Women with Disabilities Victoria

Strategic Plan 2025 – 2029

Women with Disabilities Victoria (WDV) is a not-for-profit Disabled Peoples Organisation (DPO) representing women and gender diverse people with disabilities in Victoria.

We are run for and by women and gender diverse people with all kinds of disabilities.

**Our Vision**

All women and gender diverse people with disabilities in Victoria live safe and fulfilling lives.

**Strategic Priorities**

Guided by our Vision and Principles, WDV’s five Strategic Priorities for 2025-2029 focus our strategic work.

Enhance WDV’s operational efficiency and funding resilience.

1. Establish research partnerships with a focus on inclusion, health, gendered violence, sexual autonomy and economic justice.
2. Build gender-based accessibility and inclusion expertise across Victoria.
3. Work to dismantle ableist and sexist attitudes and systems, develop community understanding of rights and educate and empower members to live safe and fulfilling lives.
4. Embed a member and community led approach to advocacy and system change.

**Guiding Principles**

Our Guiding Principles underpin our actions and decisions, ensuring alignment with our Vision, and Values. These principles ground us so we maintain focus and consistency, as we work towards our long term goals.

**System advocacy**

WDV advocates to address the **gaps** and **barriers** that exist between services and within complex systems to enable full access and inclusion. This includes supports to access NDIS, aged and health care, gender-based violence and employment services.

**Equitable access**

WDV is committed to supporting its community by prioritising women and gender diverse people who experience compounding access barriers. Our approach integrates **data** and **personal stories** to highlight the lived experiences and impacts on people with disabilities.

**Community inclusion**

WDV advocates for broader community inclusion to ensure women and gender diverse people with disabilities can fully **participate** and **engage** with their communities. This includes providing places and spaces for the WDV community to access and engage.

**Voice**

WDV draws on its strong connection to members and community to **amplify** their voices and **advocate** for the rights of women and gender diverse people with disabilities.

**Evidence**

WDV delivers evidence informed responses grounded in **lived experience**. We will build an evidence base through the embedding of a research and evaluation culture.

**Enablers**

To ensure success and deliver on our Vision and Strategic Priorities we will foster and build key organisational Enablers.

**Data**

Measuring **impact** and building the **evidence** base.

**Identity**

Building WDV brand **recognition** and **connection** with our vision.

**Ways of Working**

Embedding values-led **governance** and **leadership**.

**Partnerships**

Strengthening **impact** and reach through partnerships and **collaboration** with funders, stakeholders and allied organisations.

**Values**

Our values underpin all that we do.

* Accountability
* Diversity
* Inclusion
* Impact
* Equity
* Respect
* Accessibility
* Creativity
* Collaboration
* Empowerment