

Motto: “Nothing about us without us”

QDN’s vision: People with disability are active and valued citizens of Queensland.

QDN’s mission: Create an inclusive community where people with disability live and work as valued, contributing citizens.

QDN’s values:

- **AUTHENTIC VOICE:** We are with, and for, all people with disability and ensure those with limited or no voice are heard and valued.
- **COLLABORATIVE ACTION:** We work together to learn from the collective experiences, values and wisdom of people with disability.
- **RIGHTS:** We believe in, and model a human rights approach that recognises disability as a social issue.
- **RESPECT:** We value human difference and diversity and build mutual respect through openness and fellowship.
- **RESILIENCE:** We are hopeful, even about the most complex challenges and are here for the long term.

We will maximise our strengths and opportunities by: Our deep knowledge of the lived experience of people with disability; our passion, creativity, history and values base; our capacity to respectfully engage all, including the most vulnerable; our demonstration of valued status; our confident, professional solutions driven approach; our growing reputation, brand and relationships of influence; our sound financial management.

We will actively manage internal and external risks by: Managing the expectations of ourselves and others and not expecting more than is reasonable of our Board, network and staff; doing things well rather than trying to do everything; intentionally mentoring our most valued assets, our people; proactively succession planning.

We will measure our success by:

- Increasing the number of people receiving information; including referrals onto other government and community organisations.
- As a Disability Support Organisation (DSO) building up to 20 face-to-face and virtual groups of people with disability across Queensland, supported by QDN's state-wide member Network; our Regional Facilitators and Hot Topics groups.
- Enhancing the confidence levels of participants in our *Ready to go* project in relation to National Disability Insurance Scheme (NDIS) knowledge.
- Improving the satisfaction levels of members and supporters in our programs and projects.
- 10% increase of members annually.
- Number of hits on the QDN website and other social media.
- Increased number of strategic alliances and formal partnerships with government, community, disability and advocacy organisations.
- Increased number of well-developed corporate partnerships and varied sources of funding.
- Increased staff satisfaction.
- 10% increase in the number of successful funding submissions.
- Increase of published papers and policy submissions focussed upon improving the lives and participation of people with disability.

Goal 1: To promote and maintain active, vibrant networks that inform our work

QDN will:

- Actively promote membership state-wide to strengthen the QDN network as a voice of people with disability.
- Provide information and support to keep our local networks and Hot Topics groups going in different places around Queensland.
- Through our *Ready to go* project we will support people with disability, including people with intellectual and learning disability, Culturally and Linguistically Diverse people and Aboriginal and Torres Strait Islander Communities to be ready, confident and able to participate in the National Disability Insurance Scheme (NDIS).
- Respect Aboriginal and Torres Strait Islander culture and support the Aboriginal and Torres Strait Islander Disability Network of Queensland.
- Listen to our network members and partners and use their feedback to improve our services and support.
- Encourage and support people with disability to learn new skills, have new experiences and be leaders in their communities.

Goal 2: To let people know about the lives of people with disability and how to best talk with us

QDN will:

- Work with business, government and community agencies to increase work opportunities for people with disability.
- Hold training events; speak at conferences and write policy papers; towards improving disability services and support.
- Demonstrate how to communicate with people with disability so that all can understand.
- Encourage the media and other partner organisations to ask us about what is important for people with disability.

Goal 3: Influence governments and others to bring about full and equal participation and citizenship

QDN will:

- As a Disability Support Organisation (DSO) actively facilitate and support local groups of people with disability in communities across Queensland, focussed upon improving work and social participation opportunities for people with disability.
- Support members state-wide to build their skills and capacity to talk with government (in particular Housing, Health, Education, Transport, Communities and Justice) in a way that encourages mutual respect and government action on issues.
- Be a voice for people with disability on the issues members and the Board decide are most important each year.
- Partner with other disability and community organisations to influence positive change in regard to the community inclusion of people with disability in their local communities.
- Take action to influence government and the community to get lasting change.

Goal 4: Grow an effective, sustainable and accountable organisation that reflects our values, vision and mission

QDN will:

- Ensure our Board of Directors provides governance and accountability structures within their obligations as a Company Limited by Guarantee.
- Find ways to hear from, and communicate well, with all our members.
- Support staff and volunteers to show professional integrity; aligning their work and achievements with QDN's vision, mission and values.
- Be a supportive place for staff and volunteers to work and learn.
- Make sure QDN's Board of Directors focus on steady financial growth and sustainability.
- Deliver programs and projects that reflect QDN's vision and meet quality management standards.