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Women With Disabilities Australia (WWDA)

Strategic Plan 2010–2015

wwda



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

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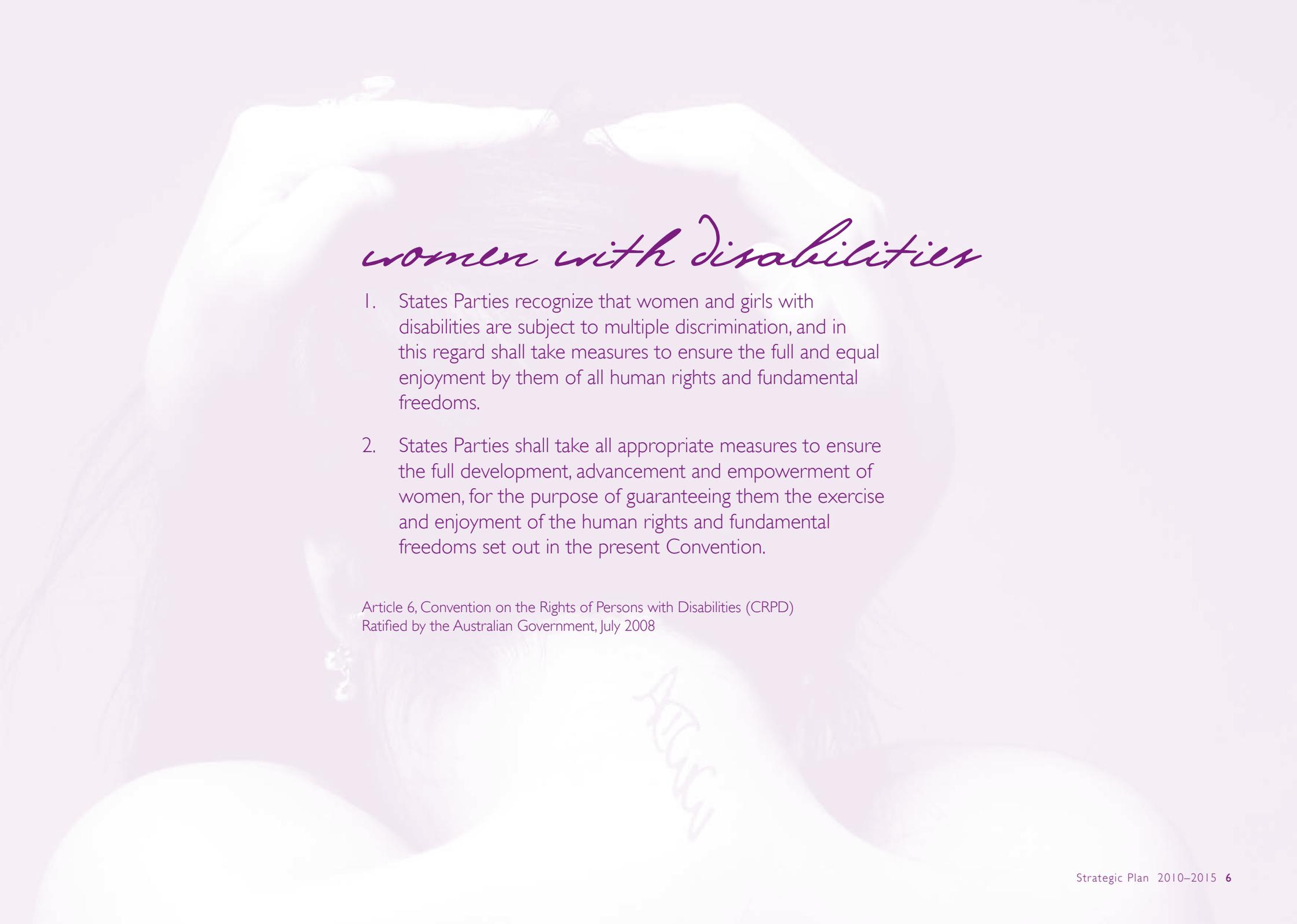
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list of abbreviations

AFDO	Australian Federation of Disability Organisations
AG	Attorney-General
AusAID	Australian Agency for International Development
AYAD	Australian Youth Ambassadors for Development Program
CAT	Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
CESCR	International Covenant on Economic, Social and Cultural Rights
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
ECOSOC	Economic and Social Council (UN)
FaHCSIA	Australian Department of Families, Housing, Community Services & Indigenous Affairs
GFW	Global Fund for Women
ICCPR	International Covenant on Civil and Political Rights
INWWD	International Network of Women With Disabilities
NAP	National Action Plan to Reduce Violence Against Women and their Children
NGO	Non-Government Organisation
NWHP	National Women's Health Policy
QIC	Quality Improvement Council
UN	United Nations
W3C	World Wide Web Consortium
WCAG 2.0	Web Content Accessibility Guidelines 2.0
WWDA	Women With Disabilities Australia Inc



women with disabilities

1. States Parties recognize that women and girls with disabilities are subject to multiple discrimination, and in this regard shall take measures to ensure the full and equal enjoyment by them of all human rights and fundamental freedoms.
2. States Parties shall take all appropriate measures to ensure the full development, advancement and empowerment of women, for the purpose of guaranteeing them the exercise and enjoyment of the human rights and fundamental freedoms set out in the present Convention.

Article 6, Convention on the Rights of Persons with Disabilities (CRPD)
Ratified by the Australian Government, July 2008

about 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 prior 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 advance the 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. WWDA has two paid staff: a full time Executive Director; and a part-time Finance & Office Manager. 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 disabilities 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

introduction

WWDA's Strategic Plan 2010-2015 reflects our commitment to promoting and advancing the human rights and fundamental freedoms of women with disabilities. Our Strategic Plan is grounded in a rights based framework which links gender and disability issues to a full range of civil, political, economic, social and cultural rights. This rights based approach recognises that equal treatment, equal opportunity, and non-discrimination provide for inclusive opportunities for women and girls with disabilities in society.

It also seeks to create greater awareness among governments and other relevant institutions of their obligations to fulfil, respect, protect and promote human rights and to support and empower women with disabilities, both individually and collectively, to claim their rights. A rights based approach also demonstrates, in a practical way, our organisations commitment to the implementation of the core international human rights treaties ratified by the Australian Government, in particular the Convention on the Rights of Persons with Disabilities (CRPD), and the Convention on the Elimination of Discrimination Against Women (CEDAW).

WWDA's Strategic Plan 2010-2015 will see our organisation consolidate our role as the national representative organisation for women with disabilities in Australia, enabling and representing the collective interests of women with disabilities. We will continue to develop innovative programs that are centered on the issues 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 continue to develop strategic alliances and collaborative partnerships with other stakeholders in order to achieve our objectives.

We will maintain our work with mainstream organisations in ways that encourage them to re-orient their practices to better meet the needs of women with disabilities. Importantly, we will continue to build on our key role in the production and dissemination of high quality information, publications and research on issues relevant to women with disabilities. Inherent in this will be our work to further develop our website as an internationally recognised clearing-house and repository for historical and contemporary information on women with disabilities.

WWDA's Strategic Plan 2010-2015 will see us undertaking specific research and policy work in areas identified by our members as a priority. These areas encompass key human rights issues where there are continuing abuses against women with disabilities in Australia, and include: the right to freedom from violence and abuse; the right to bodily integrity; the right to the highest attainable standard of health; and, the right to reproductive freedom, including the right to found and maintain a family.

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 women with disabilities in developing countries, particularly our sisters in the Asia-Pacific region. 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 around the world.

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 2010-2015 will see us further develop the internal and external operations of our organisation in ways which support the growth and changing needs of WWDA, and assist us to achieve our vision, goals and objectives. This work will reflect WWDA's commitment to engage in continuous quality improvement in the core areas of our interests in our efforts to be recognised as an organisation of excellence.

WWDA's Strategic Plan 2010-2015 contains five main goals. Under each goal are listed objectives which set out how we intend to achieve these goals. Each 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.

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;

being the national representative organisation for women with disabilities in Australia by: undertaking systemic advocacy; providing policy advice; undertaking research; and providing information and education.

the principles

Underpinning this Strategic Plan, and implicit in WWDA's Strategic direction, is a commitment to the principles that inform the human rights based approach to our work:

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

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

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

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

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

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

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.



goal one

Promote and protect the rights of women with disabilities nationally and internationally.

goal one

AT THE NATIONAL LEVEL:

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
<p>Promote WWDA as the national representative organisation for women with disabilities in Australia.</p> <p>CRPD Preamble Paras: O & S CRPD Articles: 4:3, 6, 29</p>	<p>Promote WWDA at the national level using a wide range of methods including:</p> <ul style="list-style-type: none"> ■ presence at government, non-government, public and other events, conferences and forums; ■ representation on national committees and advisory fora; ■ use of the media as appropriate; ■ establishment of links and networks with relevant stakeholders; ■ ongoing development of the WWDA website as a model of best practice in content and design (conforming to latest international W3C and WCAG 2.0 guidelines). 	<p>Number and type of events, conferences & forums where WWDA is represented.</p> <p>WWDA seeks representation on relevant national advisory bodies as they are convened.</p> <p>Increase in reciprocal memberships with national organisations.</p> <p>Increase in WWDA website usage; feedback from website users.</p>
	<p>Using a human rights framework, develop and publicise WWDA Position Statements on key human rights issues relevant to WWDA constituents. The Position Statements will address issues concerning women with disabilities' right to:</p> <ul style="list-style-type: none"> ■ bodily integrity ■ freedom from exploitation, violence and abuse ■ an adequate standard of living, including adequate housing ■ found a family and to reproductive freedom ■ freedom from torture or cruel, inhuman or degrading treatment or punishment ■ the enjoyment of the highest attainable standard of physical and mental health ■ education and to work ■ independent living and community inclusion ■ accessible environments, facilities, services and information. 	<p>WWDA Position Statements are developed and available in accessible formats on WWDA website.</p> <p>Position Statements are grounded in a rights based framework and link to relevant international human rights treaties.</p> <p>Position Statements are widely disseminated to relevant stakeholders.</p> <p>Number of stakeholders reached and feedback received.</p> <p>Website usage data shows numbers of users accessing Position Statements, including users' country of origin and time spent on site.</p>
	<p>Develop policy submissions to relevant inquiries, reviews and consultative processes and disseminate copies to relevant stakeholders.</p>	<p>Number and scope of policy submissions developed.</p> <p>Extent of dissemination to stakeholders, including numbers reached and feedback received.</p> <p>Impact and outcome of any WWDA policy submission recommendations.</p> <p>Policy submissions are available in accessible formats on WWDA website.</p>
	<p>Undertake a national WWDA membership drive.</p>	<p>National Membership drive has been undertaken.</p> <p>Evidence of increase in individual, associate and reciprocal memberships.</p>

goal one

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
	Expand and further develop WWDA's digital communications, including website Search Engine Optimisation processes.	<p>Evidence of expansion of WWDA digital communications, including: website, newsletter, email distribution lists.</p> <p>WWDA website analytics data has been used to inform website development.</p> <p>WWDA Annual Reports provide detailed website analytics report for each year.</p>
<p>Promote awareness and implementation of the CRPD and CEDAW as key tools for the advancement of the human rights of women with disabilities.</p> <p>CRPD Preamble Paras: E, S, Y, CRPD Articles: 1, 4:3, 6, 8, 31, 33:3,</p>	<p>Provide educative CRPD and CEDAW resource materials on the WWDA website and promote their availability.</p> <p>Participate in the NGO Shadow Reporting processes for the CRPD and CEDAW.</p> <p>Continue to lobby the Australian Government to include specific information on women with disabilities in the human rights treaties reporting processes.</p> <p>Utilise the relevant human rights treaties to guide and inform WWDA's policy responses to Government as appropriate.</p> <p>Investigate funding opportunities to conduct training workshops for women with disabilities on CEDAW and CRPD.</p> <p>Use the WWDA Newsletter to regularly report on state/territory, national and international initiatives relating to the CRPD and CEDAW.</p>	<p>CRPD and CEDAW resource materials are available on the WWDA website.</p> <p>The Human Rights component of WWDA website is further developed to include a wide range of resource materials on human rights.</p> <p>Website usage data shows numbers of users accessing human rights resource materials.</p> <p>Resource materials added to the WWDA website are promoted in each issue of the WWDA Newsletter.</p> <p>WWDA has contributed to the development of the CRPD and CEDAW NGO Shadow Reports.</p> <p>CRPD and CEDAW NGO Shadow Reports demonstrate evidence of WWDA's contribution.</p> <p>WWDA has been involved in the consultation processes for the development of the Australian Government's reports on the implementation of the human rights treaties it has ratified.</p> <p>Evidence of WWDA's efforts to encourage Government to include specific information on women with disabilities in its human rights treaty reports as relevant.</p> <p>WWDA's Policy Submissions are developed in a human rights framework and demonstrate linkages to the relevant core human rights treaties.</p> <p>Funding opportunities have been researched and funding submissions have been developed as appropriate.</p> <p>WWDA Newsletter contains up to date information on Australian and international initiatives relating to the CRPD and CEDAW as relevant.</p>

goal one

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
	Continue to develop strategic alliances and collaborative partnerships with stakeholders in the women's, disability, and human rights sectors.	Strategic alliances have been established and/or maintained. Increase in reciprocal memberships with relevant organisations, agencies and networks.
<p>Promote the interests and concerns of women with disabilities through representation on relevant committees, advisory bodies and other relevant fora.</p> <p>CRPD Preamble Paras: M, O, S, V CRPD Articles: 4:1 [c], 4:3, 6, 8, 29</p>	Identify and promote opportunities for representation of women with disabilities on relevant committees, advisory bodies and other relevant fora.	<p>Representation opportunities have been researched and identified.</p> <p>Representation opportunities have been promoted to women with disabilities via WWDA newsletter, website and email discussion lists.</p> <p>Numbers of women with disabilities applying for representation opportunities identified by WWDA.</p>
	Further develop, update, and maintain the <i>WWDA Representatives Register</i> .	<p><i>WWDA Representatives Register</i> has been reviewed and updated as required.</p> <p>Proforma has been developed to enable new and existing WWDA members to submit their details and interest/skill areas for inclusion on the Register.</p>
	Provide WWDA representatives' names to Committees, Advisory Bodies and other relevant fora that are in line with WWDA's policy priority areas.	<p>Representation opportunities in line with WWDA's policy priority areas have been researched and identified.</p> <p>Number of applications completed for representation opportunities.</p> <p>Number of committees, advisory bodies and other fora where WWDA is represented.</p> <p>WWDA representation on national advisory structures is increased.</p>
	Develop clear policies and procedures for WWDA representation.	<p>Policies and procedures for WWDA representation have been developed/updated and maintained.</p> <p>WWDA members undertaking representation duties on behalf of WWDA have been briefed on WWDA's representation policies and procedures.</p>
	Develop an online procedure for women with disabilities to register their interest in undertaking WWDA representation work.	<p>An online Representatives Expression of Interest proforma has been developed, promoted and is available on the WWDA website.</p> <p>Numbers of women with disabilities completing the online registration process.</p>

goal one

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
	<p>Promote WWDA's 'Guidelines for WWDA Consumer Representatives Manual', and review and update as required.</p>	<p>WWDA 'Guidelines for WWDA Consumer Representatives Manual' has been reviewed, updated and is available in accessible formats.</p> <p>Women with disabilities taking up individual membership of WWDA have received a copy of the <i>Representatives Manual</i>.</p>
	<p>Maintain a WWDA delegate on the Attorney-Generals' NGO Forum on Domestic Human Rights.</p>	<p>WWDA membership of AG's Forum is maintained.</p> <p>WWDA has contributed to Forum agenda.</p> <p>Outcome of WWDA involvement is reported in WWDA Newsletter.</p>
	<p>Continue WWDA's involvement in the Australian Federation of Disability Organisations (AFDO) and the national Womenspeak Network through maintaining a WWDA delegate on the AFDO Board of Directors and the Womenspeak Network and by collaborating on initiatives as relevant.</p>	<p>WWDA delegates, selected by Committee, represent the organisation on the AFDO Board and the Womenspeak Network.</p> <p>Numbers of meetings attended.</p> <p>Evidence of WWDA delegate reporting back to members.</p> <p>Evidence of participation in the Australian Federation of Disability Organisations (AFDO), the Womenspeak Network and the National Women's Alliances.</p>
	<p>Report on WWDA representation in the quarterly editions of WWDA News, and other reporting processes as relevant.</p>	<p>WWDA Newsletters, WWDA Annual Reports and reports to funding body contain list of representation completed and relevant outcomes.</p>
<p>Promote the interests and concerns of women with disabilities in the development of relevant government policies and other national initiatives.</p> <p>CRPD Preamble Paras: M, O, S, V CRPD Articles: 4:1 [c], 4:3, 6, 8, 19[c], 29</p>	<p>Identify opportunities for WWDA to participate in national inquiries, projects, consultative and other relevant processes which impact on women with disabilities.</p>	<p>Opportunities for WWDA to participate in national projects, consultative and other relevant processes have been identified.</p> <p>Number and range of processes WWDA has been involved in.</p> <p>Evidence of outcomes stemming from WWDA's involvement.</p>
	<p>Utilising information gathered through consultations with WWDA members and current research, develop WWDA policy submissions to relevant government processes and other national initiatives.</p>	<p>Number and scope of policy submissions developed.</p> <p>Submissions are evidence based.</p> <p>Impact and outcome of any WWDA policy submission recommendations.</p> <p>Policy submissions are available in accessible formats on WWDA website.</p>

goal one

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
	<p>Promote and widely disseminate WWDA Policy submissions, research reports and other materials to relevant stakeholders, including politicians and State/Territory Government Departments and agencies.</p>	<p>WWDA Policy Submissions have been widely promoted nationally and internationally via email distribution lists, WWDA website, WWDA Newsletters, including hard copy mailouts as relevant.</p> <p>WWDA website usage data shows numbers of users accessing Policy submissions.</p> <p>Extent of dissemination to stakeholders, including numbers reached and feedback received.</p>
	<p>Identify and maximise opportunities to provide a gender and disability perspective to policy work undertaken by other organisations, particularly those in the women's, disability, and human rights sectors.</p>	<p>Evidence of WWDA contribution to relevant policy work undertaken by other organisations.</p> <p>Number and scope of policy submissions and/or other initiatives to which WWDA has contributed.</p>
	<p>Identify and maximise opportunities to promote WWDA's policy submissions and recommendations to decision-makers, including through the process of providing evidence to relevant parliamentary inquiries.</p>	<p>WWDA Submissions and other relevant work have been disseminated to relevant stakeholders including politicians, Federal/State/Territory Government agencies, and key industry and community bodies.</p> <p>Number and scope of parliamentary inquiries WWDA has contributed to.</p> <p>Impact and outcome of any WWDA policy submission recommendations.</p>
	<p>Seek out opportunities to collaborate with other organisations and stakeholders on issues of common concern.</p>	<p>Opportunities for partnerships with relevant organisations and other stakeholders have been identified and pursued.</p> <p>Number and range of collaborative processes WWDA has been involved in.</p> <p>Evidence of outcomes stemming from WWDA's involvement.</p>

goal one
AT THE INTERNATIONAL LEVEL:

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
<p>Contribute to relevant international initiatives relating to women with disabilities.</p> <p>CRPD Preamble Paras: L, S, Y CRPD Articles: 4:3, 6, 8, 32, 33:3</p>	<p>Participate in consultations, reporting and other processes relating to the implementation and monitoring of human rights treaties, in particular CRPD, CEDAW, and CRC.</p>	<p>WWDA has been consulted on the development of the Australian Government's core human rights treaties implementation reports, specifically the CRPD, CEDAW, and CRC.</p> <p>Where relevant, WWDA has contributed Submissions/ input to the Australian Government's CRPD, CEDAW, CRC implementation reports.</p>
	<p>Contribute to the Australian NGO Shadow Report processes for the CRPD, CEDAW, CRC.</p>	<p>WWDA has contributed to the development of the CRPD, CEDAW and CRC NGO Shadow Reports. CRPD, CEDAW and CRC NGO Shadow Reports demonstrate evidence of WWDA's contribution.</p>
	<p>Research funding sources to enable WWDA to be represented at relevant international Conferences and forums.</p>	<p>Funding sources have been researched and identified.</p> <p>Number of invitations received to attend international Conferences.</p> <p>Number and scope of Conferences attended, number of WWDA papers presented.</p>
	<p>Research, monitor and promote international developments as they relate to women with disabilities.</p>	<p>International developments have been researched and promoted via WWDA email distribution lists, WWDA News and website.</p>
	<p>Develop the WWDA Newsletter to include a regular report on international initiatives relating to women with disabilities.</p>	<p>Each issue of WWDA News contains information on international developments and initiatives relevant to women with disabilities.</p>
	<p>Promote and continue to participate in the International Network of Women With Disabilities (INWWD).</p>	<p>International Network of Women With Disabilities (INWWD) has been widely promoted via WWDA email distribution lists, WWDA News and website.</p> <p>Evidence of WWDA participation in the International Network of Women With Disabilities (INWWD).</p>
	<p>Extend WWDA's reach internationally by establishing reciprocal memberships and relationships with relevant international groups and organisations.</p>	<p>Increase in reciprocal memberships with international groups and organisations.</p> <p>Increase in WWDA website usage; feedback from website users.</p> <p>Usage data includes users country of origin and time spent on site.</p>

goal one

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
<p>Increase WWDA's capacity to support women with disabilities internationally.</p> <p>CRPD Preamble Paras: L, M, Q, S, T CRPD Articles: 4:2, 6, 29b(ii), 32</p>	<p>Apply for ECOSOC (Economic and Social Council) NGO Consultative Status (United Nations) and seek NGO accreditation with the Australian Agency for International Development (AusAID).</p>	<p>Application processes for ECOSOC NGO Consultative Status and AusAID NGO accreditation have been completed.</p> <p>ECOSOC NGO Consultative Status has been achieved.</p> <p>NGO accreditation with AusAID has been achieved.</p> <p>Links have been established with relevant branches and agencies of AusAID.</p>
	<p>Research and establish linkages with other international organisations, including human rights, women's, disability organisations and international aid agencies.</p>	<p>Research has been conducted, linkages and networks established.</p> <p>Database of international groups and organisations has been developed, and email mailing lists established.</p>
	<p><i>Expand the WWDA Online Information & Referral Directory to include relevant international organisations.</i></p>	<p><i>WWDA Online Information & Referral Directory</i> has been updated and expanded to include relevant international groups and organisations.</p> <p>Availability of new information has been widely publicised.</p> <p>Increase in usage of <i>Online Information & Referral Directory</i>; feedback from users.</p> <p>Website usage data includes users country of origin and time spent on site.</p>
<p>Increase WWDA's profile at the international level particularly in the Asia-Pacific region.</p> <p>CRPD Preamble Paras: L & T CRPD Articles: 6, 8, 32</p>	<p>Research and establish linkages with other relevant groups and organisations in the Asia-Pacific region.</p>	<p>Research has been undertaken, relevant groups and organisations have been identified, and linkages established.</p> <p>Increase in reciprocal memberships with relevant groups and organisations in the Asia-Pacific region.</p>
	<p>Further develop WWDA's position as a partner organisation with the Australian Youth Ambassadors for Development Program (AYAD), with a focus on mentoring ambassadors on assignment in the Asia-Pacific region.</p>	<p>WWDA has participated in AYAD forums as relevant.</p> <p>Numbers of ambassadors mentored by WWDA. Feedback received.</p>
	<p>Continue association with NGO Aid organisations, e.g. Christian Blind Mission, Nossal Institute and International Women's Development Agency.</p>	<p>Evidence of linkages with NGO Aid organisations.</p>

goal one

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
	Seek funding support to enable WWDA to be represented at the Regional Conferences on Women With Disabilities (in China 2010, and the subsequent Conferences).	Funding sources have been researched, identified and applications developed. WWDA has presented papers at the Regional Conferences on Women With Disabilities.
	Cooperate with Asia-Pacific Women with Disabilities organisations/groups to investigate the feasibility of formalising an Asia-Pacific branch of the International Network of Women With Disabilities (INWWD).	Research has been undertaken. Level of interest ascertained.
	Identify and apply for funding to support mentoring and development work with emerging groups of women with disabilities in the Asia Pacific region.	Funding sources have been researched, identified and applications developed. Type and scope of support provided by WWDA.
	Expand the WWDA <i>Online Information & Referral Directory</i> to include a category for organisations in the Asia-Pacific region.	WWDA <i>Online Information & Referral Directory</i> has been updated and expanded to include category for groups and organisations in the Asia-Pacific region. Increase in usage of <i>Online Information & Referral Directory</i> ; feedback from users. Usage data includes users country of origin and time spent on site.
	Continue to support the Global Fund for Women (GFW) by advising on funding applications from the Asia Pacific region.	Number of funding applications where WWDA has provided advice to the GFW. Number of these projects funded by the GFW.



goal two

Undertake systemic advocacy in specific areas of concern to women with disabilities.

goal two

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
<p>Undertake work in the policy priority area of women with disabilities right to freedom from violence and abuse, and the right to bodily integrity.</p> <p>CRPD Preamble Paras: P, Q, R, S CRPD Articles: 4,3, 6, 7, 8b, 12-17, 22, 23, 25, 26, 28 CESC Articles: 10, 12 ICCPR Articles: 7, 17, 23, 24, 26 CEDAW Articles: 2, 3, 5, 12, 16, Gen Rec 18 CRC Articles: 2, 6, 12, 19, 23, 24, 36, 37 CAT Articles: 2, 4, 14, 16</p>	<p>Participate in initiatives arising from the implementation of the <i>National Action Plan to Reduce Violence Against Women and their Children</i> (NAP).</p>	<p>Opportunities for WWDA to participate in national projects, consultative and other relevant processes arising from the implementation of the NAP have been identified.</p> <p>Number and range of processes WWDA has been involved in. Evidence of outcomes stemming from WWDA's involvement.</p> <p>Progress on implementation of the NAP is reported on in WWDA Newsletters.</p>
	<p>Continue WWDA's systemic advocacy work with governments to ensure the representation of women with disabilities on relevant violence prevention advisory structures.</p>	<p>Women with disabilities have been consulted on national violence prevention initiatives.</p> <p>Women with disabilities are represented on national violence prevention committees and/or advisory structures.</p>
	<p>Identify and maximise opportunities to provide a gender and disability perspective to violence prevention initiatives undertaken by government and other organisations and stakeholders.</p>	<p>Evidence of WWDA contribution to national violence prevention initiatives undertaken by government and other organisations.</p> <p>Number and scope of policy submissions and/or other initiatives to which WWDA has contributed.</p>
	<p>Continue to lobby Government for a national accessibility audit of crisis accommodation services to be undertaken as a priority of the <i>National Action Plan to Reduce Violence Against Women and their Children</i>.</p>	<p>Evidence of WWDA systemic advocacy work on the national accessibility audit of crisis accommodation services.</p> <p>National audit is undertaken and women with disabilities have been involved in the process.</p> <p>WWDA is represented on any national structure established to oversee the audit.</p>
	<p>Seek federal government funding to update and re-publish the WWDA <i>Violence Against Women With Disabilities Resource Manual</i>, and provide a copy to every crisis accommodation service in Australia.</p>	<p>Federal government funding sources have been researched, identified and applications developed.</p> <p><i>WWDA Violence Against Women With Disabilities Resource Manual</i> has been republished.</p> <p>Crisis accommodation services in Australia have received a copy of the Manual. Feedback received.</p>
	<p>Identify and act on strategic opportunities for systemic advocacy on the prevention of violence against women with disabilities, including forced sterilisation.</p>	<p>Evidence of WWDA's systemic advocacy work on violence prevention and forced sterilisation.</p> <p>Resource materials on the issues of violence against women with disabilities, including forced sterilisation, are available on the WWDA website.</p>

goal two

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
	Establish a Reference Group to progress WWDA's advocacy campaign on the forced sterilisation of women and girls with disabilities.	Reference Group has been established. Number of meetings and outcomes achieved.
	Identify funding sources to update and republish the WWDA publication <i>Moving Forward: Sterilisation and Reproductive Rights of Women With Disabilities</i> .	Funding sources have been researched, identified and applications developed. <i>Moving Forward: Sterilisation and Reproductive Rights of Women With Disabilities</i> has been republished. Number of copies purchased/disseminated. Feedback received.
	Identify opportunities for partnerships with relevant research institutions.	Opportunities for partnerships with relevant research institutions have been identified and pursued. Number, type and scope of research partnerships.
	Identify and develop linkages and opportunities for collaboration with organisations and other key stakeholders on issues of common concern.	Research has been conducted, linkages and networks established. Reciprocal memberships developed. Number, type and scope of collaborations on issues of common concern.
Undertake work in the policy priority area of women with disabilities right to the highest attainable standard of health, with particular focus on cervical and breast cancer screening and screening for Osteoporosis. CRPD Preamble Paras: Q, S, T, V, CRPD Articles: 6, 8b, 9, 15, 16, 17, 19, 20, 22, 25, 26, 28 CESCR Articles: 11, 12 CEDAW Articles: 10h, 12, Gen Rec 18 CRC Articles: 23:3, 24,	Contribute to the development of the <i>National Women's Health Policy (NWHP)</i> , advocating for women with disabilities to be a priority within the NWHP.	Number and scope of submissions developed, events/ consultations attended. Extent of dissemination of submissions to stakeholders, including numbers reached and feedback received. Impact and outcome of any WWDA input, including submission recommendations. Women with disabilities are a priority within the NWHP.
	Lobby Government to ensure the representation of women with disabilities on national advisory structures established to oversee implementation of the <i>National Women's Health Policy</i> .	Women with disabilities are represented on the NWHP national advisory structures.

goal two

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
	<p>Lobby government to undertake a national research project on the issues which impact on access and uptake of breast, cervical and bone-density screening services for women with disabilities.</p>	<p>A national research project has been commenced.</p> <p>WWDA is represented on research project advisory group.</p> <p>Policy recommendations from completed research project have been forwarded to relevant stakeholders.</p>
	<p>Based on consultation with WWDA members and current research, develop an evidence based <i>Policy Paper on Health Issues for Women with Disabilities in Australia</i>.</p>	<p><i>Policy Paper on Health Issues for Women with Disabilities in Australia</i> has been developed and is available in accessible formats on WWDA website.</p> <p>Policy Paper is grounded in a rights based framework and link to relevant international human rights treaties.</p> <p>Extent of dissemination of submissions to stakeholders, including numbers reached and feedback received.</p> <p>Impact and outcome of Policy Paper recommendations.</p> <p>Website usage data shows numbers of users accessing Policy Paper: Data includes users country of origin and time spent on site.</p>
	<p>Identify and maximise opportunities to provide a gender and disability perspective to women's health initiatives undertaken by government and other organisations and stakeholders.</p>	<p>Evidence of WWDA contribution to relevant policy work undertaken by government and other organisations.</p> <p>Number and scope of policy submissions and/or other initiatives to which WWDA has contributed.</p>
	<p>Identify and act on strategic opportunities for systemic advocacy on access to health services for women with disabilities.</p>	<p>Evidence of WWDA's systemic advocacy work on access to health services for women with disabilities.</p> <p>Resource materials on the issue of health and women with disabilities are available on the WWDA website.</p>
	<p>Identify opportunities for partnerships with relevant research institutions.</p>	<p>Opportunities for partnerships with relevant research institutions have been identified and pursued.</p> <p>Number, type and scope of research partnerships.</p>
	<p>Identify and develop linkages and opportunities for collaboration with organisations and other key stakeholders on issues of common concern.</p>	<p>Research has been conducted, linkages and networks established.</p> <p>Reciprocal memberships developed.</p> <p>Number, type and scope of collaborations on issues of common concern.</p>

goal two

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
<p>Develop an understanding of the issues relating to women with disabilities right to reproductive freedom, including the right to found and maintain a family.</p> <p>CRPD Preamble Paras: N, Q, R, S, X, CRPD Articles: 4b, 5, 6, 7, 8, 12, 13, 16, 19, 23, 25 CESC Articles: 10 ICCPR Articles: 17, 23 CEDAW Articles: 10h, 12, 16, Gen Rec 18 CRC Articles: 3, 5, 7, 9, 12, 14, 16, 18, 23, 25, 27, 37,</p>	<p>Seek and secure project funds to develop and implement a national research project to scope the issues relating to women with disabilities' right to reproductive freedom, including the right to found and maintain a family.</p>	<p>Funding opportunities have been researched and identified. Applications for project funding have been developed.</p> <p>National scoping project has been implemented and policy recommendations forwarded to relevant stakeholders.</p> <p>Evaluation of impact and outcomes of Project.</p> <p>Project outcomes are used to inform WWDA's ongoing work in the area of women with disabilities' right to reproductive freedom.</p>
	<p>Continue to lobby Government and the Australian Human Rights Commission for a National Public Inquiry into the removal and/or threat of removal of babies and children from parents with intellectual disabilities; parents with mental health illnesses and parents with psychiatric disabilities.</p>	<p>Evidence of WWDA's systemic advocacy work on the removal and/or threat of removal of babies and children from parents with disabilities.</p> <p>A National Public Inquiry into the removal and/or threat of removal of babies and children from parents with disabilities has been conducted.</p>
	<p>Identify and act on strategic opportunities for systemic advocacy on the issues relating to women with disabilities' right to reproductive freedom, including the right to found and maintain a family.</p>	<p>Evidence of WWDA's systemic advocacy work on women with disabilities' right to reproductive freedom, including the right to found and maintain a family.</p> <p>Resource materials on women with disabilities' right to reproductive freedom, including the right to found and maintain a family, are available on the WWDA website.</p>
	<p>Identify opportunities for partnerships with relevant research institutions.</p>	<p>Opportunities for partnerships with relevant research institutions have been identified and pursued.</p> <p>Number, type and scope of research partnerships.</p>
	<p>Identify and develop linkages and opportunities for collaboration with organisations and other key stakeholders on issues of common concern.</p>	<p>Research has been conducted, linkages and networks established.</p> <p>Reciprocal memberships developed.</p> <p>Number, type and scope of collaborations on issues of common concern.</p>

goal two

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
<p>Identify, collate and report on emerging issues for women with disabilities.</p> <p>CRPD Preamble Paras: Q & S CRPD Articles: 6, 8, 31 CEDAW Articles: Gen Rec 18</p>	<p>Develop data collection procedures on incoming requests for information, advice and individual advocacy.</p>	<p>Data collection procedures developed.</p> <p>Annual analysis of data is undertaken, themes and gaps are identified, and reported on as relevant.</p>
	<p>Widely promote the availability of WWDA's electronic discussion group 'wwda-discuss' as a forum for dialogue and information exchange on issues concerning women with disabilities.</p>	<p>Availability of 'wwda-discuss' has been promoted using website, email mailing lists, publications, flyers, and <i>Introduction to WWDA Information Kit</i>.</p> <p>'wwda-discuss' subscription procedure is available on WWDA website.</p> <p>Numbers of subscribers. Feedback from users.</p>
	<p>Undertake annual analysis of WWDA's electronic discussion group 'wwda-discuss' and identify issues and themes emerging from list participants.</p>	<p>Annual analysis of 'wwda-discuss' is undertaken, themes and gaps are identified, and reported on as relevant.</p>
	<p>Establish and strengthen networks and alliances with disability advocacy organisations (individual and systemic) Australia wide.</p>	<p>Organisations and services have been identified and networks established. Reciprocal memberships established.</p> <p><i>WWDA Online Information & Referral Directory</i> contains a Disability Advocacy category.</p> <p>WWDA policy submissions, research reports, articles and other relevant information is distributed to all individual and systemic disability organisations in Australia.</p>
	<p>Provide advice to Government on policy, program and service delivery issues emerging from the WWDA membership.</p>	<p>Evidence of advice given and responses received.</p> <p>Reports to funding body include advice on emerging issues and trends for women with disabilities.</p>

goal three

Continue to build on WWDA's key role in the consolidation, production and dissemination of high quality information, publications and research on issues relevant to women with disabilities.

A close-up photograph of a person's hand, palm up, holding several white, three-dimensional letters that spell out 'WWW'. The letters are held in a way that they appear to be resting on the palm. The background is a solid, deep purple color.

WWW

goal three

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
Maintain and further develop WWDA's digital and other communication strategies.	Continue to develop the WWDA website as a model of best practice in content and design, and promote it widely as a human rights education and information resource for a wide range of users.	WWDA website has been expanded, updated, maintained and widely promoted. Number and type of resource materials added. Feedback from users.
	Undertake quarterly analysis of website usage data and utilise data to further develop the site, including processes to enhance Search Engine Optimisation.	Quarterly analysis of WWDA website usage is undertaken and includes: Total number of visitors Country of origin % new visits Time spent on site Traffic sources Top content Search terms used New vs returning visitor WWDA website analytics data has been used to inform website development. WWDA Annual Reports provide detailed website analytics report for each year.
	Update, expand and maintain WWDA's <i>Online Information and Referral Directory</i> of relevant services, organisations and agencies at international, national, State/Territory, regional and local levels.	WWDA <i>Online Information and Referral Directory</i> has been updated, expanded and maintained to include relevant services, organisations and agencies at international, national, State/Territory, regional and local levels. Website usage data shows increase in numbers of users accessing <i>Online Information and Referral Directory</i> .
	Continue to produce WWDA's quarterly Newsletter 'WWDA-News' and expand its distribution nationally and internationally.	WWDA News has been published four times per year. Number and country of origin of recipients. Distribution has increased by 10% by 2015.
	Widely promote the availability of WWDA's electronic discussion group 'wwda-discuss' as a forum for dialogue and information exchange on issues concerning women with disabilities.	Availability of 'wwda-discuss' has been promoted using website, email mailing lists, publications, flyers, and Introduction to WWDA Information Kit. 'wwda-discuss' subscription procedure is available on WWDA website. Numbers of subscribers. Feedback from users.
	Investigate the feasibility of establishing issue based electronic discussion fora.	Feasibility of issue based electronic discussion fora has been investigated. Fora are established as appropriate.
	Continue to develop WWDA's email distribution lists at international, national, State/Territory, regional and local levels.	Email distribution lists have been developed. Number of recipients/stakeholders reached.

goal three

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
	Seek and secure funding to enable on-line/video conferencing of WWDA Management Committee meetings.	Funding sources have been researched and identified. Relevant hardware and software have been purchased. Management Committee meetings are conducted via Video over Internet Protocol (Video over IP) link up.
	Provide staff training and support in the area of information technologies and communications as required.	Staff training has been conducted. Staff proficiency improved in required skill areas.
	Undertake evaluation of the WWDA Newsletter every two years, including assessment of: Newsletter reach; Reader satisfaction with content, frequency, format; Areas for improvement.	Evaluation has been conducted. Outcomes of evaluation are reported to members and funding body. Areas for improvement are identified and implemented
Commence the preservation of material related to women with disabilities in accessible electronic format.	Seek and secure project funding to research and convert archival material relating to women with disabilities, into accessible electronic format, including funds for data entry where required.	Funding sources have been researched and identified. Funding proposals submitted. WWDA archival materials have been converted to accessible electronic formats and are available on WWDA website.
	Continue to develop WWDA's website as a clearing-house and repository for historical and contemporary information on women with disabilities.	WWDA website has been expanded, updated and maintained. Website contains historical and contemporary information on women with disabilities. Numbers of users accessing materials.
	Investigate the technical infrastructure required and the software/hardware available to support the collection, archiving and preservation of material relating to women with disabilities.	Research has been undertaken. As appropriate, systems have been developed to support the collection, archiving and preservation of material relating to women with disabilities.
	Further develop internal information management systems for electronic files, archived files, and the WWDA Resource Library.	Internal information systems have been developed.
	Develop a WWDA Digital Preservation Policy.	WWDA Digital Preservation Policy has been developed and ratified by Management Committee.

goal three

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
Continue to produce and update WWDA publications.	Develop Position Statements on human rights issues facing women with disabilities and publish in hard and electronic formats.	<p>WWDA Position Statements are developed and published in hard copy and in accessible electronic formats.</p> <p>Position Statements are widely disseminated to relevant stakeholders. Number of stakeholders reached and feedback received.</p> <p>WWDA website usage data shows numbers of users accessing Position Statements. Data includes users country of origin and time spent on site.</p>
	Using information gathered through consultations with WWDA members and current research, produce WWDA publications consistent with WWDA's policy priority areas.	<p>Publications relating to and consistent with WWDA's policy priority areas have been produced.</p> <p>WWDA publications are available in accessible formats on the WWDA website.</p>
	<p>Seek and secure project funding to update and re-publish key WWDA publications, including:</p> <ul style="list-style-type: none"> ■ <i>Taking the Lead – Leadership & Mentoring Resource Kit;</i> ■ <i>Moving Forward – Sterilisation & Reproductive Health</i> ■ <i>WWDA Violence Resource Manual</i> 	<p>Funding sources have been researched and identified. Funding proposals have been developed.</p> <p>Key WWDA publications are updated and re-published.</p> <p>Numbers of key publications distributed.</p>
	Develop a template for existing WWDA papers and reports to be graphically designed into PDF formats for online access.	<p>Template developed.</p> <p>WWDA Conference papers, articles and reports are produced in a standardised format.</p> <p>WWDA Conference papers, articles and reports are available on the WWDA website in accessible formats.</p>



Further develop the internal and external operations of the organisation in order to achieve its vision, goals and objectives.

goal four

goal four

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
Develop WWDA's relationship with existing state and territory women with disability organisations to maximise the capacity of all organisations to effectively address women with disabilities issues.	Seek funding to host an annual meeting of the Coordinators/ Presidents of State/Territory Women With Disabilities organisations and/or groups/networks.	Funding sources have been researched and funding proposals have been developed. Annual meetings are held with State/Territory Women With Disabilities organisations and/or groups/networks. Outcomes of meetings held.
	Establish agreements with existing State/Territory Women With Disabilities organisations and networks to facilitate joint/shared representation opportunities where appropriate.	Agreements are developed. Increase in scope and number of representation work undertaken at the national level.
	Support emerging groups and networks of women with disabilities as appropriate.	Type and scope of support provided. Outcomes of support provided.
	Establish affiliation agreements with existing State/Territory Women With Disabilities organisations and networks around reciprocal membership arrangements.	Affiliation membership arrangements with State/Territory Women With Disabilities organisations and networks have been established.
	Continue to work collaboratively with the Queenslanders with Disabilities Network (QDN) to support the establishment of a Queensland Network of Women With Disabilities.	Evidence of collaboration with QDN. Outcomes of collaborative work. Queensland Network of Women With Disabilities is established and affiliated with WWDA.
	Investigate the feasibility of a national women with disabilities Conference.	Feasibility of national women with disabilities Conference has been ascertained.
Maintain and further develop WWDA's information, accounting and data management systems.	Review and further develop the WWDA Membership database, including the development of standardised membership renewal procedures.	Membership database has been reviewed and further developed as required. Standardised membership renewal processes have been developed.
	Develop, update and maintain mailing lists which meet the needs of the organisation and extend its reach.	Mailing lists are further developed, updated and maintained. Numbers of recipients/stakeholders reached.
	Further develop internal information management systems for electronic files, archived files, and the WWDA Resource Library.	Internal information management systems have been further developed as required.

goal four

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
	Update, expand and maintain WWDA's <i>Online Information and Referral Directory of relevant services, organisations and agencies</i> at international, national, State/Territory, regional and local levels.	<p>WWDA <i>Online Information & Referral Directory</i> has been updated and expanded to include relevant international groups and organisations.</p> <p>Availability of new information has been widely publicised.</p> <p>Increase in usage of <i>Online Information & Referral Directory</i>; feedback from users.</p> <p>Website usage data includes users country of origin and time spent on site.</p>
	Investigate the technical infrastructure required and the software/hardware available to support the collection, archiving and preservation of material relating to women with disabilities.	<p>Investigation has been undertaken.</p> <p>As appropriate, systems have been developed to support the collection, archiving and preservation of material relating to women with disabilities.</p>
	Investigate the technical infrastructure required and the software/hardware available to support the collection, archiving and preservation of material relating to women with disabilities.	<p>Investigation has been undertaken.</p> <p>As appropriate, systems have been developed to support the collection, archiving and preservation of material relating to women with disabilities.</p>
	Investigate the technical infrastructure required and the software/hardware available to support the collection, archiving and preservation of material relating to women with disabilities.	<p>Investigation has been undertaken.</p> <p>As appropriate, systems have been developed to support the collection, archiving and preservation of material relating to women with disabilities.</p>
	Continue to develop the WWDA website as a model of best practice in content and design using W3C, WCAG 2.0 guidelines, and utilise website usage data and feedback to further develop the site.	<p>WWDA website has been expanded, updated, maintained and widely promoted.</p> <p>Number and type of resource materials added. Feedback from users.</p> <p>Quarterly analysis of WWDA website usage is undertaken and information has been used to inform website development.</p> <p>WWDA Annual Reports provide detailed website analytics report for each year.</p>
	Provide staff training in membership database software as required.	<p>Staff training has been undertaken as required.</p> <p>Staff proficient in WWDA Membership Database applications.</p>

goal four

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
<p>Develop, update and review protocols, policies and procedures relating to individual advocacy requests.</p>	<p>Develop a WWDA Procedure for dealing with incoming requests for individual advocacy support.</p>	<p>Procedure has been developed and implemented. Evaluation of procedure.</p>
	<p>Develop a data collection system for incoming requests for information.</p>	<p>Data collection system has been developed and implemented.</p>
	<p>Collect and record data on types of incoming requests for individual advocacy requests including action taken.</p>	<p>Number, type and scope of requests received for individual advocacy. Type of action taken, including number of referrals made.</p>
	<p>Promote availability of WWDA's <i>Online Information and Referral Directory</i> of relevant services, organisations and agencies undertaking individual advocacy.</p>	<p>WWDA <i>Online Information and Referral Directory</i> contains a Disability Advocacy category. <i>Availability of Online Information and Referral Directory</i> has been widely publicised. Increase in usage of <i>Online Information & Referral Directory</i>; feedback from users. Website usage data includes users country of origin and time spent on site.</p>
	<p>Establish reciprocal membership arrangements with individual advocacy organisations and services where appropriate.</p>	<p>Organisations and services have been identified and networks established. Reciprocal memberships established. WWDA policy submissions, research reports, articles and other relevant information is distributed to all individual and systemic disability organisations in Australia.</p>
	<p>Undertake annual analysis of themes emerging from incoming requests for individual advocacy support, and report to government and other relevant stakeholders as appropriate, including any identified gaps in service delivery.</p>	<p>Annual analysis of data is undertaken, themes and gaps are identified, and reported on as relevant. Evidence of advice given and responses received. Reports to funding body include advice on emerging individual advocacy issues and trends for women with disabilities.</p>

goal four

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
<p>Develop, update and review protocols, policies and procedures relating to Governance and committee matters.</p>	<p>Review, update and maintain WWDA's <i>Management Committee Orientation and Information Kit</i>, and associated induction procedures.</p>	<p>WWDA <i>Management Committee Orientation and Information Kit</i> and associated induction procedures have been reviewed and updated as required.</p> <p>New Management Committee members have received an induction.</p>
	<p>Review, further develop and maintain the WWDA <i>Policy and Procedures Manual</i> and develop new policies and procedures as required.</p>	<p>WWDA <i>Policy and Procedures Manual</i> has been reviewed, updated and maintained.</p> <p>Management Committee members are familiar with policies and procedures.</p> <p>Organisational policies are ratified by Management Committee annually.</p>
	<p>Seek an increase in WWDA's operational funding from the Australian Government to enable an annual face to face meeting of the WWDA Management Committee.</p>	<p>Funding proposal developed and submitted to FaHCSIA.</p> <p>WWDA Management Committee has at least one face to face meeting per year.</p>
	<p>Investigate feasibility of holding annual face to face meeting of the WWDA Management Committee in conjunction with meeting of representatives of the state/territory women with disabilities organisations.</p>	<p>Investigation has been undertaken.</p>
	<p>Seek and secure funding to enable on-line/video conferencing of quarterly/general WWDA Management Committee meetings.</p>	<p>Funding sources have been researched and identified.</p> <p>Relevant hardware and software have been purchased.</p> <p>Management Committee meetings are conducted via Video over IP link up.</p>
	<p>Undertake governance activities and reporting in accordance with the constitutional requirements of the organisation, WWDA's funding contracts, and the Associations Incorporation Act 1991 (ACT).</p>	<p>WWDA has met the requirements of the Associations Incorporation Act 1991 (ACT), the WWDA Constitution, and operational and project funding contracts.</p>
	<p>Undertake annual Staff Performance Review and Development processes.</p>	<p>Staff Performance Review and Development processes have been undertaken on an annual basis.</p> <p>Any staff training requirements identified have been undertaken.</p>
	<p>Research existing Governance Training programs available in each State & Territory.</p>	<p>Governance Training programs in each State/Territory have been identified.</p> <p>Management Committee members have participated in governance training as required.</p>

goal four

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
Develop, update and review protocols, policies and procedures relating to requests for information.	Develop a WWDA Procedure for dealing with incoming requests for information.	Procedure has been developed and implemented. Evaluation of procedure.
	Develop a data collection system for incoming requests for information.	Data collection system has been developed and implemented.
	Collect and record data on types of incoming requests for information including action taken.	Number, type and scope of requests received for information. Type of action taken, including number of referrals made.
	Undertake annual analysis of themes emerging from incoming requests for information, and report to government and other relevant stakeholders as appropriate, including any identified gaps in service delivery.	Annual analysis of data is undertaken, themes and gaps are identified, and reported on as relevant. Reports to funding body include advice on any emerging issues and trends for women with disabilities.
Develop, update and review protocols, policies and procedures relating to Membership.	Review and further develop the WWDA Membership database, including the development of standardised membership renewal procedures.	Membership database has been reviewed and further developed as required. Standardised membership renewal processes have been developed.
	Review WWDA Membership fees.	WWDA Membership fees have been reviewed and any changes have been implemented.
	Undertake a national WWDA membership drive.	National Membership drive has been undertaken. Evidence of increase in individual, associate and reciprocal memberships.
	Review, further develop and update WWDA's <i>Introduction to WWDA Information Kit</i> for new and potential members.	<i>Introduction to WWDA Information Kit</i> has been reviewed and updated. All new members, including identified potential members have received a copy.
	Increase Full WWDA Memberships by 10% by 2015.	Full memberships have increased by 10% by 2015. Total number of full members.
	Increase Associate WWDA Memberships by 10% by 2015.	Associate memberships have increased by 10% by 2015. Total number of Associate members.
	Assess feasibility of developing and/or re-developing sections of the WWDA website for financial members only.	Feasibility of 'members only' section of the WWDA website has been assessed and any outcomes implemented.

goal four

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS							
Develop, update and review protocols, policies and procedures relating to quality monitoring and improvement.	Seek funding from the Australian Government to enable WWDA to seek accreditation through the Quality Improvement Council (QIC) Standards and Accreditation Program.	Funding sources have been researched and identified. Funding proposals have been submitted. Quality Improvement Council (QIC) Accreditation process has commenced. WWDA receives Quality Improvement Council (QIC) Accreditation.							
	Undertake an annual review of WWDA's Strategic Plan and update as required.	WWDA Strategic Plan has been reviewed annually and updated as required.							
	Undertake a Satisfaction Survey of WWDA members every two years.	Satisfaction Survey of WWDA members has been undertaken. Outcomes have informed WWDA's workplan.							
	Undertake evaluation of the WWDA Newsletter every two years, including assessment of: <ul style="list-style-type: none"> ■ Newsletter reach; ■ Reader satisfaction with content, frequency, format; ■ Areas for improvement. 	Newsletter Evaluation has been implemented. Evaluation has assessed: distribution and reach; geographic location; total number of recipients; reader satisfaction; areas for improvement. Evaluation outcomes have informed Newsletter development and distribution.							
	Undertake annual analyses of WWDA's electronic discussion group 'wwda-discuss' and identify issues and themes emerging from list participants.	Annual analysis of 'wwda-discuss' is undertaken, themes and gaps are identified, and reported on as relevant.							
	Undertake quarterly analysis of WWDA website usage data and utilise data to further develop the site, including processes to enhance Search Engine Optimisation.	Quarterly analysis of WWDA website usage is undertaken and includes: <table border="0" style="margin-left: 20px;"> <tr> <td>Total number of visitors</td> <td>Country of origin;</td> </tr> <tr> <td>% new visits</td> <td>Time spent on site;</td> </tr> <tr> <td>Traffic sources</td> <td>Top content</td> </tr> <tr> <td>Search terms used</td> <td>New vs returning visitor</td> </tr> </table> WWDA website analytics data has been used to inform website development. WWDA Annual Reports provide detailed website analytics report for each year.	Total number of visitors	Country of origin;	% new visits	Time spent on site;	Traffic sources	Top content	Search terms used
Total number of visitors	Country of origin;								
% new visits	Time spent on site;								
Traffic sources	Top content								
Search terms used	New vs returning visitor								

A close-up photograph of a hand holding a pen, writing on the cover of a book. The book is open, and the pages are visible. The background is a soft, out-of-focus purple. The text 'goal five' is written in a white, cursive font on the book cover.

goal five

Contribute to the development and implementation of Australian Government policies affecting women with disabilities.

goal five

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
<p>Undertake activities as required in WWDA's funding contract with the Australian Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA).</p>	<p>Provide timely responses, as appropriate, to requests from Government for policy advice and information.</p>	<p>Evidence of timely policy advice to Government.</p> <p>Number of requests received. Number, scope and type of WWDA input/responses.</p> <p>Outcomes of and responses to, WWDA policy advice provided.</p>
	<p>Provide reports to the Department of Families, Housing, Community Services & Indigenous Affairs (FaHCSIA) as specified in WWDA's funding contract.</p>	<p>Reports have been provided to FaHCSIA as specified in WWDA's funding contract.</p> <p>Number and type of responses received.</p>
	<p>Develop an annual evidence based Policy Papers as specified in WWDA's funding contract, and which reflect WWDA's policy priority areas.</p>	<p>Evidence based Policy Papers have been developed. Policy Papers are consistent with WWDA priority areas.</p> <p><i>Policy Paper on Health Issues for Women with Disabilities in Australia</i> has been developed and is available in accessible formats on WWDA website.</p> <p>Policy Papers are grounded in a rights based framework, link to relevant international human rights treaties, and are informed by current research.</p> <p>Extent of dissemination of submissions to stakeholders, including numbers reached and responses received.</p> <p>Impact and outcome of Policy Paper recommendations.</p> <p>Policy Papers are available in accessible formats on WWDA website. Website usage data shows numbers of users accessing Policy Papers. Data includes users country of origin and time spent on site.</p>
	<p>Participate in performance review meetings with the FaHCSIA as specified in WWDA's funding contract.</p>	<p>Performance review meetings with FaHCSIA have been undertaken.</p> <p>FaHCSIA has provided written feedback to WWDA on performance. Report is widely disseminated to WWDA members and relevant stakeholders.</p>
	<p>Meet and/or exceed the number of Submissions, events and meetings specified as outputs in WWDA's funding contract.</p>	<p>WWDA has met/exceeded the number of Submissions, events and meetings specified as outputs in WWDA's funding contract with FaHCSIA.</p> <p>Number, scope and type of Submissions developed, and events and meetings attended.</p> <p>Impact and outcomes of policy Submissions developed, and events and meetings attended.</p>

goal five

OBJECTIVES	KEY STRATEGIES	KEY PERFORMANCE INDICATORS/OUTPUTS
<p>Act as a two way conduit between the Government and the community on social policy issues as they affect women with disabilities.</p>	<p>Widely disseminate information on Government social policies and initiatives to organisations and services within the disability, welfare, women's, and human rights sectors, and to other stakeholders as relevant.</p>	<p>Evidence of broad dissemination of information on Government social policies and initiatives.</p> <p>WWDA Newsletter contains information on current Government social policies and initiatives 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>Evidence of policy advice to Government. Scope and type of advice provided.</p> <p>Number and type of responses received.</p> <p>Impact and outcome of advice.</p>
	<p>Participate in consultations, reporting and other processes relating to the implementation and monitoring of human rights treaties, in particular CRPD, CEDAW, and CRC.</p>	<p>WWDA has been consulted on the development of the Australian Government's core human rights treaties implementation reports, specifically the CRPD, CEDAW, and CRC.</p> <p>Where relevant, WWDA has contributed Submissions/ input to the Australian Government's CRPD, CEDAW, CRC implementation reports.</p>
	<p>Continue to provide copies of WWDA's submissions, publications, quarterly Newsletter; and other documentation to relevant Government Departments, agencies, Ministers and other stakeholders as appropriate.</p>	<p>WWDA's submissions, publications, quarterly Newsletter; and other documentation have been regularly provided to relevant Government Departments, agencies, Ministers and other relevant stakeholders.</p> <p>Numbers of stakeholders reached. Feedback received.</p>
	<p>Provide advice to Government on policy, program and service delivery issues emerging from the WWDA membership.</p>	<p>Evidence of advice given and responses received.</p> <p>Reports to funding body include advice on emerging issues and trends for women with disabilities.</p>
	<p>Expand, update and maintain a section on WWDA's website which includes information on Australian Government Disability Policy, Programs & Legislation.</p>	<p>WWDA website current information on Australian Government Disability Policy, Programs & Legislation.</p> <p>Website usage data shows numbers of users accessing human rights resource materials.</p>
	<p>Continue to lobby the FaHCSIA for WWDA to be funded at the level of a national secretariat on a tri-annual basis.</p>	<p>Evidence of WWDA's lobbying recommending Government to increase WWDA's operational funding and fund the organisation on a three yearly basis.</p>

Convention on the Rights of Persons with Disabilities (CRPD):

The CRPD was adopted by the United Nations General Assembly in December 2006 and opened for signature in March 2007. It was ratified by the Australian Government in July 2008, and entered into force in Australia in August 2008. The CRPD is a complement to existing international human rights treaties. It does not recognise any new human rights of people with disabilities, but rather clarifies the obligations and legal duties of States to respect and ensure the equal enjoyment of all human rights by all people with disabilities. The CRPD specifically acknowledges the impact of multiple discriminations caused by the intersection of gender and disability. It prioritises women with disabilities as a group warranting specific attention, and calls on States Parties to take positive action and measures to ensure that women and girls with disabilities enjoy all human rights and fundamental freedoms (Article 6). Australia acceded to the CRPD Optional Protocol (OP) in July 2009. The CRPD OP permits individuals and groups of individuals to take complaints directly to the UN, after all domestic remedies have been exhausted. It also enables the CRPD monitoring Committee to investigate claims of serious violations of the CRPD in Australia. See: www.wwda.org.au/hrcore1.htm

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW):

CEDAW was adopted by the United Nations General Assembly in 1979 and ratified by the Australian Government in 1983. Described as an international bill of rights for women, it defines discrimination against women as: 'Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.' It also establishes an agenda of action for putting an end to sex-based discrimination. In 1991, the monitoring body of CEDAW passed General Recommendation 18, to ensure that States Parties understand that CEDAW also covers the human rights of disabled women. General Recommendation 18 states: *'.....that States parties provide information on disabled women in their periodic reports, and on measures taken to deal with their particular situation, including special measures to ensure that they have equal access to education and employment, health services and social security, and to ensure that they can participate in all areas of social and cultural life.'* Australia acceded to the CEDAW Optional Protocol (OP) in December 2008, and the CEDAW OP entered into force in Australia in March 2009. The OP provides for complaints to be taken directly to the UN, after all domestic remedies have been exhausted. It also enables the CEDAW Committee to investigate claims of serious violations of CEDAW in Australia. See: www.wwda.org.au/hrcore1.htm

