



# Strategic Plan 2021–2024

---



## Our vision

A world where all women are respected and can fully experience life.



## Our mission (what we do)

To advance real social and economic inclusion for women with disabilities in Victoria, we will:

- Be a voice for women with disabilities;
- Create opportunities for women with disabilities to be visible and to be heard in their communities;
- Build partnerships to deliver the best results for women with disabilities;
- Engage the community to challenge attitudes and myths about women with disabilities.



## Our purpose

(who we serve and how)

**We exist to empower all women with disabilities in Victoria.**

We do this through community-based networking, development and training programs, and through influencing public policy and the service system, to enhance women's safety, social connectedness and wellbeing.

We are an association of over 600 members, governed by a voluntary board and supported by professional staff, with the financial support of individual and organisational associate members, government agencies, community partners and philanthropy.

**As a Disabled Person's Organisation (DPO), our board co-chairs, CEO and other leadership roles are held by women with lived experience.**

**Membership is free to all women living with disabilities in Victoria.**

We are an intersectional, feminist organisation, and we work with all political parties.



## Our values and approach

**Integrity and accountability.** We offer knowledge that comes from our experiences as women living with disabilities and we are accountable to this. We do what we say we will do.

**Inclusive and accessible.** Through our commitment to inclusion and safety, we address issues through a gendered, human rights-based lens. We seek to work and learn with anyone who identifies with our purpose.

**Creativity and diversity.** We are resourceful and open to different solutions and ways of working.

**Collaboration.** We value relationships. Our most successful partnerships are with organisations seeking to provide a safe, accessible, non-discriminatory space for women with disabilities.

## How we decide our priorities

We decide on opportunities using five agreed principles.

- 1. Promote outcomes** for women with disabilities – safety, social connectedness and wellbeing;
- 2. Give voice and provide visibility to the lived experiences** of women with disabilities, combined with other evidence;
- 3. Timeliness.** We consider whether now is the right time, or whether other things need to happen first;
- 4. Collaboration with others.** Where stakeholder engagement works to the benefit of all partners;
- 5. Consider our capacity to deliver** in a way that recognises resources are limited and that we are accountable for how our resources are allocated and delivered. We are committed to managing risks effectively so WDV can continue to thrive in the future.

# Goals and strategies

We have four main goals for 2021–2024. Under each goal are some strategic priorities.

## Goal

### 1

#### **Visibility and voice: Engage women with disabilities, build our self-advocacy and strengthen our membership across Victoria**

Priorities include membership engagement strategies, continued development of regional hubs and Experts by Experience (EBE) and other opportunities that arise, using our decision-making principles.



## Goal

### 2

#### **Pursue safety, wellbeing and connectedness for women with disabilities: leverage government funded policy reform and programs**

Priorities include prevention and response to family violence, gender equality reform and social/economic inclusion of women with disabilities via the NDIS system and State and National Disability Plans.

During 2021–24 WDV will pursue and develop opportunities for enhancing access to primary health/sexual and reproductive health services for women with disabilities.

WDV may engage in relevant opportunities that arise from the Royal Commission on Mental Health and government investment in public health, emergency preparedness and enabling inclusive economic participation.



Goal  
3

**Create long term change through engagement, education and advocacy**

Priorities include information gathering and advocacy to influence government policy on gendered violence and women’s social and economic inclusion, both through specific government policy reforms as well as through mainstream service delivery policy and program frameworks.

WDV will work to improve the accessibility of service provision through representing the diverse lives of women with disabilities and offering education, training, referrals and advice to service providers.

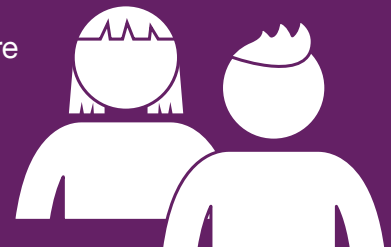


Goal  
4

**Key enablers. WDV will ensure strong organisational infrastructure to enable our strategy**

Priorities include systems development, to keep pace with internal and external accountability expectations, and to support organisational growth and financial sustainability. WDV will continue to invest in governance of financial and other risks and support board training and succession planning.

We will continue to embed feminist principles in how we support our staff, volunteers and strong organisational culture, and develop our infrastructure with a focus on leading edge practices around accessibility. This includes physical accessibility of premises and accessible use of technology – website and other resources.



**WDV Membership** is open to individuals and organisations who share our aims and is **FREE for women with disabilities**. Click [here](#) to join.

GPO Box 1160, Melbourne VIC 3001  
Phone: (03) 9286 7800 | Email: [wdv@wdv.org.au](mailto:wdv@wdv.org.au)  
[www.wdv.org.au](http://www.wdv.org.au)

Connect with us

