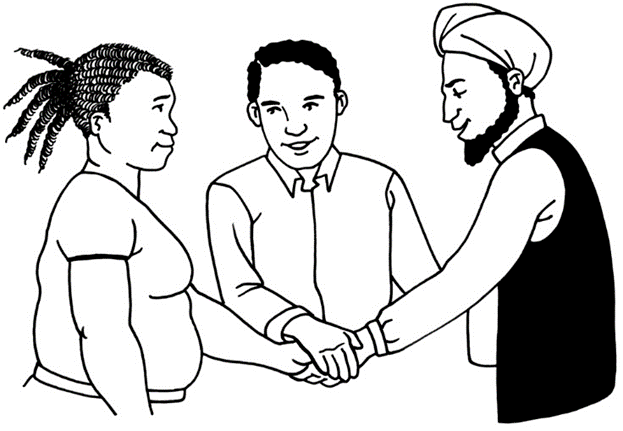
**Draft of**

**ADDC Strategic Plan for 2023-2026**



**Easy Read**

**We want ADDC members to tell us what they think about this draft plan**

**What is in this document?**

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**Before you start**

|  |  |
| --- | --- |
| **A stick figure with question marks over their head.**  A graphic that says Large Print - Large print makes the words easier to read.  An arrow points to a page in a book. | There may be words in this book     * that are new to you * you may **not** know what they mean   **or**   * you may be unsure what they mean.   We will make them blue and in large print the first time we use them.  If you want to know what these words mean you can go to the [**List of hard words**](#ListOfHardWords) in this book on page 19. |

**What is this book about?**

|  |  |
| --- | --- |
|  | **ADDC** |
| ADDC logo that has the word ADDC and the text Australian Disability and Development Consortium below. | The word **ADDC** stands for Australian Disability and Development Consortium. |
| A group of people sitting around a whiteboard. | ADDC is a group of people in Australia who have ways of working to make sure people with disabilities in [poverty](#Poverty) in other countries get their [human rights](#HumanRights). |
| A group of people sitting around a whiteboard. | ADDC has a [strategic plan](#StrategicPlan) that needs to be made new.  [ADDC Executive Committee](#ADDCExecutiveCommittee) has written a draft of the strategic plan. |
| A person with a bubble over their head suggesting they are thinking. | This book tells you about what is in this draft.  We want ADDC members to have a look at this draft and tell us what you think about it. |

**ADDC’s purpose**

|  |  |
| --- | --- |
| A person who is using a wheelchair is smiling. They are pointing a finger in the air suggesting that they have an idea. | We want you to tell us what you think about **ADDC’s purpose**. |
| Two people at a desk chatting. | A purpose is the reason why someone does their work. |
| A group of diverse people reaching out to hold each others hand. | ADDC’s purpose is to:   * Bring people in Australia together to work in ways |
| A person is using a loudspeaker and has their fist raised in the air. | * To speak up for people with disability in poverty in other countries * To get their human rights |
| A person with a bubble over their head suggesting they are thinking. | Tell us what you think about **ADDC’s purpose** in the ADDC member survey. |

**ADDC’s vision**

|  |  |
| --- | --- |
| A person who is using a wheelchair is smiling. They are pointing a finger in the air suggesting that they have an idea. | We want you to tell us what you think about **ADDC’s vision**. |
|  | A **vision** is thinking about how something could be in the future. |
| Two people are having a conversation. They are sitting on either side of a desk. One of them is a wheelchair user. | **ADDC’s vision** is that:   * People with disabilities should have a say in all plans made in Australia   to make a better world for all.   * People with disabilities should get their human rights. |
| A person with a bubble over their head suggesting they are thinking. | Tell us what you think about **ADDC’s vision** in the ADDC member survey. |

**ADDC’s mission**

|  |  |
| --- | --- |
| A person who is using a wheelchair is smiling. They are pointing a finger in the air suggesting that they have an idea. | We want you to tell us what you think about **ADDC’s mission**. |
| Two people shaking hands. | A **mission** is thinking about how people can work together to get work done. |
|  | **ADDC’s mission** is to:   * Bring people together * To lift up others * Who work on plans to make a better world for people with disabilities in poverty. |
| A person with a bubble over their head suggesting they are thinking. | Tell us what you think about **ADDC’s mission** in the ADDC member survey. |

**ADDC’s values**

|  |  |
| --- | --- |
| A person who is using a wheelchair is smiling. They are pointing a finger in the air suggesting that they have an idea. | We want you to tell us what you think about **ADDC’s values**. |
|  | **Values** are about what someone thinks is important. |
|  | ADDC has **five values**. |
|  | The first value is **rights**. |
|  | All people have Human Rights. |
| A scale has people sitting on one side balanced with people with disability and an assistance dog on the other. | People with disabilities in poverty in other countries do not all have their human rights met. |
|  | The [Convention](#TheConvention) on the Rights of Persons with Disabilities is an agreement made by governments to make sure people with disabilities get their human rights. |
|  | You can get a copy of the [Easy Read version of the Convention here](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/345108/easy-read-un-convention.pdf). |
| A person is using a wheelchair. They hold a sign saying equal rights. Another person is standing next to them and they have their arms crossed.An open book that has the words Disability Rights on the left page. | ADDC supports the Convention and other agreements that want people with disabilities to get their human rights. |
|  | The second value is **participation**. |
| Two people are having a conversation. They are sitting on either side of a desk. One of them is a wheelchair user. | ADDC thinks that all people including people with disabilities should have a say in things that affect their lives. |
|  | Everyone has something important to give to those around them. |
| A set of 4 pictures. The first is a hearing loop, the second is a push button with braille underneath, the second is a lift and the fourth is a person using a wheelchair. In the middle of the four pictures is a thumbs up. | The third value is [**accessibility**](#Accessibility). |
|  | Accessibility is making sure everyone can use all information and places, such as enter all buildings or be involved in a conversation. |
| Two people are having a conversation. They are sitting on either side of a desk. One of them is a wheelchair user. | The fourth value is **inclusion**. |
| A group of people with different disabilities. | ADDC thinks that everyone belongs in the world and should be valued exactly as they are.  For example, people with different [genders](#Gender) and [cultural backgrounds](#CulturalBackground) should feel like they belong and are valued as they are. |
|  | The fifth value is **collaboration**. |
|  | ADDC thinks that it can do a better job if it works with a large group of people who share their own ideas. |
| A person with a bubble over their head suggesting they are thinking. | Tell us what you think about **ADDC’s values** in the ADDC member survey. |

**ADDC’s strategic outcomes**

|  |  |
| --- | --- |
| A person who is using a wheelchair is smiling. They are pointing a finger in the air suggesting that they have an idea. | We want you to tell us what you think about **ADDC’s strategic outcomes**. |
|  | **ADDC’s strategic outcomes** are the main things ADDC will try to achieve in the next three years. |
|  | ADDC has **four strategic outcomes**. |
|  | The first outcome is **knowledge and skills**. |
|  | This means that people who work with those in poverty learn ways to include people with disabilities in their work. |
|  | The second outcome is **policy and practice**. |
|  | This means that the Australian [Government](#Government) agrees to include people with disabilities in their work in other countries to reduce poverty. |
|  | The third outcome is **accountability**. |
| Two people are having a conversation. They are sitting on either side of a desk. One of them is a wheelchair user. | This means that the work that ADDC does includes people with disabilities and their ideas. |
|  | The fourth outcome is **collective voice**. |
|  | This means that ADDC tries to increase the number of people we work with in Australia and in other countries. |
| A person with a bubble over their head suggesting they are thinking. | Tell us what you think about **ADDC’s strategic outcomes** in the ADDC member survey. |

**List of hard words**

|  |  |
| --- | --- |
| A set of 4 pictures. The first is a hearing loop, the second is a push button with braille underneath, the second is a lift and the fourth is a person using a wheelchair. In the middle of the four pictures is a thumbs up. | **Accessibility**  Being able to use something, like:   * buildings * transport. |
| A person looking at a computer screen while using a mouse. | Accessibility also means:   * being able to get the information you need * getting information in a way you can understand. |
| A group of people with different disabilities. | **The Convention**  The UN has made an agreement called theConvention **on the Rights of Persons with Disabilities**. |
| An open book that has the words Disability Rights on the left page. | In this book we will call it the **Convention**. |
| A person who is a wheelchair user is holding a sign saying equal rights. They are standing next to a person who has their arms crossed. | The Convention is about human rights for persons with disabilities. |
| People with disabilities sitting balanced on scales of justice. | The Convention says persons with disabilities:   * have the same rights as persons who do not have disabilities * should get their rights. |
| People from different cultural backgrounds. | **Cultural background**  Your cultural background can mean:   * where you have come from * the way you celebrate special days |
|  | **ADDC Executive Committee**  The Executive Committee is a group of people who were put in charge of the work of ADDC by our members. |
| Male and female representations.  Trans representation. | **Gender**  How a person feels about whether they are:  • male  • female  • a mix of male and female  • not male or female. |
| A person speaking and is holding a document. | **Government**  A group of people in charge of running a country. |
| Three people with disabilities standing on individual podiums.  Arms outstretched holding a thumbs up with the text OK above. | **Human Rights**  All people have Human Rights.  Governments need to make sure that people can get their rights all the time. |
|  | Human rights are things like:   * the right to food and water * the right to housing * the right to be safe from abuse |
|  | **Poverty**  A person living in poverty cannot access goods and services to meet their basic needs.  Basic needs include:   * Food * Water * Shelter * Education * Health care |
|  | **Strategic plan**  In this book, this means when ADDC is thinking about:  • what work they need to do  • how they will do the work they need to do. |
|  |  |