



# **Disability Elders of All Ages Strategic Plan**



We provide peer supports and opportunities which capitalise on abilities of People Living with Disability to feel empowered in their lives and driven to change societal perceptions.



## **PLWPSD**

People living with physical and sensory disability

## **Auspice**

To auspice means to help and support something or someone.

## **Social Model of Disability**

A model that describes people living with disability as being disabled by the barriers in society, for example, lack of ramps and assumptions placed on them by society.

## **Code of Conduct**

A set of rules outlining the norms, rules, and responsibilities or proper practices of an individual party or an organisation.

## **DEAA**

Disability Elders of All Ages

## **DPO**

Disabled Persons Organisation

## **Governance Framework**

Governance framework is a structure defining roles in an organisation. They also set rules, procedures, and guidelines. They also guide and provide for enforcement of these processes. These frameworks are shaped by the goals, strategic mandates, financial incentives, and established power structures and processes of the organisation.

## **Incorporated**

To incorporate is the legal process used to form a corporate entity or company.

## **PLWD**

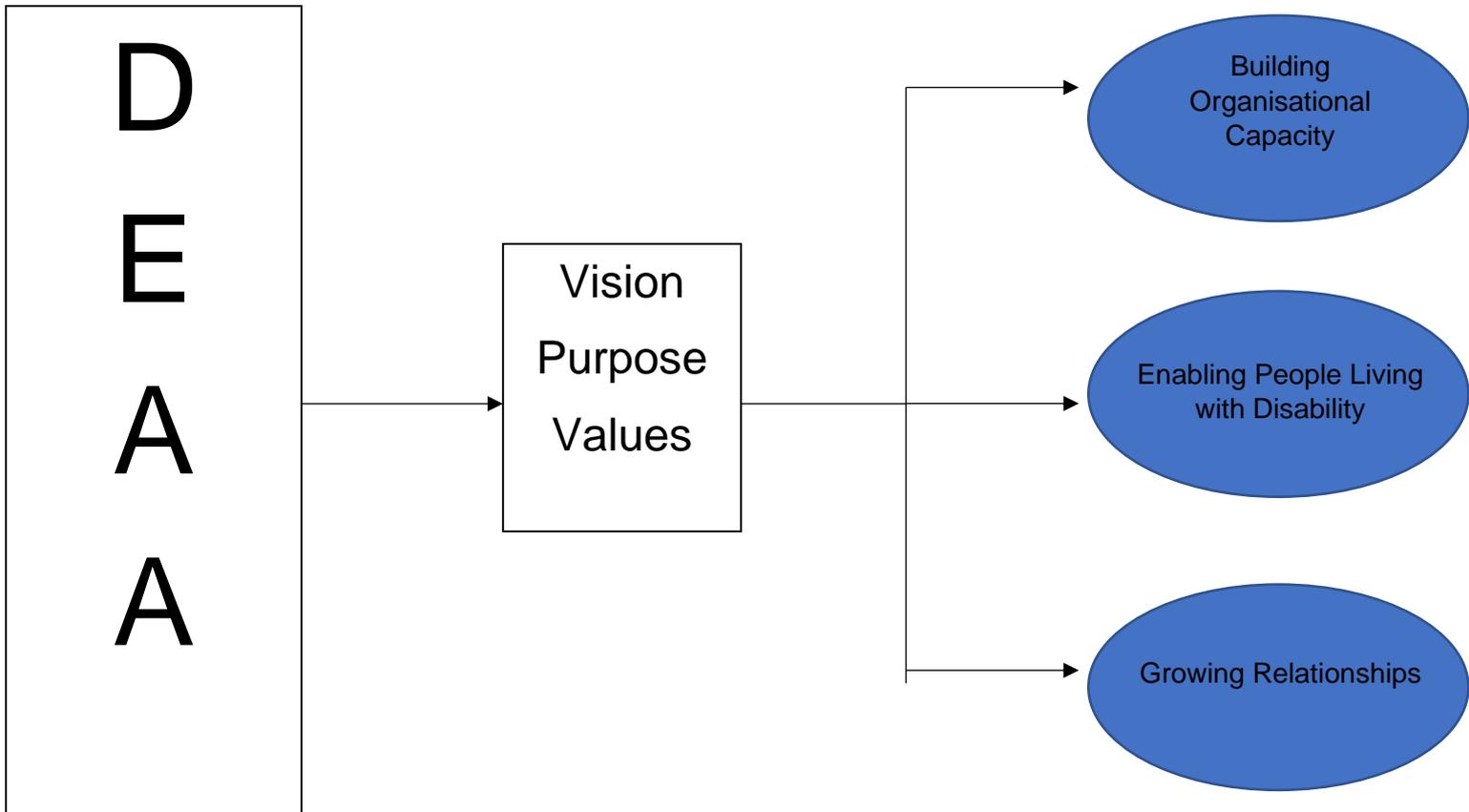
People living with disability

## **Strategy**

A plan of action designed to achieve a long-term or overall aim.

## **Suite of Policies**

A collection of policies aimed to guide and support decisions.



Disability Elders of All Ages (DEAA) is a peer led organisation of people living with physical disability and sensory disability (PLWPSD) in South Australia. All members live with disability. The network has been running since 2016 and is auspiced by JFA Purple Orange. Both organisations have a long-standing commitment to the Social Model of Disability through their work. DEAA's aim is to capitalise on abilities of people living with disability to feel empowered to change societal perceptions.

There is currently an underrepresentation of Disabled Persons Organisations (DPOs) in South Australia to assist PLWPSD with peer support and skills development. DEAA aims to fill this gap by growing its membership and organisational capacity. It is also intended that DEAA extends their reach to include the delivery of tailored capacity building workshops, and a mentoring program in regional areas to advance the opportunities for PLWPSD to develop skills around self-management and self-directed supports.

The group's activities include:

- mentoring;
- peer support; and
- engaging community on inclusion issues by preparing information that is exchanged at monthly peer network meetings that are held in metropolitan Adelaide.

The group is building an influential role in the community through media appearances and involvement in key government initiatives.

# Vision, purpose & values



**Our vision** That all people living with disability live quality and fulfilling lives where they can participate and contribute to society on an equal basis with others and without divide.

**Our purpose** We provide peer supports and opportunities which capitalise on abilities of PLWD to feel empowered in their lives and driven to change societal perceptions.

**Our values** We have a set of core principles that we follow to encourage the best culture which include:

- Being inclusive
- Having integrity
- Being committed
- To have respect for one another
- Being optimistic

These values and associated behaviours have been designed to help guide us in the pursuit of our strategic outcomes.

# How we will achieve successful outcomes

## Building Organisational Capacity

We are actively working toward implementing a multifaceted plan which will promote building the organisational capacity of DEAA. This plan includes:

Establishing a governance framework which includes:

- The presence of a governing Committee to lead DEAA to achieve successful strategic outcomes.
- Implementing other supporting governance documents such as a strategy, code of conduct, suite of policies & procedures and an induction program for Committee members.
- Rebranding with a new logo & website.
- Investigating long term sustainability and independence as an incorporated association.
- Creating further learning and development opportunities for Committee members to strengthen their skills and capabilities so that they feel supported in their roles.
- Increase membership by extending support to regional and remote areas and by creating accessible means of communication with DEAA.
- Improving current activities of DEAA through sourcing effective feedback of members and participants.

## Enabling PLWD

We recognise that PLWD are our most valuable and important resource to achieving our strategic outcomes.

We will continue to build the capacity of PLWD through our main activities of peer networks and mentoring.

We also intend to improve and expand our main activities through effective consultation with PLWD and from the direction of the governing committee.

The establishment of the committee will also promote leadership skills for those members involved living with disability.

## Growing relationships

We seek to build strong relationships with PLWD in the community and engage them with DEAA to further inform our practice and to deliver the very best peer supports for PLWD in SA.

With our stakeholders including Government and other community organisations, we seek to build strong relationships through effective honest and open communication.

We also aim to expand our relationships with stakeholders to achieve our strategy of influencing social change. We recognise that this can also be achieved through the delivery of training programs with the community and through profile raising initiatives.

Raising our profile will also ensure that the community know who we are and what we do and will encourage further relationships and networks.