

# **NEDA Strategic Plan – 2022-2026 [DRAFT]**

## **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, and we seek organisational sustainability to underpin our advocacy and participation.

## **Our Strategic Directions**

1. Strengthen the capacity of NEDA and its member organisations to access and engage CALD people with disability to underpin our advocacy legitimacy and codesign capacity.
2. Strengthen NEDA's positioning as the national Disabled People's Organisation (DPO) across all areas of CALD disability through a strengths-based intersectional organisation.
3. Facilitate behavioural change in CALD communities in their attitudes to disability and the cultural accommodation of the social model of disability through our own activities and those of our member organisations.
4. Lead systemic advocacy around access to the NDIS, other government services and broader domestic and international areas for CALD people disability based on the Convention on the Rights of Persons with disability (CRPD).
5. Enhance capability and capacity in disability, CALD and intersectional communities through funded and fee-for-service programs and activities.

## **Strategic Actions**

### ***1. Strengthen the capacity of NEDA and its member organisations to access and engage CALD people with disability to underpin our advocacy legitimacy and codesign capacity.***

- 1.1 Developing an Executive Officer Network with member organisations to ensure a strong community of practice and enhance capacity across the organisation's activities
- 1.2 Undertaking a membership drive to attract CALD people with disability as members of their local need affiliate which would include automatic membership of NEDA.
- 1.3 Developing a Member Value Proposition (MVP) as a basis for attracting new members to member organisations. This MVP would include opportunities for the voices of people with lived experiences as well as participation in policy and program development through codesign.
- 1.4 Developing a multilingual capacity and strategy across NEDA communications infrastructure and activities including on how website and our key information resources. This would enhance NEDA's capacity to keep CALD people disability informed and reinforce NEDA's role as advocate and thought leader.

**2. *Strengthen NEDA's positioning as the national Disabled People's Organisation (DPO) across all areas of CALD disability through a strengths-based intersectional organisation.***

- 2.1 Identifying and supporting diverse and intersectional representation of CALD people with disability in issue advocacy and codesign.
- 2.2 Developing a comprehensive stakeholder strategy to reinforce NEDA's position as the National CALD Peak for CALD people with disability. The stakeholder strategy would include, international bodies, Australian government departments and authorities, disability sector organisations, multicultural sector organisations and those sectors organisations related to gender and sexuality.
- 2.3 Building an international profile for NEDA by prioritising the representation of NEDA and its member organisations at international forums and bodies such as the CRPD, the conference of state parties (COSPP) and international forums around sexual orientation.
- 2.4 Leading CALD considerations in the activities of the NDIA and in the operations of the NDIS.
- 2.5 Championing issues beyond the NDIS around the ageing of CALD people disability, young called people with disability and carers needs.
- 2.6 Developing a social media strategy utilising both digital and social media opportunities to promote the organisation and our activities and our members.

**3. *Facilitate behavioural change in CALD communities in their attitudes to disability and the cultural accommodation of the social model of disability through our own activities and those of our member organisations.***

- 3.1 Consolidating research literature and practical knowledge around the current attitudes to disability across CALD communities, as a means of underpinning behavioural change approaches and content.
- 3.2 Developing and championing practical demonstrations of the social model of disability as its meaning within culturally and linguistically diverse communities based on the lived experience of people with disability in those communities.
- 3.3 Developing models for the consideration of cultural contexts for the CRPD
- 3.4 Seeking funding and partnered approaches to support education campaigns at the national and state levels to address negative attitudes towards disability in CALD communities.
- 3.5 Developing engagement opportunities such as roundtables with faith-based organisations to address issues of disability within their faith communities.

**4. *Lead systemic advocacy around access to the NDIS, other government services and broader domestic and international areas for CALD people disability based on the Convention on the Rights of Persons with disability (CRPD).***

- 4.1 Advocating for CALD people with disability to lead a full and meaningful life by facilitating codesigned processes for programs and services that affect them.
- 4.2 Leading systemic advocacy around the rights of CALD people disability in their intersectional realities, in their employment, in their life and seniors, in their access to public infrastructure and their access to community life and individual pursuits (leisure, art, recreation and sport).
- 4.3 Supporting CALD people with lived experience of disability and their families to self-advocate across the NDIS and the broader disability support sector.
- 4.4 Defining and promoting a more nuanced notion of accessibility based on the lived experience of CALD people disability that would ensure cultural safety and intersectional expression.

**5. *Enhance capability and capacity in disability, CALD and intersectional communities through funded and fee-for-service programs and activities.***

- 5.1 Developing a training capacity around cultural competency in working with people CALD people with disability. This would include models such as: Understanding CALD Disability Environments; Effective Communications with CALD people with disability; and Codesign with CALD people with disability.
- 5.2 Enhancing fee-for-service activities and products that enhance and support NEDA achieving its mission. These include are not limited to:
  - a. Bespoke demographic data services relevant to PWD/CALD populations
  - b. Multilingual resources development which uses 'co-design' principles
  - c. Community engagement and consultancy services enabling the access of PWD/CALD populations
- 5.3 Partnering with other NGOs and specialist consultants to seek broader tendering and consultancy opportunities

## **Our Internal Priorities**

In order to achieve its mission and strategic plan outcomes NEDA needs to priorities for following internal capacity and capability areas.

- Developing a formal training and consultancy capacity that would build on existing projects such as the project with NAATI and RMIT to deliver:
  - An initial suite of training modules that can be sold and provided in both online and face-to-face formats.
  - A feasibility study to consider enhancing training opportunities and revenues through the creation of RTO capacity either through partnership or through standalone development.
  - A consultancy service specific to engaging with and co-designing with CALD people with disability.
- Undertaking an ICT review to inform the development of information technology and capacity to deliver:
  - Data projects related to the ongoing development and promotion of NEDA's Data cube.
  - The capacity to deliver online training.
  - The enhancement of engagement and communication with member organisations and individual members in both English and multilingual formats.
- Investing in a permanent home for the organisation to underpin current and future service delivery and to ensure sustainability.
- Ensuring that staff capacity and remuneration is in line with the elevated strategic intent of the organisation and its ability to deliver on its strategic directions.