

Motto - Nothing about us without us

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

QDN's mission: We lead, inform, connect and influence to empower people with disability to be fully included as citizens in the social, economic and political 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 have their experience and expertise valued and recognised.
 - 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.
- Promoting the importance of collective self-representation and shared lived experience as a mechanism for influencing the issues that affect people with disability.
- Review and optimise our state-wide group network by reviewing the role, function, reach and leadership.
- Communicating through a variety of platforms to meet the diverse needs of our geographically distributed and diverse member base.
- 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:

- Seeking to build a better future and cultivating present and emerging leaders by expanding opportunities and pathways to develop more leaders and influencers 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.
- Supporting the development and expansion of opportunities for people with disability to use their expertise and lived experience towards better informed and administered inclusive policy, services, businesses, and environments 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 have their experience and expertise valued and recognised

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 United Nations Convention on the Rights of Persons with Disability and the Human Rights Framework.
- Sharing the story of the achievements of our members and examples of their experience, expertise and leadership.
- Educating others on how best to engage peer to peer with people who have similar lived experience with disability.
- Building 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 capacity.
- Engaging with members to form positions in relation to key policy areas and priority issues 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.
- Refining our membership and engagement technical infrastructure to effectively meet the accessibility needs of members now and into the future.
- Seeking and securing diversity of funding sources and income and investing ethically safeguarding our contracts into the future.
- Investing in the talent of our people to create a contemporary, stable, flexible, creative and innovate workforce.
- Growing QDN's brand and positioning as an authoritative and collective voice for people with disability.