## 

## **STRATEGIC PLAN**

2020-2024

## **Our Vision**

Children and young people with disability are valued and living empowered lives with equality of opportunity

## **Purpose**

To ensure governments, communities and families, are empowering children and young people with disability to fully exercise their rights and aspirations.

## **Our ideal future**

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| **A lifetime of choices and opportunities** | Children and young people with disability:   * Are always safe, fully included, respected and valued * Can fulfill their education, work, housing and independence potential and aspirations * Enjoy strong connections, friendships and evolving networks as they grow * Have families and communities that celebrate their talents and strengths with high expectations for their future |
| **Independent and powerful** | Children and young people with disability:   * Are proud to express their identity and individuality * Are recognised as the agents and experts in their life, making informed decisions as they grow * Are included in ways that are meaningful to them * Understand their human rights and these are upheld |
| **Leading the way** | Children and young people with disability:   * Are recognised and their expertise is sought out, valued and utilised * Have their voices heard and respected and are shaping the design of the policies, systems and practices that affect them * Have opportunities to learn, lead and grow |

## **What we will do**

1. Drive inclusion
2. Create equitable life pathways and opportunities
3. Lead changes in community attitudes and aspirations
4. Support young people to take control
5. Call out discrimination, abuse, and neglect

## **How we will do it**

1. **Drive inclusion**

* Ensure families, caregivers, communities and systems have high expectations and aspirations for children and young people
* Drive inclusion from the earliest age, focusing on early learning and school
* Create inclusive environments where children and young people are welcomed and valued

1. **Create equitable life pathways and opportunities**

* Increase pathways to post-school independence
* Place children and young people at the centre of policy and reform
* **Leverage the flexibility of digital inclusion and entrepreneurship**

1. **Lead changes in community attitudes and aspirations**

* Develop the voices of young leaders through co-design and paid opportunities
* Change community attitudes about children and young people with disability
* Build a network of allies to support social change

1. **Support young people to take control**

* Grow the confidence, leadership capability, and agency of young people
* Connect young people with change agents and networks, building an ecosystem
* Provide platforms and opportunities for young people to use their expertise to solve problems

1. **Call out discrimination, abuse, and neglect**

* Highlight systemic injustices and drive reform
* Coordinate action to ensure rights are upheld
* Support and empower children and young people, and their families and caregivers, to hold those in power to account

## **What we value and how we work**

**Our work is rights-based**

* We are led by the direct experiences and diverse voices and visions of children and young people with disability across Australia
* We ground our work in evidence and a human rights approach
* We support First Nations young people and their communities

**We are bold and creative**

* We work in respectful, flexible and empowering ways
* We recognise and value the individual strengths and experiences of those we work with
* We prioritise collaboration and bringing others on the journey of change
* We are open to new ideas and value diverse thinking
* We are a learning organisation and are ever evolving

**We hold ourselves and others accountable**

* We prioritise accessibility and inclusion, and embrace intersectionality
* We hold ourselves and others to account for creating an equitable and inclusive society for children and young people with disability
* We authentically represent our members and children and young people with disability