabilities has been established, and WWDA is a member.</p> <p>WWDA Violence Information Kit has been updated and published. Number of Kits disseminated. Number purchased.</p> <p>A national audit of SAAP funded women's refuges to assess accessibility for women with disabilities has been conducted. Report is made available on WWDA Website. Policy recommendations have been forwarded to relevant stakeholders.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>Evidence of WWDA input to relevant research and community projects dealing with violence.</p> <p>Research has been conducted, linkages and networks established. Relevant organisations/networks in the violence</p>

		sector have been included on WWDA's Database.
Undertake work in the policy priority area of Health, with particular focus on cervical screening; breast screening; and screening for Osteoporosis.	<p>Seek funding to develop and implement a national research project on the issues which impact on access and uptake of screening services for women with disabilities with particular focus on breast and cervical screening.</p> <p>Identify and act on strategic opportunities for systemic advocacy on access to health services for women with disabilities.</p>	<p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p> <p>Evidence of systemic advocacy on access to health services for women with disabilities. Evaluation of impact and outcomes of systemic advocacy.</p>
Undertake work in the policy priority area of Housing and Accommodation.	<p>Identify and act on strategic opportunities for systemic advocacy on specific issues for women with disabilities in housing and accommodation including:</p> <ul style="list-style-type: none"> <li>• safety/violence prevention;</li> <li>• availability of options for choices in housing;</li> <li>• accessibility of public housing stocks;</li> <li>• affordability;</li> <li>• accessibility and responsiveness of SAAP funded services;</li> <li>• public/private divide.</li> </ul> <p>Develop submissions to relevant inquiries and other processes dealing with housing and accommodation, including homelessness.</p> <p>Undertake a national audit of SAAP funded women's refuges to assess accessibility for women with disabilities.</p> <p>Establish and maintain links with organisations/networks in the housing sector.</p>	<p>Evidence of systemic advocacy on specific issues for women with disabilities in housing and accommodation. Evaluation of impact and outcomes of systemic advocacy.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>A national audit of SAAP funded women's refuges to assess accessibility for women with disabilities has been conducted. Report is made available on WWDA Website. Policy recommendations have been forwarded to relevant stakeholders.</p> <p>Research has been conducted, linkages and networks established. Database of organisations/networks in the housing sector has been developed. Reciprocal memberships developed.</p>

	<p>Identify opportunities for representation of women with disabilities on relevant committees, advisory bodies and other relevant fora which deal with housing and accommodation.</p> <p>Continue to document qualitative information/data on housing issues for women with disabilities.</p> <p>Seek funding to conduct a national research project on the issues which impact on Women with disabilities moving from institutions, jail and substitute care into homelessness or other institutions.</p>	<p>Representation opportunities have been identified and pursued. Number of committees, advisory bodies and other relevant fora where WWDA is represented.</p> <p>Evidence of data collection processes which incorporate data on housing issues for women with disabilities.</p> <p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p>
Undertake work in the policy priority area of Disability Support.	<p>Seek funding to conduct a national scoping project to explore the range of issues relevant to attendant care and women with disabilities.</p> <p>Develop and maintain strategic alliances with organisations/networks in the disability and women's sectors.</p> <p>Provide advice to Government on the impact of current policies and initiatives, and suggest new strategies and/or new models and changes as appropriate.</p> <p>Identify mechanisms and strategies to increase the capacity of advocacy organisations to support individual women with disabilities.</p>	<p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p> <p>Research has been conducted, linkages and networks established. Database of organisations/networks in the disability and women's sectors has been developed. Reciprocal memberships developed.</p> <p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p> <p>Information and Referral Database is developed and includes national, State/Territory, regional and local individual advocacy services. Numbers and types of referrals made.</p>
Undertake work in the policy priority area of Employment and Income Support.	<p>Continue to participate in the Federal Government's 'Australians Working Together' Welfare Reform process.</p> <p>Provide advice to Government on the impact of welfare reform measures on women with disabilities.</p>	<p>Evidence of participation in, and contribution to, the 'Australians Working Together' Welfare Reform process.</p> <p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome</p>

	<p>Continue to gather qualitative data from women with disabilities about specific issues in relation to employment and income support.</p> <p>Seek funding to develop and conduct a national project to scope participation rates by women with disabilities in employment: including open employment, supported employment and business services.</p> <p>Develop strategic alliances with relevant stakeholders including organisations within the disability, welfare, women's, and education and training sectors.</p>	<p>of policy advice.</p> <p>Evidence of data collection processes which incorporate data on housing issues for women with disabilities.</p> <p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p> <p>Research has been conducted, linkages and networks established. Database of organisations/networks in the disability, welfare, women's, and education and training sectors has been developed. Reciprocal memberships developed.</p>
<p>Undertake work in the policy priority area of Information &amp; Communication Technologies.</p>	<p>Maintain the National WWDA Telecommunications Working Group.</p> <p>Apply annually for telecommunications consumer representation project funds from the Commonwealth Department of Communication, Information Technologies and the Arts (DCITA).</p> <p>Identify potential funding sources for specific projects identified by the National WWDA Telecommunications Working Group.</p> <p>Develop submissions to relevant inquiries and other processes dealing with information and communication technologies.</p> <p>Continue to provide representatives to Committees, Advisory Bodies and other relevant fora (including industry bodies) dealing with information and communication technologies.</p>	<p>National WWDA Telecommunications Working Group has been maintained.</p> <p>Telecommunications consumer representation project funding is applied for, and received annually. Funding received has supported the work of the National WWDA Telecommunications Working Group.</p> <p>Funding opportunities have been researched and identified. Applications for funding have been developed for specific projects identified by the National WWDA Telecommunications Working Group.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>Representation opportunities have been identified and pursued. Number of committees, advisory bodies and other relevant fora where WWDA is represented.</p>

	<p>Continue to develop the WWDA website as an education and information resource for a wide range of users, in accordance with the Web Content Accessibility Guidelines developed by the World Wide Web Consortium.</p> <p>Continue to promote the availability of WWDA's Reports on 'Telecommunications and Women with Disabilities'.</p>	<p>WWDA website meets Web Content Accessibility Guidelines developed by the World Wide Web Consortium. Website data collection demonstrates access by a wide range of users.</p> <p>WWDA Publications Flyers and Order Forms are widely distributed and also made available on the WWDA website.</p>
Undertake work in the policy priority area of Education.	<p>Monitor developments to the Disability Discrimination Act (DDA) Education Standards and provide input as appropriate.</p> <p>Continue to gather qualitative data from women with disabilities about specific issues in relation to education and training.</p> <p>Seek funding to develop and conduct a national project to scope participation rates of women and girls with disabilities in post secondary education and identify issues relevant to participation.</p> <p>Identify and act on strategic opportunities for systemic advocacy on specific issues for women with disabilities in relation to education and training.</p> <p>Develop submissions to relevant inquiries and other processes dealing with education and training.</p>	<p>WWDA delegate, selected by members, represents the organisation on the Disability Discrimination Act (DDA) Standards Project. Evidence of WWDA delegate reporting back to members.</p> <p>Evidence of data collection processes which incorporate data from women with disabilities about specific issues in relation to education and training.</p> <p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research project has been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p> <p>Evidence of systemic advocacy specific issues for women with disabilities in relation to education and training. Evaluation of impact and outcomes of systemic advocacy.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p>
Undertake work in the policy priority area of Women With Disabilities At Risk	<p>Develop strategic alliances with other organisations who have an interest or focus on women with disabilities at risk.</p> <p>Identify and collate secondary research relevant to issues for</p>	<p>Research has been conducted, linkages and networks established. Database of organisations/networks with an interest or focus on women with disabilities at risk has been developed. Reciprocal memberships developed.</p> <p>Secondary research relevant to issues for women with</p>

	<p>women with disabilities at risk and identify gaps.</p> <p>Seek funding to develop and conduct a national baseline research project on group homes, which includes:</p> <ul style="list-style-type: none"> <li>• location;</li> <li>• how they are administered;</li> <li>• how they are regulated;</li> <li>• numbers of women and girls with disabilities living in group homes.</li> </ul>	<p>disabilities at risk has been conducted and gaps identified.</p> <p>Funding opportunities have been researched and identified. Applications for funding have been developed. National baseline research project has been implemented. Recommendations for future work have been developed and forwarded to relevant stakeholders. Evaluation of impact and outcomes of Project.</p>
<p>Develop networks which support the WWDA priority areas.</p>	<p>Identify, develop and maintain strategic alliances with organisations/networks across sectors which reflect WWDA's policy priority areas.</p> <p>Identify a range of peak bodies within WWDA's policy priority areas where WWDA can take up membership.</p> <p>Develop reciprocal membership arrangements with other organisations/networks as appropriate.</p> <p>Identify opportunities for representation of women with disabilities on relevant committees, advisory bodies and other relevant fora, falling within WWDA's policy priority areas</p> <p>Identify opportunities for research partnerships with relevant research institutions.</p>	<p>Research has been conducted, linkages and networks established. Database of organisations/networks across sectors which reflect WWDA's policy priority areas has been developed. Reciprocal memberships developed.</p> <p>Peak bodies within WWDA's policy priority areas have been researched and identified. WWDA has taken up membership with relevant peak bodies.</p> <p>Reciprocal memberships have been developed.</p> <p>Representation opportunities have been identified and pursued. Number of committees, advisory bodies and other relevant fora where WWDA is represented.</p> <p>Opportunities for partnerships with relevant research institutions have been identified and pursued.</p>

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

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

Key Objectives	Strategies	Key Performance Indicators/Outputs
Undertake activities as required in WWDA's funding contract with the Department of Family & Community Services (FaCS).	<p>Continue to participate in the Federal Government's 'Australians Working Together' Welfare Reform process.</p> <p>Provide advice to Government on the impact of welfare reform measures on women with disabilities.</p> <p>Promote WWDA's involvement in the Australian Federation of Disability Organisations (AFDO) through maintaining a WWDA delegate on the AFDO Board of Directors.</p> <p>Participate in the work of Australian Federation of Disability Organisations (AFDO).</p> <p>Provide advice, where relevant, to Government on the impact of current social policies and initiatives and suggest new strategies and/or new models and changes as appropriate.</p> <p>Provide timely responses, as appropriate, to requests from Government for policy advice and information.</p> <p>Provide reports to the Department of Family &amp; Community Services (FaCS) as specified in WWDA's funding contract.</p>	<p>Evidence of participation in, and contribution to, the 'Australians Working Together' Welfare Reform process.</p> <p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p> <p>WWDA delegate, selected by members, represents the organisation on the Australian Federation of Disability Organisations (AFDO). Evidence of WWDA delegate reporting back to members.</p> <p>Evidence of participation in the work of Australian Federation of Disability Organisations (AFDO).</p> <p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p> <p>Evidence of timely policy advice to Government. Number of requests received. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p> <p>Reports have been provided to Department of Family &amp; Community Services (FaCS) as specified in WWDA's funding contract.</p>
Act as a two way conduit between the	Widely disseminate information on Government social policies	Evidence of broad dissemination of information on

<p>Government and the community on social policy issues as they affect women with disabilities.</p>	<p>and initiatives to organisations and services within the disability, welfare, women's, and human rights sectors, and to other stakeholders as relevant.</p> <p>Provide advice, where relevant, to Government on the impact of current social policies and initiatives and suggest new strategies and/or new models and changes as appropriate.</p> <p>Continue to provide copies of WWDA's submissions, publications, monthly update bulletins, and other documentation to relevant Government Departments, agencies, Ministers and other relevant stakeholders.</p>	<p>Government social policies and initiatives. WWDA Monthly Update Bulletins contain relevant information on current Government social policies and initiatives.</p> <p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p> <p>WWDA's submissions, publications, monthly update bulletins, and other documentation have been regularly provided to relevant Government Departments, agencies, Ministers and other relevant stakeholders.</p>
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**GOAL 4: Ensure the ongoing viability of WWDA to independently advocate on behalf of women with disabilities.**

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

Key Objectives	Strategies	Key Performance Indicators/Outputs
Undertake systemic advocacy in WWDA's policy priority areas, and in new areas that emerge from the WWDA membership.	<p>Identify opportunities for representation of women with disabilities on relevant committees, advisory bodies and other relevant fora.</p> <p>Provide representatives to Committees, Advisory Bodies and other relevant fora that are in line with WWDA's policy priority areas.</p> <p>Develop submissions to relevant inquiries and other processes dealing with issues falling within WWDA's policy priority areas.</p>	<p>Representation opportunities have been identified and pursued. Number of committees, advisory bodies and other relevant fora where WWDA is represented.</p> <p>WWDA is represented on national advisory structures in line with WWDA's policy priority areas.</p> <p>Submissions developed and made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p>
Provide policy advice to Government and other key stakeholders on issues affecting women with disabilities.	<p>Provide advice to Government on the impact of current policies and initiatives, and suggest new strategies and/or new models and changes as appropriate.</p> <p>Provide advice to Government on policy, program and service delivery issues emerging from the WWDA membership.</p>	<p>Evidence of policy advice to Government. Number of submissions developed. Evaluation of impact and outcome of policy advice.</p> <p>Evidence of policy advice to Government which reflects issues emerging from the WWDA membership.</p>
Undertake research falling within WWDA's policy priority areas.	<p>Seek funding to develop and implement the following national research projects:</p> <ul style="list-style-type: none"> <li>• access to, and uptake of screening services for women with disabilities.</li> <li>• issues which impact on women with disabilities moving from institutions, jail and substitute care into homelessness or other institutions.</li> </ul>	<p>Funding opportunities have been researched and identified. Applications for funding have been developed. National research projects have been implemented and policy recommendations forwarded to relevant stakeholders. Evaluation of impact and outcomes of Projects.</p>

	<ul style="list-style-type: none"> <li>• the range of issues relevant to attendant care and women with disabilities.</li> <li>• participation rates of women and girls with disabilities in post secondary education and identify issues relevant to participation.</li> <li>• baseline research project on group homes.</li> </ul> <p>Undertake a national audit of SAAP funded women's refuges to assess accessibility for women with disabilities.</p> <p>Develop reports and research based policy recommendations stemming from WWDA's research projects.</p> <p>Identify opportunities for research partnerships with relevant research institutions.</p> <p>Publicise research, reports, policies and projects undertaken by WWDA.</p>	<p>A national audit of SAAP funded women's refuges to assess accessibility for women with disabilities has been conducted. Report is made available on WWDA Website. Policy recommendations have been forwarded to relevant stakeholders.</p> <p>Reports and research based policy recommendations stemming from WWDA's research projects have been developed, forwarded to relevant stakeholders and made available on WWDA Website.</p> <p>Opportunities for partnerships with relevant research institutions have been identified and pursued.</p> <p>Research, reports, policies and projects undertaken by WWDA have been widely disseminated and made available, where appropriate, on the WWDA website.</p>
<p>Provide support, information and education.</p>	<p>Continue to develop the WWDA website as an education and information resource for a wide range of users.</p> <p>Develop a standard WWDA Information Pack for new members and other relevant stakeholders</p> <p>Promote the availability of WWDA's electronic mailing list and discussion group 'WWDA discuss'</p> <p>Produce Monthly WWDA Update Bulletins and disseminate widely to relevant stakeholders. Make Update Bulletins available</p>	<p>Website data collection demonstrates access by a wide range of users.</p> <p>WWDA Information Pack for new members and other relevant stakeholders has been developed. Number of packs distributed. Percentage of recipients taking up membership. Mechanism for evaluation of WWDA Information Pack has been established and is in use.</p> <p>'WWDA Discuss' is widely promoted and subscription information is made available on the WWDA website.</p> <p>Monthly WWDA Update Bulletins have been produced and</p>

	<p>on WWDA Website.</p> <p>Seek funding to produce WWDA Newsletter/Journal annually.</p> <p>Identify mechanisms and strategies to increase the capacity of advocacy organisations to support individual women with disabilities.</p> <p>Identify, develop and maintain strategic alliances with organisations/networks across sectors which reflect WWDA's policy priority areas.</p>	<p>made available on WWDA website. Copies have been distributed to all relevant stakeholders.</p> <p>Potential funding sources to produce WWDA Newsletter/Journal annually have been researched and identified. Potential corporate sponsors have been identified and submissions completed.</p> <p>Information and Referral Database is developed and includes national, State/Territory, regional and local individual advocacy services. Numbers and types of referrals made.</p> <p>Research has been conducted, linkages and networks established. Database of organisations/networks across sectors which reflect WWDA's policy priority areas has been developed. Reciprocal memberships developed.</p>
<p>Seek revenue from a variety of public and private sources to improve the viability of the organisation and diversify the financial base.</p>	<p>Develop a Diversification of Funding &amp; Resources Action Plan.</p> <p>Establish and maintain a WWDA Finance and Administration Working Group.</p>	<p>Diversification of Funding &amp; Resources Action Plan has been developed.</p> <p>WWDA Finance and Administration Working Group has been established. Potential funding sources to support the work of the Finance and Administration Working Group have been identified and pursued.</p>

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

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

Key Objectives	Strategies	Key Performance Indicators/Outputs
<p>Ensure the ongoing financial viability of WWDA.</p>	<p>Develop a Diversification of Funding &amp; Resources Action Plan.</p> <p>Establish and maintain a WWDA Finance and Administration Working Group.</p> <p>Research and collate data on potential funding sources, including:</p> <ul style="list-style-type: none"> <li>• philanthropic foundations;</li> <li>• international funding organisations;</li> <li>• corporate bodies;</li> <li>• Government – federal, State/Territory, local.</li> </ul> <p>Continue to lobby the Commonwealth Department of Family &amp; Community Services (FaCS) to provide triennial funding to WWDA.</p> <p>Identify opportunities for partnerships with relevant organisations and institutions.</p> <p>Develop mechanisms to enable online/electronic donations.</p> <p>Investigate the feasibility of developing econometric models for</p>	<p>Diversification of Funding &amp; Resources Action Plan has been developed.</p> <p>WWDA Finance and Administration Working Group has been established. Potential funding sources to support the work of the Finance and Administration Working Group have been identified and pursued.</p> <p>Potential funding sources have been researched. Database has been developed of potential funding sources, and includes information on: philanthropic foundations; international funding organisations; corporate bodies; and Government sources.</p> <p>Evidence of liaison with the Commonwealth Department of Family &amp; Community Services (FaCS). WWDA operational funding has been changed from annual to triennial.</p> <p>Research has been conducted, linkages and networks established. Opportunities for partnerships with relevant organisations and institutions have been identified and pursued.</p> <p>Mechanisms to enable online/electronic donations have been established.</p> <p>The feasibility of developing econometric models for cost</p>

	cost saving.	saving has been investigated.
Undertake capacity building initiatives to enhance the effectiveness and efficiency of WWDA.	<p>Develop policies and procedures which support and foster the work of WWDA.</p> <p>Further develop the WWDA Organisational Policy Manual to include:</p> <ul style="list-style-type: none"> <li>• Overview</li> <li>• Service Delivery Process</li> <li>• Specific Service Policies and Procedures</li> <li>• Organisational Structure</li> <li>• Human Resources</li> <li>• Management Committee &amp; Governance</li> <li>• Administration</li> <li>• Evaluation</li> </ul> <p>Develop the mechanisms required to receive funds via electronic banking.</p>	<p>Policies and procedures which support and foster the work of WWDA have been developed, and where relevant, have been made available on the WWDA website.</p> <p>WWDA Organisational Policy Manual is updated and regularly maintained. Policy Manual is reviewed on an annual basis.</p> <p>Mechanisms required to receive funds via electronic banking have been established.</p>
Undertake strategic planning, organisational review and evaluation processes.	<p>Conduct an annual evaluation of the WWDA Strategic Plan and detail outcomes in the Annual Report.</p> <p>Produce an Annual Report following the WWDA Annual General Meeting each year and distribute widely to WWDA members and relevant stakeholders.</p> <p>Conduct the Annual General Meeting (AGM) each year in accordance with the constitutional requirements of the organisation, and the Associations Incorporation Act 1991 (ACT).</p> <p>Submit the relevant documentation annually to the ACT Registrar General in accordance with the Associations Incorporation Act 1991 (ACT).</p> <p>Undertake annual Staff Performance Review and Development</p>	<p>Annual evaluation of the WWDA Strategic Plan has been conducted and outcomes have been documented in the Annual Reports.</p> <p>WWDA Annual Reports have been produced and distributed widely. Annual Reports are made available on the WWDA website.</p> <p>WWDA Annual General Meeting (AGM) has been conducted each year in accordance with the constitutional requirements of the organisation, and the Associations Incorporation Act 1991 (ACT).</p> <p>WWDA has complied with the Associations Incorporation Act 1991 (ACT) and has submitted the organisations returns to the ACT Registrar General on an annual basis.</p> <p>Staff Performance Review and Development processes have</p>

	processes.	been undertaken on an annual basis.
Develop information management systems which increase the efficiency and effectiveness of the organisation.	<p>Upgrade the WWDA Membership database.</p> <p>Develop and maintain mailing lists which meet the needs of the organisation.</p> <p>Research and identify relevant organisations at international, national, State/Territory, regional and local levels.</p> <p>Develop a library catalogue system for the WWDA resource library.</p> <p>Further develop the WWDA filing system, including a storage and cataloguing system for electronic files.</p> <p>Review and update the WWDA Computer Accounting System to better reflect the accounting needs of the organisation.</p> <p>Develop an information management system for archived files.</p> <p>Research and develop an Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels.</p>	<p>WWDA Membership database has been upgraded and is regularly maintained.</p> <p>Relevant mailing lists have been developed and are regularly maintained.</p> <p>Relevant organisations at international, national, State/Territory, regional and local levels have been researched and identified.</p> <p>A library catalogue system for the WWDA resource library has been developed.</p> <p>WWDA filing system has been upgraded and is regularly maintained. A storage and cataloguing system for electronic files has been established.</p> <p>WWDA Computer Accounting System has been reviewed and upgraded accordingly.</p> <p>An information management system for archived files has been developed and implemented.</p> <p>Information and Referral Database of relevant services, organisations and agencies at national, State/Territory, regional and local levels has been developed. Information about WWDA has been distributed to relevant NGO's and other services at local and regional levels.</p>