



N E E D A

NATIONAL ETHNIC DISABILITY ALLIANCE

A coordinated, national voice for people from non-English speaking background with disability, their families and carers.

Strategic Directions

2008



Foreword

by NEDA Council

NEDA is a unique organisation that brings together the strengths of cultural diversity and disability rights. NEDA estimates that people from non-English speaking background (NESB) with disability make up 5% of the Australian population. Together with our families and carers we form a significant and valuable part of the Australian community. NEDA is the only consumer voice for people from NESB with disability, our families and carers at the national level. As NEDA celebrates its tenth birthday it is timely to present a renewed and positive vision for the future. Strategic Directions 2008 clearly articulates what we aim to do over the next three years to transform our vision to reality.

This is NEDA's second strategic plan, developed through a considered process of evaluation, consultation and exploration. The Council is pleased to present Strategic Directions 2008 as an important tool for measuring NEDA's performance in meeting its goals. This document also gives our constituency, funding agencies, and key stakeholders NEDA's commitment to a coordinated and strategic approach to its work. This is one of the ways NEDA can be held accountable.



NEDA has identified four areas as priorities over the next three years:

- 1 Policy Advice**
- 2 Representation**
- 3 Networks and Partnerships**
- 4 Organisational Capacity**

We recognise that it is only through delivering credible advice, effective representation, using a wide range of networks and partnerships and sound organisational management that we will be able to bring about positive changes for people from NESB with disability, our families and carers.

Finally, we would like to acknowledge the invaluable contribution of NEDA's members, as well as the assistance and advice provided by Marika Kontellis in developing this document.

NEDA Council
October 2005

About NEDA

The National Ethnic Disability Alliance (NEDA) is the national peak organisation representing the rights and interests of people from non-English speaking background (NESB) with disability, their families and carers throughout Australia. NEDA is funded by the Commonwealth Department of Family & Community Services to provide policy advice to the Australian Government and other agencies on national issues affecting people from NESB with disability, their families and carers.

NEDA actively promotes the equal participation of people from NESB with disability in all aspects of Australian society. It manages a range of projects relating to NESB and disability communities and works closely with its state and territory members to ensure that its policy advice reflects the lived experiences of people from NESB with disability. In states and territories where no NESB-disability advocacy agency exists, NEDA undertakes development work to establish a structure that can support people from NESB with disability, their families and carers.

NEDA has a small secretariat and is governed by a Council of state and territory representatives. The majority of Councillors are people from NESB with disability, their families and carers.

Terminology

NEDA uses the term Non-English Speaking Background in preference to Culturally and Linguistically Diverse Background as those from an English speaking background are encompassed by the latter term and they are not part of NEDA's constituency. NEDA contends that coming from a linguistic and cultural background other than Anglo-Australian can be a great social barrier and a source of discrimination in Australia. The intention of using NESB is not to define people by what they are not but to highlight the inequity people experience due to linguistic and cultural differences. NEDA also uses the term people from NESB with disability rather than people with disability from NESB as we consider cultural background (not disability) an appropriate means of developing social identity.

NEDA maintains that disability is a social construct and arises when a society's infrastructure is not developed to ensure all individuals, regardless of capacity or impairment, can fully participate in society. Thus NEDA refers to people with disability rather than people with disabilities to underline that disability is not a characteristic of an individual but a consequence of a society designed (whether consciously or inadvertently) to exclude many of its citizens from equal participation.



Vision

An inclusive Australia where cultural diversity and disability rights are valued as essential aspects of an equitable society.

Mission

To represent the rights and interests of people from non-English speaking background (NESB) with disability, their families and carers across Australia.

Statement of Principles

- People from NESB with disability, their families and carers are individuals who have the right to be respected for their human worth and dignity, and to be free from all forms of discrimination.
- People from NESB with disability, their families and carers are experts in knowing how they want to receive services and supports.
- All activities must take into account the views and experiences of people from NESB with disability, their families and carers.
- The interests of all people in society are best served by establishing equal rights and opportunities for people from NESB with disability, their families and carers.
- We are accountable to people from NESB with disability, their families and carers and to the agencies who provide our funds.
- We are open, honest and transparent in our relationships.

KEY PRIORITY 1

Policy Advice

To realise the rights of people from NESB with disability, their families and carers through positive legislative and social policy changes

Objective: 1.1

Provide input into government policy affecting people from NESB with disability, their families and carers

Signs of Success:

- Submissions and comments about policy are provided to government
- NEDA is known and respected as providing credible and timely advice
- Sound relationships exist between government funders/legislators and NEDA

Objective: 1.2

To be informed and up to date with latest developments in international and national legal and social policy issues

Signs of Success:

- NEDA has a clear understanding of current policy issues and debates
- NEDA is aware of international best practice benchmarks/models

Objective: 1.3

To be a leader in developing legislative and/or social policy changes in key priority areas

Signs of Success:

- NEDA identifies key policy priority areas
- NEDA facilitates key campaigns/projects
- Changes to legislative and/or policy are achieved

Objective: 1.4

To undertake, initiate and facilitate relevant research

Signs of Success:

- NEDA conducts current and innovative research on access and equity issues
- NEDA develops position papers on key issues
- Partnerships exist with recognised leading research entities

KEY PRIORITY 2

Representation

To develop strong, credible relationships with stakeholders through appropriate, accessible, high quality representation of people from NESB with disability, their families and carers

Objective: 2.1

To review NEDA's Constitution & increase membership

Signs of Success:

- NEDA has an accessible Constitution
- Membership policy and strategies are developed and implemented
- Membership of NEDA is increased
- Stakeholders are satisfied with NEDA's representation



KEY PRIORITY 2

Representation CONTINUED

Objective: 2.2

To measure stakeholder satisfaction with NEDA's representation

Signs of Success:

- Government and key agencies seek NEDA's views and advice
- There is strong involvement of people from NESB with disability, their families and carers in NEDA's activities
- Processes exist to engage stakeholders in providing policy advice
- Government is satisfied with NEDA's capacity to represent people from NESB with disability, their families and carers

Objective: 2.3

To ensure issues are appropriately represented

Signs of Success:

- NEDA's website is further developed as an accessible and informative contact point
- NEDA regularly informs stakeholders of key issues
- A NEDA membership consultation framework exists
- Accessible and workable processes exist to contact NEDA and raise issues



KEY PRIORITY 3

Networks and Partnerships

To develop effective working partnerships across government, community and corporate sectors

Objective: 3.1

To ensure NEDA is represented at key forums and networks

Signs of Success:

- NEDA consistently contributes as a key, national player in matters impacting on people from NESB with disability, their families and carers

Objective: 3.2

To form strategic partnerships in delivering projects and policy advice

Signs of Success:

- Partnerships with key stakeholders exist across Australia
- NEDA's projects and policies are widely supported

Objective: 3.3

To develop and implement relationship building strategies

Signs of Success:

- Key connections exist with government and corporate organisations across Australia
- NEDA regularly influences key initiatives advancing access and equity
- NEDA develops a national Awards program recognising culturally competent public policy and service provision

KEY PRIORITY 4

Organisational Capacity

To strengthen our organisational capacity to deliver on our purpose

Objective: 4.1

To ensure that a skilled, informed and committed Council leads NEDA

Signs of Success:

- NEDA has recruited and retained committed skilled Councillors
- Councillors are well informed and supported
- Council is committed to strategic directions and actively monitors their implementation
- NEDA meets all legislative corporate requirements

Objective: 4.2

To ensure high quality staff recruitment, induction, and support processes

Signs of Success:

- NEDA meets all legislative requirements, e.g. OH&S, EEO, Awards
- At annual appraisal staff performance is assessed as being in the upper range for all key result areas
- Low staff turnover
- NEDA develops a reputation as a preferred employer

Objective: 4.3

To ensure financial management processes are sound and risks are well managed

Signs of Success:

- All legislative and financial requirements are met
- Financial reporting is regular
- NEDA operates within budget
- NEDA delivers maximum results with available resources

Objective: 4.4

To develop clear organisation policies and procedures and review them regularly

Signs of Success:

- A policy and procedures manual exists and is reviewed annually
- NEDA meets necessary Standards, legislative and funding requirements

Objective: 4.5

To develop and implement a “resources strategy”

Signs of Success:

- Resources are increased through a range of different sources



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