

DEVELOPMENTAL DISABILITY WA - STRATEGY ON A PAGE

A Western Australia where people with developmental disability and their families are valued and live safe, inclusive lives with respect and choice.

PURPOSE

DDWA works with people with developmental disability and their families to create positive change.

Rights, Voice and Influence

Strengthen voice and advocate for changes to systems and decisions.

Connection, Belonging and Inclusion

Bring people and families together and build inclusive communities.

Equity and Access

Ensure people can access the services and supports they need.

Sustainable and Capable Organisation

Remain strong, focused and well run into the future.

VALUES

Self-determination | Inclusion & Belonging | Courageous Advocacy | Responsiveness | Collaboration & Accountability

DDWA works with people with developmental disability and their families to create positive change. We strengthen voice and advocate for system change, build connection and inclusion in communities, improve access to services and supports, and ensure DDWA remains a strong and sustainable organisation.

One-Sentence Version: DDWA works with people with developmental disability and their families to strengthen voice, build inclusive communities, improve access to services and supports, and drive positive change in the systems that affect their lives.

VISION

A Western Australia where people with developmental disability and their families are valued and live safe, inclusive lives with respect and choice.

PURPOSE

DDWA works with people with developmental disability and their families to create positive change.

STRATEGIC PILLARS

Rights, Voice and Influence	Connection, Belonging and Inclusion	Equity and Access	Sustainable and Capable Organisation
Strategic intent: DDWA works with people with developmental disability and their families to strengthen their voice and advocate for changes to the systems and decisions that affect their lives. Why this pillar • Aligned with Constitution • Direct response to Royal Commission findings • Strongly supported in staff themes (lived experience as leadership; system advocacy) • Evolves current “Influential Voice” pillar into a clearer rights-based leadership frame	Strategic intent: DDWA brings people and families together, works with communities to build inclusion and belonging, and is a trusted voice on issues affecting people with developmental disability. Why this pillar • “Person-Centred Connection and Belonging” theme • Elevates peer and family connection as strategic, not programmatic • Aligns with Vision language of inclusion, dignity and autonomy • Strengthens DDWA’s relational identity	Strategic intent: DDWA works to make sure people with developmental disability and their families can access the services and supports they need, no matter where they live, who they are, or the barriers they face. Why this pillar • Strong recurring theme: regional, rural and remote equity • Reflects NDIS Review emphasis on foundational supports • Aligns with equity value (not just equality) • Signals moral commitment	Strategic intent: DDWA stays strong, focused and well run so we can keep supporting people and families now and in the future. Why this pillar • Builds on current “Financial Sustainability” • Strongly reinforced in staff themes • Addresses succession planning, CRM, cyber risk, funding diversification • Reflects Board fiduciary duty This pillar broadens financial sustainability into organisational resilience.

What sits under it - Advisory Council capability and visibility - Peer leadership pathways - Individual and systemic advocacy - Evidence-based policy submissions - Strategic partnerships for reform	“A leading source of knowledge & support” and Community recognition goal, reframes around belonging rather than brand. What sits under it - Peer support programs - Family leadership development - Inclusive programs for CALD, First Nations, neurodivergent parents - Regional connection initiatives - Accessible information and Easy Read	This separates equity from general service delivery and makes it explicit. What sits under it - Regional workshops and SIDE BY SIDE roles - Regional advocacy - Targeted outreach to underrepresented communities - Addressing barriers to participation	What sits under it - Diversified funding strategy - CRM and data capability - Cyber and governance discipline - Succession and workforce resilience - Focus on mission-aligned activity (Stop Doing themes)
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VALUES

1. Self-determination	2. Inclusion & Belonging	3. Courageous Advocacy	4. Responsiveness	5. Collaboration & Accountability
People have the right to lead their own lives. We respect choice, listen deeply, and support people to decide what’s right for them.	Everyone is valued and belongs. We act to remove barriers and build inclusive communities.	We stand up for what’s right. We speak up, challenge unfair systems, and advocate strongly and respectfully.	We listen and act. We respond with care and timeliness to what people tell us they need.	We work together and take responsibility. We share knowledge, work in partnership, and hold ourselves accountable for our impact.

Our values describe how we behave every day with each other, and with the people and families we serve.

STRATEGY STORY

DDWA works with people with developmental disability and their families to create positive change. We strengthen voice and rights and advocate for changes to the systems and decisions that affect people's lives. We bring people and families together and work with communities to build inclusion and belonging, while being a trusted voice on issues affecting people with developmental disability. We work to make sure people can access the services and supports they need, no matter where they live or the barriers they face. And we remain a strong, focused and capable organisation so we can continue this work now and into the future.

Strategic Pillar	Intended Impact	Possible Outcome Measures
Rights, Voice and Influence	People with developmental disability and families have stronger voice and influence in decisions that affect their lives.	• People report increased confidence speaking up for their rights. • Lived experience groups influence DDWA advocacy priorities. • Evidence of policy, service or system changes influenced by DDWA. • Government and sector organisations seek DDWA input.
Connection, Belonging and Inclusion	People and families feel connected and communities are more inclusive.	• Participants report feeling less isolated and more connected. • Increased participation in peer networks and community activities. • Community organisations adopt more inclusive practices. • DDWA recognised as a trusted voice in the sector.
Equity and Access	People can access the services and supports they need regardless of location, identity or barriers.	• Families report improved ability to access services after engaging with DDWA. • Increased participation from regional communities. • Increased engagement with CALD, First Nations and underrepresented communities. • Barriers to access identified and addressed through advocacy or partnerships.
Sustainable and Capable Organisation	DDWA remains strong, sustainable and able to deliver impact.	• Financial sustainability indicators maintained. • Staff and governance capability strengthened. • Systems and processes support effective operations. • Activities remain aligned with strategic priorities.