



OUR VOICE, OUR CHOICE

Our Future Directions

2021 - 2024

Our Vision

An equitable and inclusive society that upholds the rights of all people to be empowered and thrive in life.

Our Mission

GdA stands beside people with a disability as they:

- Are empowered to live the life they choose
- Understand and act on their human rights
- Connect and build confidence, independence and friendships

Our Values

- Respect
- Integrity
- Loyalty
- Empowerment
- Self-determination
- Inclusion
- Empathy

Grampians disAbility Advocacy (GdA) provides an effective independent service operating across the Wimmera, Grampians and Central Highlands regions. A place where people feel safe, are heard and supported to use their voice and exercise choice and control.

GdA provides advocacy services and empowerment programs for all people with disability. Strengthening community awareness and action on inclusion and accessibility is a key focus, in addition to influencing government policy and decision making.

GdA Strategic Directions 2021-2024

1. Build resources and capacity

Priority

- a. Broaden and diversify funding sources
- b. Develop local advocacy partners within the disability sector through training and skills development
- c. Leverage additional resources by collaborating with peak bodies, advocacy networks, and health and community organisations

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2. Empower communities to advocate and act

- a. Empower local organisations, schools and community groups by:
 - Raising awareness of disability issues
 - Sharing stories of lived experience
 - Providing information and resources
 - Connecting them with systemic advocacy efforts

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3. Strengthen Partnerships

- a. Build partnerships and collaborate with local government, health and community organisations and diverse groups to:
 - Boost skills, knowledge and resources
 - Strengthen media and lobbying campaigns
 - Fill gaps and respond to needs

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4. Strengthen marketing and promotion

- a. Actively promote positive outcomes to raise the profile of GdA and what we do
- b. Plan the use of social media platforms and incorporate videos
- c. Collaborate on media campaigns targeting priority issues

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5. Improve organisation effectiveness and sustainability

- a. Adapt the organisation structure to strengthen advocacy support and shift resources to strategic areas
- b. Embed succession planning strategies for Board members and key staff
- c. Focus on staff and Board wellbeing by enhancing supervision procedures and proactively monitoring and responding to needs
- d. Support staff collaboration and communication across program areas
- e. Nurture leadership potential and provide a pathway for people with a disability and young people to be involved in GdA

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H = High M = Medium L = Low