



Multicultural Disability Advocacy Association of NSW Inc.

Strategic Directions

2019 – 2022

A Note from our Chairperson:

On behalf of MDAA, I would like to thank the consumers, staff and Governance Committee members that helped develop the strategic directions and annual plan.

Together we can make things happen and with your continued support, grow an organisation with a strong focus on being a champion of and a voice for people with disability from Culturally and Linguistically Diverse (CALD) background with disability.

Vivi Germanous Koutsounadis
MDAA Chairperson



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

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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:

MDAA is an advocacy organisation representing people from diverse backgrounds with disability, their families and carers in NSW.

Our Goals:

- To be a voice for people from diverse backgrounds with disability and increase their participation in the society by building their capacity
- To strengthen MDAA's consumers, leadership and its workforce
- Make MDAA sustainable into the future for it to continue supporting people from diverse backgrounds with disability



Strategic Directions:

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

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