



## **Strategic Plan 2012–15**

### **We Belong**

#### **Our Vision**

A society which provides both equity and maximum opportunity to participate for all New Zealanders.

#### **Our Mission**

The assembly is established to promote in every way within New Zealand the interests and wellbeing of all disabled people.

### **Our Key Principles**

- DPA is a disabled person's organisation (DPO) with a pan-disability focus that works in collaboration with other DPOs and allied organisations to achieve inclusion for all disabled New Zealanders.
- The principles of the Treaty of Waitangi and the UN Convention on the Rights of Persons with Disabilities underpin our activities.
- The voices of our members and from our international umbrella organisations drive our actions.
- DPA understands and focuses on the drivers of positive change

***Value: Community and People***

- Opportunities to advance the human rights of disabled people is at the core of our activities.
- We see our community as diverse, yet united through our common goals.
- We celebrate our community and our pride as disabled people.
- We recognise Māori as tangata whenua in Aotearoa New Zealand. Cultural diversity is celebrated in DPA.

***Value: Our Work***

- We are committed to collaborative partnerships to advance our mission.
- The organisation is respected and valued. This is based on open communication and trust.
- We provide leadership for alliances and cooperatives. We also demonstrate good practice and acceptance of all people.
- We are forward thinking in our approach, demonstrating reflective, informed practice, with a focus on achieving our goals.
- We are committed to providing a positive learning environment for all.

***Value: Our Responsibility***

- To project clear messages to our audiences.
- We are accountable to the members of DPA through the National Executive Committee.
- We are accountable to our funders and contractors according to agreed outcomes.
- To maintain the financial viability and sustainability of the organisation.
- We, as New Zealand's representative member of Disabled Persons International and Rehabilitation International, promote the human rights of disabled people in accordance with the objectives of the UN Charter and the Universal Declaration of Human Rights, including the UN Convention on the Rights of Persons with Disabilities

**Outcome: One Voice**

Disabled people in New Zealand confidently speak for themselves individually, locally, regionally, nationally and internationally through their strong networks. These valued voices inspire and create opportunities for people to fully participate and be successful in Aotearoa New Zealand.

- 1) Strong managed networks established and maintained locally, regionally, nationally and internationally.
- 2) Effective communication strategies are put in place, so that:
  - target audience needs and communication goals are well defined;
  - relevant information is gathered and disseminated;
  - informed conversations take place; and
  - the voices of members are heard within a variety of forums.
- 3) Advancing full participation in Aotearoa New Zealand will be embraced globally or via specific interest groups and/or specific topic-based activities.
- 4) Monitoring progress and results within society is a priority.

<p><b>Outcome: Awareness Everywhere</b></p> <p>Audience focused, result driven, and dynamic disability awareness activities take place within our community and New Zealand society. Underpinned by the UN disability convention and the New Zealand Disability Strategy, evidence-based research and best practice will be combined to achieve equality.</p>	<ol style="list-style-type: none"> <li>1) Our understanding of disability culture, community, history, identity, awareness, best practice and human rights issues is advanced and clearly promoted.</li> <li>2) The language, attitudes and behaviours consistent with the UN disability convention and the NZ Disability Strategy is well articulated alongside local needs</li> <li>3) The wider New Zealand public are disability aware through public awareness activities undertaken by DPA, or in partnership with the disability collective (DPOs and allied organisations).</li> <li>4) Results around equality awareness in the community is monitored.</li> </ol>
<p><b>Outcome: Capacity and Capability</b></p> <p>To promote the vision, mission, key principles and values of DPA, the organisation is well governed, robust internally and sustainable.</p>	<ol style="list-style-type: none"> <li>1) Processes at all levels of DPA withstand auditing.</li> <li>2) Additional revenue streams are in place.</li> <li>3) The organisation has the capacity and capability required to carry out its activities.</li> <li>4) Effective links within DPA are in place.</li> </ol>