



Women With Disabilities Australia (WWDA)

Strategic Plan Summary
2010-2015

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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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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

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.

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.

summary of goals and objectives

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A copy of the full WWDA Strategic Plan 2010-2015 is available from the WWDA website www.wwda.org.au or can be obtained by contacting the National WWDA Office.



goal one

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

Objectives at the national level:

- 1.1. Promote WWDA as the national representative organisation for women with disabilities in Australia.
- 1.2. Promote awareness and implementation of the CRPD and CEDAW as key tools for the advancement of the human rights of women with disabilities.
- 1.3. Promote the interests and concerns of women with disabilities through representation on relevant committees, advisory bodies and other relevant fora.
- 1.4. Promote the interests and concerns of women with disabilities in the development of relevant government policies and other national initiatives.

Objectives at the international level:

- 1.5. Contribute to relevant international initiatives relating to women with disabilities.
- 1.6. Increase WWDA's capacity to support women with disabilities internationally.
- 1.7. Increase WWDA's profile at the international level particularly in the Asia-Pacific region.



goal two

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

Objectives

- 2.1. Undertake work in the policy priority area of women with disabilities' right to freedom from violence and abuse, and the right to bodily integrity.
- 2.2. 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.
- 2.3. Develop an understanding of the issues relating to women with disabilities' right to reproductive freedom, including the right to found and maintain a family.
- 2.4. Identify, collate and report on emerging issues for women with disabilities.



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.

Objectives

- 3.1. Maintain and further develop WWDA's digital and other communication strategies.
- 3.2. Commence the accessible preservation of material related to women with disabilities.
- 3.3. Continue to produce and update WWDA publications.



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

Objectives

- 4.1. 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.
- 4.2. Maintain and further develop WWDA's information, accounting and data management systems.
- 4.3. Develop, update and review protocols, policies and procedures relating to individual advocacy requests.
- 4.4. Develop, update and review protocols, policies and procedures relating to Governance and committee matters.
- 4.5. Develop, update and review protocols, policies and procedures relating to requests for information.
- 4.6. Develop, update and review protocols, policies and procedures relating to Membership.
- 4.7. Develop, update and review protocols, policies and procedures relating to quality monitoring and improvement.

goal four



goal five

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

Objectives

- 5.1. Undertake activities as required in WWDA's funding contract with the Australian Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA).
- 5.2. Act as a two way conduit between the Government and the community on social policy issues as they affect women with disabilities.



