

NEDA Strategic Plan – 2018-2022

About NEDA

National Ethnic Disability Alliance (NEDA) is a national Disabled People's Organisation (DPO) that advocates nationally for the human rights of people with disability, and their families, from culturally and linguistically diverse (CALD) and non-English speaking backgrounds (NESB).

We are a founding member of Disabled People's Organisations Australia (DPOA).

We are a community based, non-government organisation funded by the Department of Social Services (DSS). We have a small secretariat and are governed by a council of state/territory and community representatives; as a DPO, the majority of our Councillors are required to be people with disability from migrant or refugee backgrounds.

Our Principles

- People from CALD backgrounds 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 CALD backgrounds with disability, their families and carers are experts in knowing how they want to receive services and supports.
- All our activities must take into account the views and experiences of people from CALD backgrounds 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 CALD backgrounds with disability, their families and carers.
- We are accountable to people from CALD backgrounds with disability, their families and carers and to the agencies who provide our funds.
- We are open, honest and transparent in our relationships.

Our Vision

Disability rights and cultural diversity are valued as essential to an equitable society.

Our Mission

We advocate for our rights as people with disability from CALD backgrounds through providing our voice and participation to represent our experiences and determine policy in, and practice in, all matters that affect us.

Our Strategic Directions

1. Maintain and enhance NEDA as the national Disabled People's Organisation (DPO) for people with disability from CALD backgrounds
2. Advocate for people with disability from CALD backgrounds to be engaged in 'co-design' to ensure equal access and appropriate and meaningful outcomes in all areas of life

3. Work with member organisations to enable the voices and experiences of people with disability from CALD backgrounds to inform aspirations, advocacy and service design
4. Develop new revenue and resource streams to enhance NEDA capacity through offering organisational and member expertise
5. Develop a fit for purpose, innovative and agile structure to realise and support our 'DPO' status and resource organisational activities to achieve our mission

Strategic Actions

1. *Maintain and enhance NEDA as the national Disabled People's Organisation (DPO) for people with disability from CALD backgrounds*

- 1.1 Maintaining a meaningful role within the DPOs to enhance sectoral leadership and representation of people with disability from CALD backgrounds
- 1.2 Enhancing and diversifying stakeholder relationships both within the People with Disability (PWD) and multicultural networks as part of a comprehensive stakeholder management strategy
- 1.3 Promoting NEDA as the essential go-to organisation for all information about people with disability from CALD backgrounds
- 1.4 Building NEDA's thought leadership role, through social and online media and a proactive public speaking strategy
- 1.5 Exploring international demonstration and partnership opportunities

2. *Advocate for people with disability from CALD backgrounds to be engaged in 'codesign' to ensure equal access and appropriate and meaningful outcomes in all areas of life*

- 2.1 Supporting sector capacity development through service modelling and promoting relevant service delivery tools
- 2.2 Developing a PWD/CALD audit process that can be used to endorse services that are responsive to the needs of people with disability from CALD backgrounds
- 2.3 Prioritising advocacy to policy areas of most concern to people with disability from CALD backgrounds (For the 18/19 period these are NDIS, Migration Law, Social Security Act, National Disability Strategy)
- 2.4 Establishing a PWD/CALD Policy Officer network across member and other support organisations to enhance policy development and advocacy

3. *Work with member organisations to enable the voices and experiences of PWDs from CALD backgrounds to inform aspirations, advocacy and service design*

3.1 Building structures and capacity of member organisations to realise DPO objectives through:

- a. Technology options that enhances co-ordination and ongoing contact
- b. Teleconferences and regular member communications
- c. Member capacity building and local issue identification, as standing items, at Council meetings Agenda?

3.2 Supporting local area advocacy through the development of a resource and data strategy delivering practical resources and data tools to member organisations

3.3 Ensuring member organisation participation in both establishing and driving the advocacy agenda, as well as activating local area advocacy

4. *Develop new revenue and resource streams to enhance NEDA capacity through offering organisational and member expertise*

4.1 Articulating and implementing a funding strategy beyond DSS that would focus on philanthropic and social enterprise activities

4.2 Developing fee-for-service activities and products that enhance and support NEDA achieving its mission. These include, but are not limited to:

- a. Bespoke demographic data services relevant to PWD/CALD populations
- b. Multilingual resources development that uses 'co-design' principles
- c. Community engagement and consultancy services enabling the access of PWD/CALD populations
- d. Operational reviews and audit services

4.3 Partnering with other NGOs and specialist consultants to seek broader tendering and consultancy opportunities

5. *Develop a fit for purpose, innovative and agile structure to realise and support our 'DPO' status and to resource organisational activities to achieve our mission*

- 5.1 Developing a priority response process to allow triaging of issues for public response to ensure adherence with DPO status and purpose, and the most effective use of available resources
- 5.2 Utilising member organisation participation and the PWD/CALD Policy Officer network to provide informed input to policy and program opportunities
- 5.3 Developing necessary IT infrastructure to support NEDA's organisational and business objectives and maximising the capacity of PWD/CALD people to participate in NEDA
- 5.4 Building workflow capacity through the identification of preapproved consultants/associates and collaborating organisations
- 5.5 Elevating fee for service capacity as a critical element in long-term organisational sustainability