



Strategic Plan 2015-2020



Purpose Statement:

Deaf Australia is the deaf-led peak organisation representing deaf people in Australia. We promote the advancement of human rights and equality for deaf people by collaborating with our members and stakeholders to influence governments in implementing the United Nations Conventions and the National Disability Strategy.

Our Vision:

Strengthening deaf diversity

Overview:

Deaf Australia is for all deaf, hard of hearing and non-deaf people and organisations (not-for-profit, for-profit or government), that use and/or accept and respect Auslan (Australian Sign Language).

Guiding Principles:

Language

Deaf Australia believes it is a human right for every deaf and hard of hearing person to acquire, and express themselves in, Auslan and English.

Perception

Deaf Australia must work to change the perception of deaf and hard of hearing people who use Auslan to recognise ourselves as a unique community with our own language and culture, and that a 'one size fits all' approach is not an effective solution.

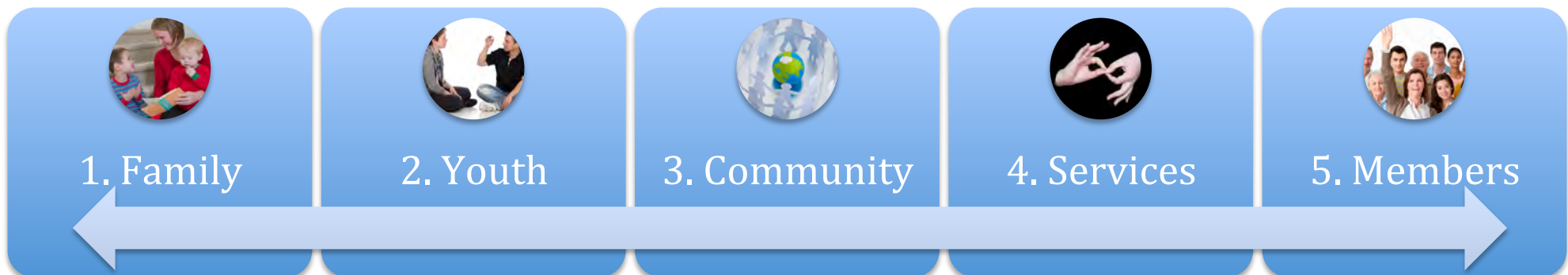
Self-Determination

Deaf Australia believes that our society must accept our organisation as an integral part in any decision-making process that affects deaf and hard of hearing people. Deaf Australia believes and adheres to the philosophy; ***'Nothing about us without us.'***

Management

Deaf Australia is committed to achieve our objectives through effective management of our people, resources, and through collaborative work with 'like-minded' organisations.

Key Goals:



Our Mission: *Making an inclusive Australia for deaf people.*

GOALS	OUTCOMES
<p>Goal 1: Family</p> <p>Deaf Australia will ensure that families of deaf and hard of hearing person/s are provided with adequate information, support and are included for the best interest of deaf person.</p>	<ul style="list-style-type: none"> 1.1 Parents are better informed, supported and included; 1.2 Ensure that Auslan and English is part of every child’s learning, regardless of hearing level and at the point of diagnosis; and 1.3 Practical resources and communication supports are available.
<p>Goal 2: Youth</p> <p>Deaf Australia will ensure that deaf youth are equipped with knowledge and skills, and to prepare them to be lifelong leaders.</p>	<ul style="list-style-type: none"> 2.1 Ensure that Auslan and English education at all levels are met with highly competent teachers and personnel, and have access to appropriate resources and support; and 2.2 Implement various activities and initiatives to enable deaf youth to be informed and empowered.
<p>Goal 3: Community</p> <p>Deaf Australia will ensure that the community is enriched, diverse and inclusive.</p>	<ul style="list-style-type: none"> 3.1 Ensure effective and accessible lifelong learning and training; 3.2 Access to information through various communication platforms and public activities are of high quality and consistent; 3.3 Implement diversity best practice at all levels; and 3.4 Acknowledging and preserving our rich heritage.
<p>Goal 4: Services</p> <p>Deaf Australia will actively promote an inclusive society and services are accessible, responsive and responsible.</p>	<ul style="list-style-type: none"> 4.1 Ensure access to quality services, supports and information is meeting the needs of deaf and hard of hearing consumers; and 4.2 Ensure accessible and appropriate technologies and supports that benefit the community, including regional and remote areas.
<p>Goal 5: Members</p> <p>Deaf Australia will be the leading agent for social inclusion, and our members are empowered, consulted and included.</p>	<ul style="list-style-type: none"> 5.1 Lead through collaboration and coalitions, with emphasis on our guiding principles and goals; 5.2 Strengthen our diverse membership base; 5.3 Optimising a sustainable and viable operation to achieve organisational goals; 5.4 Identifying and pursuing diverse funding sources to achieve organisational goals; 5.5 Representing with authority on matters or issues pertaining to deaf and hard of hearing people and their families, friends and colleagues; and 5.6 Instil effective governance processes at the board level.