

***Speaking Up For You Inc. (SUFY)***  
***Strategic Plan***  
***2019-20***

## **Mission**

Speaking Up For You Inc. (SUFY) protects and defends the human rights of vulnerable people with disability through individual advocacy to address injustices and make a positive and sustainable difference to their lives.

## **Principles**

1. Human rights: SUFY will promote, protect and defend the lives and the human rights of each person with disability whom we support in an advocacy relationship.
2. Social Justice: SUFY will operate in ways that support the achievement of rights, equity, access, participation and equality in our advocacy work with each person.
3. Inclusion in Community Life: SUFY will operate in ways that value and support the inclusion of people with disability in the life of their diverse communities.

## **Functions**

- Individual advocacy including advocacy on the NDIS and a range of other issues affecting the rights of people with disability.
- Supporting others to advocate – self-advocacy, family and friends.
- Building networks, coalitions and shared campaigns on issues affecting people with disability.
- Community education, promoting the understanding of advocacy.
- Systems advocacy.
- Running an accountable, sustainable organisation.

## Goals

1. To provide individual advocacy for vulnerable people whose rights under the UN Convention on the Rights of Persons with Disabilities are not being met or breached.
2. To provide timely information and support to enquiries, promoting self-advocacy and advocacy by others.
3. To work for system change on issues that recur regularly in individual advocacy
4. To contribute to the maintenance and development of a strong disability advocacy movement in Queensland and Australia.
5. To continue to operate SUFY as a principled, effective, accountable and sustainable social advocacy organisation.

## Action Plan

Goal	Actions	Measures
<p><b>1. To provide individual advocacy for vulnerable people whose rights under the UN Convention on the Rights of Persons with Disabilities are not being met or breached.</b></p>	<p>Deliver advocacy according to the following process:</p> <ul style="list-style-type: none"> <li>• Connect with vulnerable people</li> <li>• Determine whether human rights are being breached</li> <li>• Ascertain organisation’s capacity to advocate</li> <li>• Develop advocacy plan</li> <li>• Commence advocacy, work towards the goals in the person’s plan.</li> <li>• Close matter when the goals are achieved or issues are concluded.</li> </ul>	<ol style="list-style-type: none"> <li>1. Meet funding bodies’ client quotas.</li> <li>2. Outcomes of individual advocacy plans met.</li> </ol>
<p><b>2. To provide timely information and support to enquiries, promoting self-advocacy and advocacy by others.</b></p>	<p>Deal with initial inquiries through the following process:</p> <ul style="list-style-type: none"> <li>• Register all inquiries.</li> <li>• Provide accurate, timely and relevant information to the person.</li> <li>• If eligible for individual advocacy, refer to manager for consideration/prioritisation.</li> </ul> <p>Develop advocacy resources for common advocacy issues to assist people with disability and their families to self-advocate. Resources would:</p> <ul style="list-style-type: none"> <li>• Outline the process of advocacy and how to advocate effectively.</li> <li>• Provide information and links on specific advocacy issues to help clients to self-advocate or advocate for others.</li> </ul> <p>Potential subjects:</p> <ul style="list-style-type: none"> <li>• NDIS appeals process</li> <li>• Social/personal advocacy basics</li> </ul>	<p>Number of enquiries receiving a response within particular time-frames.</p> <ol style="list-style-type: none"> <li>1. Number of resources produced (target=2)</li> <li>2. Client feedback on usefulness/value.</li> </ol>

<p><b>3. To work for system change on issues that recur regularly in individual advocacy</b></p>	<ul style="list-style-type: none"> <li>• Identify priority areas where systemic change is required.</li> <li>• Select <u>one</u> priority issue where there is conflict with CRPD and opportunity to bring about change.</li> <li>• Link with other organisations who share our concern about this issue and work in partnership with them.</li> <li>• Formulate a shared advocacy plan and strategy.</li> <li>• Implement the advocacy plan and modify as it progresses.</li> </ul>	<p>SUFY will be active on one high-priority issue.</p>
<p><b>4. To contribute to the maintenance and development of a strong disability advocacy movement in Queensland and Australia.</b></p>	<ul style="list-style-type: none"> <li>• Participate in and support the activities of Combined Advocacy Groups in Queensland.</li> <li>• Continue membership of Disability Advocacy Network of Australia and attend conferences and events.</li> <li>• Develop other relationships which may advance the wellbeing of people with disability.</li> <li>• Consider future consortium/partnership/amalgamation opportunities where this may enhance SUFY's work.</li> </ul>	<ol style="list-style-type: none"> <li>1. Number of events/networks in which SUFY participates.</li> <li>2. Number of shared projects/activities with other organisations.</li> </ol>
<p><b>5. To continue to operate SUFY as a principled, effective, accountable and sustainable social advocacy organisation.</b></p>	<p>Ensure compliance with key legislative and regulatory requirements including:</p> <ul style="list-style-type: none"> <li>• Financial and corporate accountability</li> <li>• Quality Assurance and audit process</li> <li>• Workplace health and safety</li> <li>• Fair Work</li> <li>• Others as required.</li> </ul> <p>Develop and support a skilled, effective staff team, through</p> <ul style="list-style-type: none"> <li>• Staff training and development linked to each person's performance plan and performance appraisal.</li> <li>• Peer support and supervision (internal and external).</li> <li>• Support a process of continuous improvement.</li> <li>• Ensure good succession planning for key staff positions.</li> </ul>	<ol style="list-style-type: none"> <li>1. Audits passed.</li> <li>2. No adverse work-place incidents.</li> </ol> <ol style="list-style-type: none"> <li>1. Training included in performance plans and carried out as planned.</li> <li>2. Track of improvements to processes/systems/practices.</li> </ol>

	Sustain existing funding and seek new funding opportunities which will help SUFY to meet its purposes.	1. Income level sustained/increased.
	<p>Ensure that SUFY is well governed by a skilled, knowledgeable Management Committee. This will include:</p> <ul style="list-style-type: none"> <li>• Ensuring regular communication between Committee and staff.</li> <li>• Succession planning for committee, including active recruitment of people with disability.</li> </ul>	<p>1. Quarterly staff/committee forums held.</p> <p>2. Number of new members recruited.</p>