

Motto - Nothing about us without us

QDN's vision:

People with disability are active and valued citizens of Queensland.

QDN's mission:

Empowering people with disability to be fully included as citizens in the social and economic life of the community

QDN's values and principles:

- **AUTHENTIC VOICE:** We are with, and for, all people with disability and ensure those with limited or no voice are heard and valued.
- **RIGHTS:** We believe in, and model a human rights approach that recognises disability as a social issue.
- **COLLABORATIVE ACTION:** We work together to learn from the collective experiences, values and wisdom of people with disability.
- **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.

Goals:

- Goal 1 – To promote and maintain active, vibrant local networks that inform our work and build local capacity.
- Goal 2 – To enhance the leadership and influencing capability of people with a disability.
- Goal 3 – To let people know about the lives of people with disability and how to best engage with us.
- Goal 4 – To influence governments and others to bring about full and equal participation, citizenship and protection of rights for all.
- Goal 5 – To grow an independently sustainable, effective, accountable and rights based organisation that reflects our vision, mission, values and principles.

Queenslanders with Disability Network Ltd – Strategic Plan 2020-2023

Strategic Priorities within the Five Goal Areas

Below are the priorities for 2020-2023 identified by QDN's Board, within the Five Goal Areas of the Strategic Plan. These priorities cover QDN's work going forward that will be undertaken utilising government, philanthropic and commercial funding opportunities that align with our vision, mission, values and principles.

Goal 1: To promote and maintain active, vibrant local networks that inform our work and build local capacity.

QDN will do this by:

- Growing the membership of the organisation across a diverse range of people with disability, supporters, organisations and corporate partners throughout Queensland.
- Communicating through a variety of platforms to meet the diverse needs of our geographically distributed and diverse member base.
- Providing pathways for members to undertake activities and work that showcase their lived experience and skills.
- Refining our database and membership infrastructure to effectively understand and meet the needs of members now and into the future.
- Supporting and growing our auspiced Aboriginal and Torres Strait Islander Disability Network Queensland.

Goal 2: To enhance the leadership and influencing capability of people with a disability.

QDN will do this by:

- Building upon our current work to establish opportunities and pathways for people with disability to develop their leadership at the individual, community and systems level.
- Supporting existing leaders within the organisation, such as local group convenors, peer leaders, regional facilitators, policy champions and peer facilitators to undertake work to lead change in their communities and at the state-wide level through QDeNgage.
- Building the profile of the network as a state-wide network to influence and lead change.
- Creating tools and pathways for people with disability to deliver peer led activities and initiatives across a broad range of key areas that impact upon the lives of people with disability.

Goal 3: To let people know about the lives of people with disability and how to best engage with us

QDN will do this by:

- Seizing opportunities within the current policy and legislative context to position QDN for the future.
- Designing and influencing all service delivery and support processes in line with the Human Rights Framework.
- Sharing the story of the achievements of our members and examples of our leadership.
- Educating others on how best to engage peer to peer with people who are marginalised and vulnerable.
- Building the capacity of community and mainstream services to be inclusive of people with disability, and delivering rights based quality services and products.

Goal 4: To influence governments and others to bring about full and equal participation, citizenship and protection of rights for all.

QDN will do this by:

- Strengthening the knowledge and skills of members to inform and influence government and others from the perspective of people with disability; through building leadership capacity and policy champions throughout our Network.
- Developing tools and resources to deliver systemic advocacy and build capability.
- Engaging with members to develop policy positions across key policy areas to inform QDN's work across local, state and commonwealth levels of government.
- Working collaboratively with allies, within partnerships and through collaborative networks.
- Seeking new opportunities for partnerships outside the community sector, to bring about full and equal participation and citizenship.

Goal 5: To grow an independently sustainable, effective, accountable and rights based organisation that reflects our vision, mission, values and principles.

QDN will do this by:

- Actively seeking projects that reflect our values and support the achievement of QDN goals and the issues our members raise.
- Securing commercial business opportunities to build independent financial viability.
- Seeking and securing diversity of funding sources and income.
- Investing in the talent of our people to create a stable, flexible, creative and innovate workforce.
- Growing QDN's brand and positioning as an authoritative and collective voice for people with disability.