**ADDC Strategic Plan 2023-2026 - DRAFT version for ADDC member comment**

**Purpose:** Australian Disability and Development Consortium (ADDC) is an Australian based, international network focusing attention, expertise and actions on disability in the majority world, building on a human rights platform for disability advocacy.

**Vision:** The voices and rights of people with disabilities are elevated and reflected in all Australian international development policies and programs.

**Mission**: ADDC brings people together to inspire, influence and support all international development actors to embrace and deliver disability inclusive development.

**Values:**

* Rights - Human rights are based on the idea of a shared humanity and global citizenship. They reinforce human dignity and worth, and affirm that all people should be treated according to certain basic standards, be protected from abuse and harm, and show respect for others. ADDC supports the *Convention on the Rights of Persons with Disabilities* (CRPD) and other relevant international and domestic human rights instruments. ADDC adopts right- based approaches to development in an effort to achieve a positive transformation of power relations among various development actors.
* Participation - ADDC believes that all people should have a say in the matters that affect their lives, including people with disabilities. We are all enriched when everyone is included and plays a part in developing and sustaining our communities. Everyone has something unique and valuable to contribute to communities.
* Accessibility - Accessibility is the practice of making information, activities, and/or environments appropriate, meaningful, and usable for all people. ADDC promotes equal access to social, political, and economic life for all people, regardless of disability.
* Inclusion - Inclusion occurs when a diversity of people (e.g. of different abilities, ages, cultural backgrounds, genders) feel they belong and are valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents to develop their communities. The act of including everyone moves us beyond access. It is a deeper shift towards welcoming and valuing people, including people with disabilities, exactly as they are.
* Collaboration - ADDC’s effectiveness is founded on creating and speaking with a collective voice. ADDC recognises that strong, respectful and mutual relationships with the individuals, organisations, and other stakeholders with whom we work are the foundation of our success

**Definitions:**

* Development actors: Government and non-Government agencies, including NGOs, managing contractors, academic institutions, DFAT and other donors where relevant, ACFID, Organisations of People with Disabilities (OPDs) and Australian domestic disability service providers that are undertaking poverty alleviation and the elevation of human rights work in majority world countries.
* Disability inclusive development (DID) is ensuring that all phases of the development cycle (design, implementation, monitoring and evaluation) include a disability dimension and that people with disabilities are meaningfully and effectively participating in development processes and policies. DID is founded upon the three key principles of participation, inclusion and accessibility. It is based on a twin-track approach that implies both (1) actions to mainstream disability in all programs, and (2) actions specifically targeting people with disabilities to enable them to participate and benefit from programs on an equal basis with others.
* Majority world: In referring to the ‘majority world’, we are intentionally using a more geographically accurate and less pejorative term than ‘developing countries’, the ‘global south’ or the ‘third world’.

**Strategic Outcomes:**

1. Knowledge & Skill - Australian development actors have greater technical knowledge and skills in disability inclusive development
2. Policy & Practice - Disability inclusion is embedded in the commitments and work of Australian development actors
3. Accountability - Australian development actors have increased partnership with people with disabilities and accountability for disability inclusive development
4. Collective voice - ADDC is a strong and influential collective voice

|  |  |
| --- | --- |
| Outcome  | Objectives |
| 1. Knowledge & Skill - Australian development actors have greater technical knowledge and skills in disability inclusive development (Previously Outcome 3)
 | * + Australian development actors practicing or wanting to practice DID have access to high quality resources and networking opportunities on technical aspects of DID.
	+ Practitioners are more aware of and feel supported to implement basics of disability inclusion in ID work.
 |
| 1. Policy & Practice - Disability inclusion is embedded in the commitments and work of Australian development actors (Remains Outcome 2)
 | * + Through lobbying and meaningful, constructive relationships, DFAT and political leaders are encouraged and supported to increase commitment to DID.
	+ Through ADDC’s submissions and briefings, DFAT and the Minister and other high-level policy makers are made aware of priority technical aspects of DID.
 |
| 1. Accountability - Australian development actors have increased partnership with people with disabilities and accountability for disability inclusive development (Re-wording from previously Outcome 1)
 | * + ‘Demystifying disability’: practitioners have more opportunity to engage with people with disabilities
	+ DFAT (and any other relevant donors from time to time) are regularly informed about needs and priorities to advance inclusion of people with disabilities in their funded work.
	+ ADDC’s collective voice is informed by the voice of people with disability and their representative organisations particularly from the region.
 |
| 1. Collective Voice - ADDC is a strong and influential collective voice (Previously Outcome 4)
 | * + ADDC is recognised as the prominent voice on DID issues.
	+ Risks are addressed to strengthen viability.
	+ ADDC is effective and accountable.
	+ Increase active membership
 |