



As an organisation

Our Vision is that all people are welcomed in an inclusive society, where their contribution is valued and they are supported to lead a meaningful life of their choice.

Our purpose is Supporting a Life of Possibilities

Our Values are

COMMUNITY

- As an organisation, we provide an environment where everyone feels welcomed, where our members are placed at the centre of our decision making
- The services we provide build capability and opportunity and
- Our work is strengthened by the partnerships we form in the broader community

CONNECTION

- We listen, support, and respond to the needs of individuals and those that support them
- We proactively seek out and work collaboratively with the community, our service partners, and decision makers to support the life our members choose for themselves
- We communicate openly, transparently, and frequently

COURAGE

- Our actions and decision making are forward thinking, innovative and empowering
- We are brave, curious and optimistic in our pursuits

INTEGRITY

- In all dealings, with all people we are open, transparent and accountable
- Our communication and our actions reflect fairness, equality, trust and authenticity

RESPECT

- We stand for the human rights of each individual and their right to inclusion and equality of opportunities
- We treat each person with dignity and respect their uniqueness

SERVICE

- Our services are informed by lived experience, knowledge and research and are underpinned by empathy and kindness.

Strategic Objectives 2022 – 2025

1. We are connected to our members, they are at the centre of our work

- We will engage with and seek out membership contribution in all activities of the organisation
- We partner with our community to better understand and respond to our community's needs.
- We will communicate regularly with members and the wider community seek their input, measure our impact and member satisfaction

2. We are experts in Down Syndrome; Advocacy, Research and Information

- We take a strong and active stance in the local (state) political space to advocate for our members rights
- We advocate on behalf of our members to support a life of Inclusion, Equity and Choice
- We connect and develop partnerships to provide information, research, and best practice.
- We facilitate and engage conversations which impact the lives, futures, and opportunities for our members
- We monitor local and national activities to ensure the future of our members is protected and enhanced.
- We align and partner with our members states and federated body to gain traction and impact in communications which matter to the future of our community. We support National initiatives through Down Syndrome Australia and the federation

3. We demonstrate Organisational Excellence

- We build a healthy organizational culture through understanding our employees, volunteers, and members, seeking their input and valuing their contribution
- We develop and embed best practice policies, procedures, and governance to maximise results
- We engage, reward, and recognise our employees, building high-performing teams whose focus is on our service delivery to our community
- We are innovative and courageous in our planning and creativity, and responsible in our delivery of services, events, and activities
- We have a culture of continuous improvement. We provide staff with professional development and opportunities for growth and development in their knowledge of Down Syndrome and in service of our community

4. Ensure the sustainability and growth of DSWA

- We have a wholistic approach to our sustainability and operate with a focus on, people, stability, growth and excellence in service delivery
- We are aware and responsive to the changing political and funding environment to maximise the benefit to our members
- We deliver quality support and services to families, individuals and the wider community.
- We increase revenue through a portfolio that maximises and balances effort, expenditure, and reward
- We diversify financial revenue streams including revenue from fundraising, donation, small grants, and philanthropy.