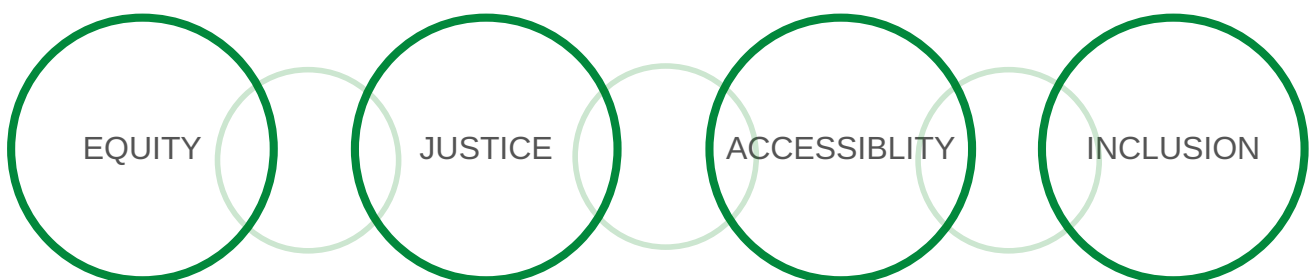




same rights, same value, same worth, all people

## our vision

An inclusive, equitable and respectful society where people with intellectual disability and their families are able to fully participate and have the same rights and opportunities as everyone else



# Strategic Plan 2020 - 2023



*Advocating for people with intellectual disability and their families since 1970*



# setting the context



STAR Victoria was established in 1970 when parents of people with an intellectual disability recognised that, whilst trying to improve the circumstances for their own children, it was essential to change community attitudes to intellectual disability.

Then, as now, we are committed to equity and full community inclusion and participation for people with intellectual disability, from birth to pre-school through to adult education and employment, recreation, and all aspects of ordinary life.

We have celebrated many successes, including the closing of institutions and ending forced sterilisation of women with intellectual disability. STAR has played a leading role in the transition toward inclusive schooling and built a program to support self-advocacy by those with intellectual disability. We have been present and active when immense changes are occurring in our sector, and STAR is respected by decision makers for the depth of our knowledge and quality of our advice.

We also know that much remains to be done. Changing community attitudes is the basis of all our work, yet people with intellectual disability are forced to the fringes from early in life. The introduction of the National Disability Insurance Scheme has reformed how people with disability access supports and services, giving them consumer power and rights.

In this period of significant change for people with disability, it is time for a new approach for STAR. This strategic plan builds on STAR Victoria's existing efforts and gives us a positive direction to increase our impact and work with our partners and stakeholders to achieve our goals.

The next three years will set us many challenges – and many opportunities. In the following pages we describe our Strategic Plan and what it means for STAR Victoria. This Plan sets a clear course for STAR now and in future years. We have focused on where STAR Victoria's unique experience and strengths can make a real difference for people with intellectual disability, and their families.

**John Slattery**  
President

**Carolyn Vimpani**  
Vice-President

# who we are

STAR Victoria is an independent community organisation, based in Victoria, dedicated to working with people who have an intellectual disability and their families. We work together to speak up for their rights, to fix the laws that stop them from living fully inclusive lives of their own choosing and to change community attitudes towards people with intellectual disability.

## what we do

We share information and skills and build capacity with people with intellectual disability, their families and support networks. We advocate for change using evidence-based research, case studies, policy proposals and presenting the case for change to decision makers, including government, agencies and service providers. We share the stories of real people from our individual advocacy to highlight the barriers that people with intellectual disability experience, and their successes and contribution to society. We encourage champions for change to help us change the views of those who don't realise that discrimination and exclusion are making our communities weaker.

## our values

STAR is guided by the principles of equity, justice, accessibility and inclusion, and the guiding principles described in our Constitution.

We are:

### respectful

We treat all people with dignity and value

### collaborative

We openly work with and support others to achieve our goals

### inclusive

We believe that all people have a right to be appreciated as valuable members of our community

### passionate

We are committed in heart and mind to the goals of STAR Victoria

### honest

We are transparent about our work and what we have achieved



# our strategic priorities

## Parents with an intellectual disability

STAR will support, inform, enable, encourage and assist parents with intellectual disability and their children to have the same rights as anyone else and systematically create changes in policy and practice.

**What we aim to achieve:** Changes in practices and policies for parents with intellectual disability through child protection and the courts to protect their rights consistent with the UN Convention on the rights of persons with a disability.

### We will do this by:

- Using the lived experience of parents with intellectual disability and their children to challenge laws, policies and practices
- Identifying and partnering with other organisations to maximise reach and influence
- Strengthening our relationship with courts and child protection to influence the change

## Inclusive Education

STAR will support the rights of children with intellectual disability to participate and be welcomed into inclusive mainstream schooling.

**What we aim to achieve:** Inclusive schooling for all children.

### We will do this by:

- Working with government
- Engaging in future planning processes
- Providing information to parents and inclusive education champions

## Empowering people

STAR recognises the expertise of people experiencing inequality due to their disability and will use their lived experience to challenge the laws and policies that prevent them from living the life they want to live.

**What we aim to achieve:** Disability is no longer a barrier to people having the right to choose their own life path and goals.

### We will do this by:

- Building a team of self advocates who can tell their stories in their own way as champions for change
- Building a supporter base in government, business and civil society to challenge prejudice against people with intellectual disability
- Engaging in public and policy debates for and with people with intellectual disabilities and their families

# our strategic priorities

## Our team

We want to build a team of advocates who support people to speak up for their rights and be powerful change agents.

**What we aim to achieve:** a broad and diverse team of volunteers and self-advocates, including people with intellectual disability, speaking up for change and informing STAR's systemic advocacy work.

### **We will do this by:**

- Providing training and mentoring programs for volunteers and advocates
- Creating spaces and opportunities for them to speak out
- Appointing dedicated staff to support the policy and individual advocacy

## Our members

We know our membership makes us strong. That's why we will refresh and rebuild STAR's membership base and volunteers.

### **What we aim to achieve:**

- members who are committed to inclusion and the goals of STAR Victoria
- members who are engaged in STAR's work as active volunteers

### **We will do this by:**

- Sharing positive and useful information to members through newsletters, social media and events
- Providing meaningful opportunities to contribute as a volunteer to our activities
- Forming relationships with high profile individuals to help champion change

## Our organisation

STAR is a resilient and vibrant organisation that is visible and present in our community and a thought leader in the debates around the rights and interests of people with intellectual disability and their families. We will have financial stability and, where possible, diversity of income to support new and existing projects

### **What we aim to achieve:**

- Identify new recurrent income sources to support our core funding
- Grow our income and capacity to deliver across the range of activities described in this plan

### **We will do this by:**

- Maintaining positive and respectful relationships with our core and project funders
- Acquitting all grants on time
- Maintain effective accurate financial records and accountability
- Seeking new opportunities for funding for projects aligned with our priorities