MDAA

Multicultural Disability Advocacy Association of NSW Inc

MDAA celebrating 25 years of diversity and protecting the rights of people with disability

Vision: A society where everyone, regardless of background or disability, feels welcome, included and supported

Strategic Plan 2019 - 2022

Our Vision:

A society where everyone, regardless of background or disability, feels welcome, included and supported.

Our Mission:

MDAA aims to promote, protect and secure the rights and interests of people with disability, with particular focus on Culturally, Linguistically & Diverse (CALD) / NESB (Non-English Speaking Backgrounds).

Our Values:

- **Rights**: We treat all people with respect and dignity
- **Inclusion**: We value people for who they are, appreciate diversity, equality and equity, cooperativeness, participation, and community
- **Self-determination**: We support people with disability, their families and carers to control their own lives
- **Person-centre practice**: We put the interests of the people we support at the centre of everything we do

Our Role:

The Multicultural Disability Advocacy Association of NSW (MDAA) is an advocacy organisation representing people from diverse backgrounds with disability, their families and circles of support in NSW.

Our Aim:

MDAA is a strong voice for people from diverse backgrounds with disability. It empowers people to speak out for their rights and actively participate in the community.

Our Goals:

- To be a voice for people from diverse backgrounds with disability; increase their participation in the society and get fair access to government and non-government services and get outcomes that increase their quality of life
- Make MDAA sustainable into the future for it to continue supporting people from diverse backgrounds with disability
- To strengthen MDAA's consumers, leadership and its workforce

MDAA works towards achieving these goals through advocating for human rights, developing capacity, self-advocacy, building networks for marginalised communities, and creating culturally competent / responsive services and supports.

Legal and contractual context:

MDAA is an incorporated association under the Associations Incorporation Act 2009 and the Associations Incorporation Regulation 2010. MDAA is required to abide by the following legislation:

- Age Discrimination Act 2004
- Annual Holidays Act 1944
- Anti-Discrimination Act 1977
- Commonwealth Disability Services Act 1986
- Community Services (Complaints, Reviews and Monitoring) Act 1993 No 2
- Disability Discrimination Act 1992
- Disability Inclusion Act 2014
- Fair work Act 2009
- Long Services Leave Act 1955
- National Disability Insurance Scheme Act 2013
- Paid Parental Leave Scheme
- Privacy Act 1988
- Privacy and Personal Information Protection Act 1998

- Race Discrimination Act 1975
- Sex Discrimination Act1984
- Social, Community, Home Care and Disability Services Industry Award 2010
- Taxation Act
- Work Health and Safety Act 2011

In addition, MDAA signs legally binding funding agreements with various government departments. The two main funding bodies are the NSW Family, Community and Justice (FCJ) and the Federal Department of Social Services (DSS).

MDAA is required to maintain professional service standards as a condition of its funding. MDAA's performance is assessed against the National Standards for Disability Services (NSDS). MDAA conducts self-assessment on an annual basis and receives an on-site audit every 2 years.

MDAA is also required to follow any guidelines developed by government departments for any services or projects for which MDAA receives funding. These include the ***Advocacy and Information Guidelines*** developed by the former ADHC and DSS. These Advocacy Guidelines require funded advocacy services to avoid conflict of interest and maintain independence. This means MDAA as a funded advocacy organisation cannot provide direct care and support services, for example, respite, recreation, day programs, accommodation, transport, and case management.

People with disability are considered by DSS as Vulnerable Persons defined under the Criminal Procedures Act 1986 and therefore as part of MDAA's funding agreement, any staff who come in contact with people with disability need to have a criminal record check as a condition of employment.

As part of the National Disability Agreement, MDAA is required under its funding agreement to provide a workplan with FCJ and report annually. A six-monthly service reporting to DSS is required under the Data Exchange (DEX) annual Disability Census and Service Provider Annual Compliance Return.

Some of the strategies contained in this Strategic Plan are designed to ensure MDAA has the systems and capacity to meet these legal and contractual obligations.

Philosophical Principles that MDAA is built on:

Rights based approach

Rights-based approach acknowledges everyone's equal worth and dignity as human beings and their entitlement to material and spiritual wellbeing. It recognises people not as passive receivers of charity or victims of their individual circumstances but as active rights-holders in economic, social, cultural and political process.

MDAA demonstrate rights-based approach by:

- Conducting its work in line with the Principles of the Convention on Rights of Persons with Disabilities and the National Standards for Disability Services
- Ensuring all organisational policies and procedures reflect a rights-based approach
- Respecting the right of people with disability to active participation in mainstream community
- Adopting a strengths-based approach to people with disability
- Provide information and education to people about their rights
- Advocating for human rights through individual and systemic advocacy
- Respecting people's right to make decisions for themselves and actively creating a non-judgemental environment

Social justice

A social justice approach addresses inequity, discrimination and disadvantage by developing systems and structures which give each person maximum opportunity for access to resources (a fair go).

MDAA demonstrates social justice approach by:

- Actively developing people's skills, confidence and knowledge so they can advocate for themselves, reducing marginalisation and disadvantage.
- Recognise and build on people's strengths so that they can fully participate in social, economic, cultural and political processes
- Develop networks so people can have a stronger voice
- Actively advocate for social inclusion and community living

Social model of disability

Disability describes a social situation where the life opportunities of individuals with [impairments] (e.g. physical condition) are limited by an inaccessible environment. The social model of disability places responsibility on society to develop infrastructure and attitudes to ensure everyone, regardless of impairments, can fully participate in economic, social, cultural and political processes.

Thus, MDAA refers to people with disability rather than people with disabilities or people with a disability to highlight that disability is not a characteristic of an individual but a consequence of a society designed to exclude many of its citizens from equal participation.

MDAA demonstrates social model of disability by:

- Refer to our target group as people with disability in all documents.
- Advocate for the removal of barriers to equal participation. For example, advocating for accessible services.
- Recognising people with disability as experts of their own lives and experiences
- Avoid seeing people’s disability as the only defining factor of their personhood
- Disregard stereotypes, negative attitudes and reduce stigma
- Actively discourage consumer dependency and victim mentality

Cultural Competence and Cultural Responsiveness

Cultural Competence and cultural responsiveness is a set of behaviours, attitudes, skills, policies and structures that enable a system, agency or individual to work effectively with diversity. Culture includes the way we experience ethnicity, gender, age, socio-economic backgrounds, religion, sexual orientation, geographic location, disability, etc. These experiences form the spectrum of human diversity.

MDAA demonstrates cultural competence / responsiveness by:

- Valuing and maintaining diversity within MDAA
- Ensure MDAA policies and practice reflect cultural competence / responsiveness and diversity
- Promote diversity as a strength and actively applying cultural competence / responsiveness and diversity management frameworks to its work.
- Provide information, support and training to increase cultural competence / responsiveness of other agencies
- Create a reflective and learning organisation

Service operating principles

- Access and equity
- Honesty, fairness and natural justice
- Transparency and accountability
- Respect, privacy and confidentiality
- Reflective and evidence based

These principles are reflected in MDAA's policies and procedures. MDAA demonstrates these principles in all aspect of its work.

Capacity development projects

These projects build on our Individual Advocacy and Systemic Advocacy work. The focus of the projects is developing support structures, reducing isolation, building leadership skills and mobilising grassroots activism. These projects currently comprise of the Peer Group; Sexual Lives Respectful Relationship (SLRR), Community Voices project, and the NSW Network of Women with Disability. Significant resources are required to further develop these meaningful capacity building projects.

Industry Development Project

This project works with other agencies to promote and develop cultural competence / responsiveness and diversity management capacities. It currently comprises the Cultural Competence Support Service.

Capacity Building

In our advocacy work, we have provided advocacy between 700-800 people per year and we provide outreach to a range of communities to build awareness of disability. This work will remain a priority in 2019-2022.

MDAA continues to be a strong voice for people from diverse backgrounds with disability, so government and non-government agencies know what the problems are and how people want to resolve them. Over the past 5 years we have completed approximately 200 submissions to government (both state and federal) to address systemic issues. We have also developed a range of Factsheets (posted on our website). We have conducted a range of consultations with people with disability on behalf of various government departments and for MDAA's own research. This work remains a priority and we hope to expand it further in the next three years.

The development of the Community Voices project including training and participation at Expos and community speaking engagements has allowed us to promote MDAA and raise awareness of disability rights. We have provided cultural competence / responsiveness and disability awareness training to over 2000 people, working in NSW. We believe it will be important to continue and grow this work in the next three years.

To strengthen the organisation, we have worked to improve our systems and procedures as well as our website and other IT resources. We have more to do to consolidate our growth and build the organisation into the future.

Strategic Directions 2019 – 2022

1. **Empowered People and Communities**
    1.1. Promoting and safeguarding the rights and interests of people with disability, their families and circles of support in line with the principles and articles of the United Nations Convention on the Rights of Persons with Disabilities
    1.2. Providing person centred and culturally responsive support
    1.3. Connecting people with disability with community and services
    1.4. Mentoring and fostering self-advocacy and leadership skills
    1.5. Promoting inclusion, diversity and systemic/social change

2. **Informed, Skilled and Innovative Leadership and Workforce**
    2.1. Developing leadership and strengthening governance skills to adapt, respond and embrace changes in the sector
    2.2. Improving staff performance by continuous skills development and training

3. **Sustainable and Dynamic Organisation**
    3.1. Engaging membership actively and productively
    3.2. Continuously striving towards best practice in all our work
    3.3. Building partnerships with government, NGO organisations and communities

1. Empowered People and Communities

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
1.1. Promoting and safeguarding the rights and interests of people with disability, their families and circles of support in line with the principles and articles of the United Nations Convention on the Rights of Persons with Disabilities			
1.1.1. Continue to provide the best possible advocacy for people supported by MDAA by implementing the principles and articles of the United Nations Convention on the Rights of Persons with Disabilities and applying the principles of the person-centred practice	• People we support and other stakeholders tell us we provide good advocacy • Diversity in our consumer base is demonstrated in our demographic data • Reduced waiting period for people we support • Independent feedback and positive outcomes	• 590 people are supported through DSS funding • 200 people are supported through FACS funding • 100 people are supported through NDIS Appeals process	Annually: by 30 June each year
1.1.2. Continuously review MDAA's eval framework to measure the impact individual/independent advocacy	• Evaluation framework reviewed and annual assessment undertaken	• 60% of consumers will be surveyed representing the different offices of MDAA	Ongoing
1.1.3. Undertake annual consumer and member surveys to ensure that we are meeting the needs of people with disability and MDAA members	• People we support report positive feedback • Members and associate members report that the services they receive from MDAA are effective and efficient • Positive feedback received from other stakeholders such as service	• 85% positive evaluation responses from clients • 85% of members and associate members report effective service provision	Annually: by 31 Dec each year

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
	providers and/or community networks - Project evaluations are conducted annually and reported to the Committee - Number of complaints and dissatisfaction is reduced		
1.1.4. Ensure IA policies and procedures are focused on best practice and reflect and MDAA's principles	- Policies and procedures are reviewed regularly and improved.	- Policies and procedures review calendar is up-to-date	Every two years as per policy review calendar
1.1.5. Gather data and undertake research on best ways to support people with disability, their families and circles of support in areas where there are no regional offices	- Research framework and methodology developed and implemented - People with disability their family and carers living in remote, rural and regional areas participate in research	- 80% of data utilised for development of MDAA resources	By Dec 2020
1.1.6. Implement recommendations arising from the data gathered and research undertaken as per 1.1.5 above	- MDAA's advocacy capacity in rural, regional and remote areas to better meet the needs of people with disability is strengthened	- 80% of recommendations are based on data gathered from research	By June 2021
1.1.7. Establish outreach services through partnerships with relevant agencies and organisations to promote access to advocacy for people in local	- MDAA outreach services within local community centres developed.	- At least one partnership with regional service provider established	By Aug 2019

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
and regional areas.			
1.1.8. Review existing partnerships and referral networks with specialist and mainstream services	• A reduction in the number of people supported by MDAA returning for advocacy assistance. • MDAA's information data base is improved to include a broader range of information about services across NSW. • Procedures and protocols are in place to ensure a successful referral from MDAA to other agencies.	• 20% of people supported by MDAA demonstrate self-advocacy as reflected in IAAPs • Data base is reflective of IA and NDIS Appeals reporting requirements once a year • Translating the flyers in 4 languages of emerging communities	Ongoing
1.1.9. Organise information forums that reflect the issues identified through MDAA's consultation processes for people with disability their families and circles of support	• Information forums conducted are relevant to participants and geographic area • Accessibility and diversity of location across NSW is improved.	• 1 Information forum conducted in each MDAA regional area and 2 information forums conducted at MDAA head office (total 8 forums) • 100 consumers participate in the forums • 85% of people attending report an increase in knowledge and understanding of their rights	Annually: by 31 Dec each year as per forum calendar
1.1.10. Research demographic and other data on new and emerging communities	• Data utilised to target emerging communities	• 2 new/emerging communities identified and targeted in Greater Sydney area • 1 new/emerging community identified and targeted in regional NSW	By Aug 2020

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
1.1.11. Develop strategies to engage with new and emerging communities (as identified in 1.1.9), including a communication strategy	• Communication strategy promotes and targets MDAA's services to the communities most in need.	• 2 new/emerging communities identified and targeted in Greater Sydney area • 1 new/emerging community identified and targeted in regional NSW	Ongoing (until Dec 2022)
1.2. Providing person centred and culturally responsive support			
1.2.1. Support Community Voices (CV) members to participate in promoting positive community attitudes towards people with disability	• CV demonstrate confidence when doing presentations • Participants at CV presentations state that their understanding and awareness of disability issues has increased	• 6 CV presentations conducted • 5 new CV trained • 1 CV refresher training conducted	Annually: by Dec each year
1.2.2. Advance the rights of people from diverse backgrounds with disability through awareness raising initiatives e.g. presentations at public forums, events and/or inter-agency meetings	• People with disability trained to deliver presentations and to make representations.	• One new CV program conducted annually	By June 2021
1.2.3. Inclusion of families and carers in all aspects of MDAA's activities.	• Number of planning and evaluation sessions with persons supported by MDAA and their families and circles of support. • Number of self-advocacy sessions.	• 1 Evaluation Session facilitated per year • 85% Consumers have been given self-advocacy information and guidance	Annually: by Sept each year

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
1.2.4. New staff are trained in culturally responsive person-centred practice	- Level of satisfaction of people supported by MDAA, their families and carers	- 100% new staff trained	Within first year of employment
1.3. Connecting people with disability with community and services			
1.3.1. Source funding and facilitate projects in partnership with other agencies to promote access, inclusion, and active participation of people from diverse backgrounds in the community.	- Projects well managed and positive feedback received. - Long and medium-term projects geared towards enhancing skills of people from diverse backgrounds with disability aimed at reducing stigma around disability	- 1 new project (dependant on the success of grant applications and MDAA resources)	Annually
1.3.2. Increase inclusion, options and opportunities for people from diverse backgrounds with disability to participate in the community.	- Positive feedback about the way information about community events is presented through diverse mediums	- 85% Positive feedback achieved regarding MDAA activities	Annually
1.3.3. Secure project funding and negotiate partnerships to reduce stigma of people from diverse backgrounds with disability.	- Number of tenders developed - Number of projects funded - Number of people/organisations involved in the projects	- 33% of tenders successful	Annually
1.3.4. Continue to support and expand the NSW Network of Women with	- Number of successful projects undertaken by the Women's	- Generate at least one project/community activity	Annually

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
Disability (Women's Network).	Network.		
1.3.5. Secure recurrent funding for the NSW Network of Women with Disability.	- Recurrent funding secured for the Women's Network.	- One fund raising event	Annually
1.4. Mentoring and fostering self-advocacy and leadership skills			
1.4.1. Establish and maintain peer networks to build the self-advocacy and leadership skills of people with disability.	- Participants identified improved skills in self-advocacy and leadership	- 15-30 People with disability from CALD backgrounds participate in the Leadership program	June 2020
1.4.2. Explore and create opportunities to promote the rights of people from diverse backgrounds with disability in public forums or events.	- Positive feedback from event evaluations.	- 4 events per year to multicultural groups and networks	Annually: by June each year
1.4.3. Support people with disability to speak up for themselves	- Majority of people who participated expressed positive outcome	- 50 people with disability supported to participate in the Royal Commission	Annually: by Dec each year
1.5. Promoting inclusion, diversity and systemic/social change			
1.5.1. Increase the self-confidence and skills of people from diverse backgrounds with disability to advocate for themselves.	- IAAPs and progress notes reflect self-advocacy within the support provided by MDAA	- 85% of consumers identify to have improved self-confidence	Ongoing

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
1.5.2. Provide information to culturally diverse community groups in the local areas about independent advocacy and the services provided by MDAA	• Number of MDAA information forums. • Number of local cultural events and community events attended to promote MDAA's work. • Number of organisations inviting MDAA to conduct presentations.	• 8 information forums delivered • 4 Expos attended per year • 2 presentations to Community organisations • One community/fund raising event • Up to 6 CV presentations • Up to 3 cultural/fun day events	Annually: by June each year
1.5.3. Provide accessible information relevant to the issues facing people from diverse backgrounds with disability	• Creation of brochures, information materials and distribution of appropriate referral information. • Information is relevant, accessible and culturally responsive	• Produce 4 information flyers per year • 85% positive feedback from consumers	Annually: by Aug each year
1.5.4. Explore opportunities and encourage people from diverse backgrounds with disability to participate in community events and activities.	• Information received from other government and NGO's is shared through different mediums. • MDAA events well published and inviting to all members and the people MDAA supports. • People receive training and are encouraged to volunteer and take the first step to employment by utilising their abilities and skills	• Emails and letters sent to people with disability • MDAA events published on Facebook and other social media • (Social and Media policy to be developed) • MDAA Newsletter Published	Annually: by June each year

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
1.5.5. Lobby government and NGOs using MDAA's position developed through informed submissions which are gathered through its membership's feedback	- Systemic Advocacy is appropriate to increasing awareness about issues affecting people from diverse backgrounds with disability. - Submissions are reflective of feedback from consumers	- 4 position papers submitted per year.	Annually: by June each year
1.5.6. Form a task force/ lobby group that includes a mix of members, staff and consumers that will develop these position papers	- Final reports include points made in the submissions / invitations to hearings	- 2 meetings with Members of Parliament	By Sept 2020
1.5.7. Develop self-advocacy resources for people from diverse backgrounds with disability and training of all CBSO on advocacy and capacity building	- Number of self-advocacy and leadership training conducted in diverse locations. - Number of people from diverse backgrounds with disability attending training. - Training evaluation shows an increase in skill and knowledge. - Participants report that skills gained are useful. - Use of innovative technological strategies to ensure geographic coverage.	- Conduct 4 advocacy and leadership training sessions per year - 40 participants from at least 4 different cultural backgrounds attended training per year - 85% of participants report that useful skills were gained	By April 2021

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
1.5.8. Work with a wide range of government and NGOs to improve their cultural competence/responsiveness through different methods, e.g. cultural competence audits, training, consultancy projects	• Number of agencies audited. • Number of training sessions conducted. • Number of attendees. • Positive feedback of the training received. • Number of consultancy projects undertaken	• 85% of participants report that useful skills were gained	Annually: by June each year
1.5.9. Work with non-government disability service providers to improve their cultural competence/responsiveness through training provided via the Cultural Competency Support Project	• Number of cultural competence audits, training, and consultancy projects	• 1 community-based organisation supported to build cultural competency capacity • 2 consultation projects undertaken • 2 training sessions completed • 85% of participants report that useful skills were gained	Annually: by June each year

2. Informed, Skilled and Innovative Leadership and Workforce

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
2.1. Developing leadership and strengthening governance skills to adapt, respond and embrace changes in the sector			
2.1.1. The capacity of the governance committee to provide effective and efficient leadership through regular skills development and training	• Training evaluations demonstrate increased knowledge and confidence in meeting governance requirements • Effective and efficient decision making facilitated by consultation and expert advice	• Two training sessions per year	Annually: By June each year
2.1.2. Support the Governance Committee to keep up-to-date with sector changes	• Governance Committee members demonstrate knowledge about issues affecting the sector, including: the NDIS, Royal Commission and NSW disability advocacy funding	• 85% of the GC can confidently demonstrate their knowledge about issues affecting the sector	Ongoing
2.1.3. Recruit and train people with disability, their families and carers who are interested in becoming Governance Committee members about governance	• New people nominating for governance committee roles at the AGM.	• 10 people with disability, their families and carers complete Future Leaders training	By Dec 2020

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
2.2. Improving staff performance by continuous skills development and training			
2.2.1. Facilitate planning session with staff to identify skills development and training needs	• Quarterlies reflect identified staff training needs	• 85% of staff participate in planning session and gave their input	Annually
2.2.2. Research, develop and implement staff development, training and networking sessions		• 85% staff attendance at quarterlies	Every three months (quarterly)
2.2.3. Engage staff in opportunities to reflect on their work practice	• Staff demonstrate self-awareness about how their values impact on their work practice during team meetings and supervision • Case notes demonstrate culturally responsive person-centred practice	• 85% staff demonstrate awareness and practice person-centredness strategies	Every 2 months

3. Sustainable and Dynamic Organisation

Strategy	Qualitative Measures	Quantitative Measures	Timeframe
3.1. Engaging membership actively and productively			
3.1.1. Ongoing consumer consultations held to identify the issues concerning people with disability from diverse backgrounds their families and carers.	• Consultation reports developed based on the feedback from consultations.	• 3 consultation reports developed	Annually: By end Dec each year
3.1.2. Develop submissions addressing relevant issues affecting people from diverse backgrounds with disability using local and regional knowledge (e.g. access, employment, inclusion and participation, housing and safety issues relating to local councils).	• Number of submissions lodged • Final reports include points made in the submissions / invitations to hearings	• 3 submissions developed	Annually: By end Dec each year
3.2. Continuously striving towards best practice in all our work			
3.2.1. Undergo regular accreditation processes against the National Standards for Disability Services (NSDS) by an accredited JAS ANZ auditor	• Well prepared and successful audit • Positive feedback from auditors as demonstrated in auditors report and in closing meeting	• 80% compliance against Standards	Every 18 months
3.2.2. Develop continuous quality improvement mechanisms.	• Demonstrated evidence that Quality Improvement Policy is being implemented	• 85% of identified strategies for improvement are implemented	Annually: By end Dec each year

	• Annual consumer satisfaction surveys provide positive feedback. • Informal feedback, verbal or written, captured through written compliments, suggestion box etc		
3.2.3. Regular review of the operations and structures of the organisation	• Improved, operational and responsive policies, procedures and systems • Policy Review calendar is current	• All policies are up to date	Annually: By end Dec each year
3.2.4. MDAA staff work towards continuous improvement and professional development	• Annual training needs analysis undertaken by team leaders • Number of training, workshops, conferences, industry networking meetings attended	• 85% staff identified their training needs and attendance in trainings both internal and external	Annually: By end Dec each year
3.2.5. Conduct analysis of MDAA activities	• Annual review of the strategic plan • Regular planning meetings supplemented with a survey of needs for consumers to determine their training needs and their responses form the basis for our future activities.	• 3 year Strategic plan developed • Evaluation tool used to assess projects success • Report of survey Training needs identified and priorities listed	Annually: by March each year
3.2.6. Engage a consultant to develop an evaluation tool for projects and events.	• Extent to which MDAA is able to communicate project goals and outcomes to funding bodies	• 2-3 evaluation tools developed	By Feb 2021

3.3. Building partnerships with government, non-government organisations and communities

3.3.1. Maintain and continue to develop partnerships and referral networks with specialist and mainstream services so that people from diverse backgrounds with disability are better able to navigate services and supports	• Number of partnerships developed	• 2 partnerships with mainstream services • 85% positive feedback from partner organisations	Annually: by June each year
3.3.2. Maintain and establish effective partnerships with local, regional, state, and national peaks to attain the best possible outcomes in the area of policy and practice as a member of working /reference / advisory group and provide information, advice and expert opinion in order to assist in emerging strategies towards quality service delivery that caters to the diversity of the community	• Successful partnerships developed. • expert info and advice provided to stakeholders on relevant systemic issues • Relevant projects and other activities are created that highlight and address the issues of all people with disability, their families and circles of support • High quality submissions informed by our consumers.	• 2 project partnerships developed • 3 submissions developed • 3 consultations	Annually: by June each year
3.3.3. Maintain and continue to develop partnerships with tertiary education providers.	• Number of tertiary students supported, and student projects undertaken relevant to MDAA's vision and mission.	• 1 partnership with a tertiary institution • 4 student placements per year • 85% of students successfully complete placement	Annually: by June each year

MDAA

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