



Purple Orange Strategy

2024-2027



Easy Read



Who we are

Purple Orange is a social profit organisation.



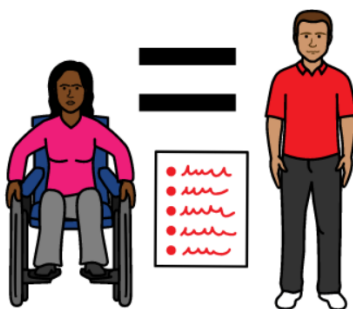
This means we do good for

- the community

and



- those who work for us.



We aim to give people with disabilities the same opportunities as everyone else.

We want them to be included like everyone else.

Our values

We make sure people with disabilities:



- have rights
- are able to make their own choices in life
- are active members in their communities
- can build upon their own skills and strengths.



We want to make sure the voices of people with disability are at the centre of everything we do.

How we work

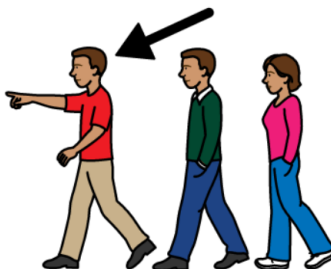


Purple Orange works:

- alongside the disability community
- with other disability organisations
- with the government.



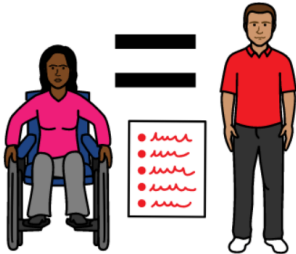
Our team:



- includes all different kinds of people with disabilities
- makes sure people with disabilities are included in leadership and making policies
- treats everyone with honesty and respect



- works well with others
- creates new and good solutions
- looks for new opportunities



- helps people who face **discrimination**
(**discrimination** means to be treated unfairly because of who you are)



- tells stories from the disability community
- is sensitive and supportive to people who have trauma.



The following areas are things we want to focus on and improve.

Building leadership



We want people with disabilities to be leaders in the community.



We want people with disabilities to help make policies that affect them.



We will support them to make this happen.

We help them become leaders by:



- doing workshops that helps build skills
- connecting them to our other agencies

like Our Voice SA and Enabled Youth
Disability Network

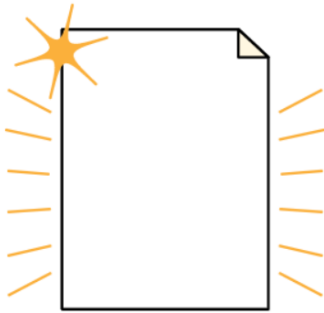


- making sure when we talk to people they understand and feel culturally safe
- supporting them in policy making



- giving them money to help them become leaders (these are called **grants**).

Improving systems



We will improve policies and practices so they can better support people with disabilities.

We want:



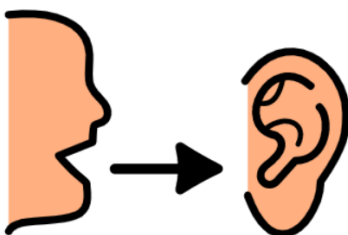
Australian Government

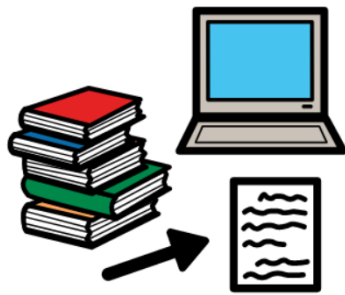
- government decisions to be good for the disability community
- policies to include people with disabilities
- the NDIS to be effective and easy for people to use
- there to be more community awareness about including people with disabilities.



We will do this by:

- listening to what people with disabilities want





- doing research that helps the disability community

- changing policies and laws so they are better for people with disabilities



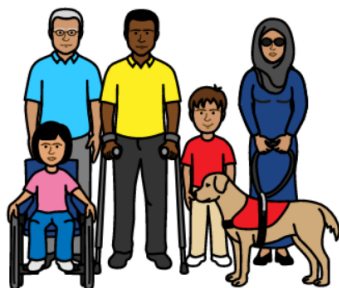
- working together with people and organisations who do things that affect the disability community



- speaking up for disability rights

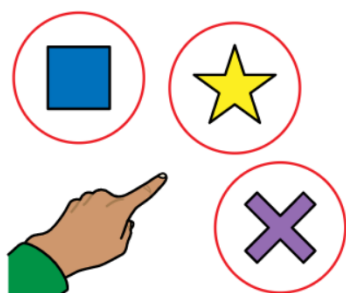
- using the media to talk about disability rights and inclusion.

Making the community better



We will make sure community policies and practices support people with disabilities.

We want to make sure:

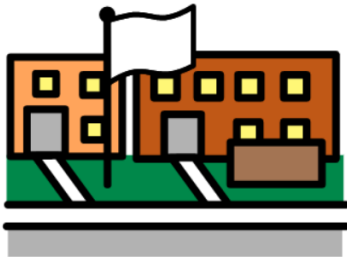


- organisations and services in our community include everyone and respect choice and control
- people with disabilities are included in everyday community life (like housing, work and education)
- support workers have strong skills to effectively support people with disabilities.

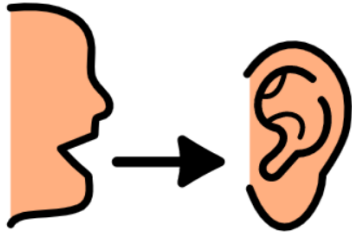
We will do this by:



- doing projects that help with inclusion, like Road to Employment and Quality Supports
- having training programs that are made by people with disabilities



- working with universities and other organisations to come up with new ideas and projects



- working with organisations that listen to people with disabilities who have been left out of their community

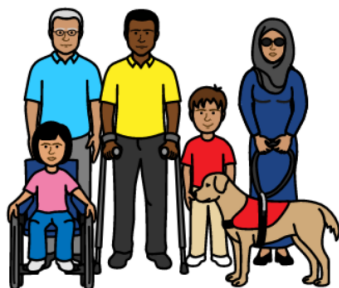


- having good connections with organisations so that they can make better decisions relating to people with disabilities



- using media like videos and podcasts to talk about what works the best.

Regional communities



We will support regional people with disability to live like they want to in their local communities.

We want to make sure:



- regional people with disability can go out and be seen doing things in their local communities

- regional communities have supports and services that are inclusive, do not cost too much money and are easy to use.



- regional people with disability have a voice at the local, state and national levels.



- local, state and national policies and practices are designed to meet the unique needs of people living in regional communities.

We will do this by:



- improving our policy and project work in regional South Australia
- giving people in regional areas opportunities to speak up, learn skills and lead



- supporting to speak in the media
- making sure there is enough money for regional areas



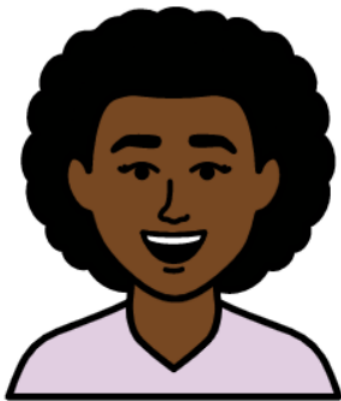
- improving regional work opportunities
- building connections with people and organisations in regional areas
- understanding and responding to the things that are only harder for people in regional areas .



Strengthening our organisation

We will continue to improve our organisation and how we do things.

We want to be an organisation that:



- follows best practice and gets good outcomes
- staff are proud to work at
- values, supports and celebrates disability and all others forms of diversity
- people in the community can get advice and support from.



We will do this by:



- celebrating all kinds of people and including them
- making sure we are inclusive when hiring new staff



- valuing lived experience in our work
- making sure everything we do is ethical and based on good values
- using research and technology to make sure our work is up-to-date



- improving our understanding of **diverse communities** and discrimination so that we can do better. **Diverse communities, for example, include LGBTIQ+ community or people from another culture.**



- making sure we are getting money from many different places so that we can continue our mission and work.