



Australian **Disability+Development** Consortium

# STRATEGIC PLAN 2023-2026

**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.



Credit: Disability-Inclusive Disaster Risk Reduction Network (DIDRRN)

Organisations of Persons with Disabilities (OPDs) members during group work at disaster risk reduction training in Myanmar.

## 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 rights-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 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 – for example 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 all people exactly as they are.
- **Collaboration** – ADDC’s effectiveness is founded on creating and speaking with a collective voice.<sup>1</sup> 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.

## 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. Partnerships & 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.

## DEFINITIONS

- **Development actors** – Service providers that are undertaking poverty alleviation and the elevation of human rights work in majority world countries, including government, non-profit agencies, managing contractors, academic institutions, civil society networks, Organisations of People with Disabilities (OPDs) and Australian domestic disability agencies.
- **Disability inclusive development (DID)** is ensuring that all phases of the development cycle – from 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. DID requires a twin track approach with (1) actions to embed considerations of disability inclusion in all programs (mainstreaming) as well as (2) actions specifically targeting people with disabilities (targeting). A twin track approach enables people with disabilities to participate and benefit from programs on an equal basis with others.
- **Majority world** – The grouping of the countries where the majority of the world's population live. ADDC is intentionally using a more geographically accurate and less pejorative term than 'developing countries', the 'global south' or the 'third world'.<sup>2</sup>

Outcomes	Objectives
<p><b>1. Knowledge &amp; Skill</b> Australian development actors have greater technical knowledge and skills in disability inclusive development.</p>	<ul style="list-style-type: none"> <li>• Australian development actors practising or wanting to practise DID have access to high quality resources and networking opportunities on technical aspects of DID.</li> <li>• Practitioners are more aware of and feel supported to implement basics of disability inclusion in international development work.</li> </ul>
<p><b>2. Policy &amp; Practice</b> Disability inclusion is embedded in the commitments and work of Australian development actors.</p>	<ul style="list-style-type: none"> <li>• Through lobbying and meaningful, constructive relationships, Department of Foreign Affairs and Trade (DFAT) and political leaders are encouraged and supported to increase commitment to DID.</li> <li>• 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.</li> </ul>
<p><b>3. Partnerships &amp; Accountability</b> Australian development actors have increased partnership with people with disabilities and accountability for disability inclusive development.</p>	<ul style="list-style-type: none"> <li>• 'Demystifying disability': practitioners have more opportunity to engage with people with disabilities.</li> <li>• 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.</li> <li>• ADDC's collective voice is informed by the lived experiences and opinions of people with disability and their representative organisations particularly from the majority world.</li> </ul>
<p><b>4. Collective Voice</b> ADDC is a strong and influential collective voice.</p>	<ul style="list-style-type: none"> <li>• ADDC is recognised as the prominent voice on DID.</li> <li>• Risks are addressed to strengthen viability.</li> <li>• ADDC is effective and accountable.</li> <li>• Active membership is nurtured and increased.</li> </ul>

1 ADDC understands 'collective voice' to encompass the wide range of different forms of expression and communication, including the collective views of non-verbal people, and we strive to represent the diversity of voices in our work.

2 Khan T, Abimbola S, Kyobutungi C, Pai M. 'How we classify countries and people-and why it matters', *BMJ Glob Health*. 2022 Jun;7(6); [access here](#).