



First Peoples
Disability Network
Australia

STRATEGIC DIRECTIONS 2015–2020

ABOUT FIRST PEOPLES DISABILITY NETWORK AUSTRALIA

We are First Peoples Disability Network Australia (FPDN) – a national organisation of and for Australia's First Peoples with disability, their families and communities. Our organisation is governed by First Peoples with lived experience of disability.

We proactively engage with communities around Australia and advocate for the interests of Aboriginal and Torres Strait Islander people with disability in Australia and internationally. We follow the human rights framework established by the United Nations Convention on the Rights of Persons with Disabilities, to which Australia is a signatory, and the United Nations Declaration on the Rights of Indigenous Peoples.

First Peoples with disability and their families are amongst the most seriously disadvantaged and disempowered members of the Australian community. We give voice to their needs and concerns and share their narratives of lived experience.

We work for the recognition, respect, protection and fulfilment of the human rights of First Peoples with disability and their families.

We work within a social model of disability, in which we understand 'disability' to be the result of barriers to our equal participation in the social and physical environment. These barriers can and must be dismantled. The social model stands in contrast to a medical model of disability, which focuses on diagnosis.

We were born of the efforts of advocates working from the early 1980s to bring attention to the specific needs of First Peoples with disability and their families.

Our journey has been long and difficult. Because of the intersection of our race and disability, we have had to confront and overcome apathy, neglect and prejudice both in the general community and in our own communities. That struggle continues.

We are a young organisation established informally in 2010 and incorporated in 2014. Our journey is just beginning.

IMPLEMENTATION

We will develop a plan for each year covered by these Strategic Directions that will detail activities to be undertaken to achieve our objectives.

MONITORING

- ⦿ We will monitor progress towards the achievement of our Strategic Directions at each annual planning session.
- ⦿ We will monitor progress against our annual plans at each Board meeting.
- ⦿ The Chief Executive Officer will regularly report to the Board against the objectives in the Strategic Directions.
- ⦿ The Board will report to its constituency and the public, through its annual report, against the objectives in the Strategic Directions.
- ⦿ These Strategic Directions will be reviewed and revised, where necessary, to improve our effectiveness and respond to emerging issues.

EVALUATION

We will:

- ⦿ invite feedback on our direct services through client satisfaction surveys
- ⦿ commission independent evaluations of:
 - mid-term progress towards the achievement of our Strategic Directions, in mid-2017
 - effectiveness in achieving our Strategic Directions, in the second half of 2020.

CONTACT DETAILS

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Cover artwork *Many Tribes, One Community* by Paul Constable-Calcott