

STRATEGIC PLAN

2023-2026



**Disability
Sports**
Australia



Acknowledgement of Country

In the spirit of reconciliation, Disability Sports Australia acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Vision

Active lives for all
Australians with disability.

Mission

Enable more Australians
with disability to be more
active more often.

Who are we?

Disability Sports Australia is one of Australia's nine National Sporting Organisations for people with disability, all of whom share a common purpose to improve the lives of Australians living with disability using sport as the medium.

What Do We Do?

At Disability Sports Australia, we aim to connect Australians living with disability to local active and adaptive opportunities through trusted programs such as the National Referral Hub, Activate Inclusion Sports Days, Sports Incubator and Accessibility Champion.

Who Do We Represent?

Disability Sports Australia marshals the efforts of highly committed disability sports and active recreation groups across Australia.

Disability Sports Australia provides funding and resource support for its members to conduct programs and development activities, from the grass roots to national level.



Our Values & Behaviours

Our DSA Values and Behaviours represent our expectations of each other as a Board, staff members and volunteers as we commit to delivering DSA's organisational outcomes to create positive impact within our communities.

We commit to Equality and Inclusiveness...

- We will endeavour to make sure everyone can access the same opportunities.
- We embrace diversity in our communities.
- We welcome people to be their authentic self.

We believe in Collaboration and Partnerships...

- We take time to listen to each other and our stakeholders.
- We value the efforts in our team.
- We openly share our capabilities and experience.

We show Belongingness...

- We keep and teach an open mind.
- We accept each other's uniqueness and differences are embraced.

We commit to Integrity...

- We do what we say to completion.
- We own our actions completely.
- We welcome feedback because giving and receiving helps us grow.
- We are fair, ethical and transparent.
- We are thoughtful and caring in everything we do.

We commit to Innovation...

- We will transform ideas into new processes.
- We welcome curiosity.
- We value creation.
- We are brave with our aspirations.



Our Strategic Pillars

<p>Advocacy</p>	<p>In sport and active recreation for people living with disability:</p> <ul style="list-style-type: none"> • Strengthen our position as a leading expert. • A critical influencer of policy and funding decision makers. • More informed and confident that Government, industry, community and participants know where and how to access information.
<p>Financial Stability</p>	<ul style="list-style-type: none"> • Achieve fiscal sustainability, delivering on plans that protect, preserve and secure the organisation’s financial future with a sound risk management framework. • Diversify revenue streams, reduce reliance on Government funding and secure funding and resources for major projects.
<p>Programs and Delivery</p>	<ul style="list-style-type: none"> • Create and provide evidence-based sports and active recreation programs and services that deliver opportunities for individuals with disability to participate, engage and remain involved in sports and active recreation. • Build capabilities for delivery of programs that are practical, evidence-based and commercially viable.
<p>Partnerships and Stakeholder Engagements</p>	<ul style="list-style-type: none"> • Develop a deeper understanding of the value we offer our partners and stakeholders. • Create and maintain partnerships that offer opportunities for capability building. • Align our value proposition and improve communication, marketing and information sharing.
<p>People, Culture and Systems</p>	<ul style="list-style-type: none"> • Adopt best practice corporate governance and structures to deliver on strategic objectives and provide ongoing professional development to enhance staff capability. • Engage employees and internal stakeholders to create a positive culture that aligns to our operations and work environment. • Create an environment of leadership where employees and stakeholders are empowered and valued.





Our Metrics for Success

<p>Advocacy</p>	<ul style="list-style-type: none"> • Positive influencer with decision makers responsible for policy and funding. • Critical friend of Australian Governments and increased government networks. • Increased exposure, sector recognition and respect from other experts in the field, as evidenced by invitations to speak at conferences, media interviews, social media analytics and requests for collaboration on projects and published papers / reports. • Partnerships and MOUs. • People can access information about sport and active recreation for people living with disability, surpassing their current level of awareness. • Positive feedback and testimonials from participants.
<p>Financial Stability</p>	<ul style="list-style-type: none"> • Sufficient cash reserves. • Diversified and increased government and non-government funding. • Financial Risk effectively identified and managed.
<p>Programs and Delivery</p>	<ul style="list-style-type: none"> • Milestones completed for relevant programs and services. • Commercial viability for each program and service. • Quality experience of programs and services. • Retention and increased participation. • Successfully engage with program partners to help share resources and expertise, expanding our capabilities.
<p>Partnerships and Stakeholder Engagements</p>	<ul style="list-style-type: none"> • Identification of new partners and stakeholders. • Review existing partners and stakeholders to determine new and diverse opportunities. • Ensure relevancy of our value proposition. • Partnership success through achievement of objectives and capability building outcomes.
<p>People, Culture and Systems</p>	<ul style="list-style-type: none"> • Effective employee recruitment, engagement and retention. • Employees feel empowered, valued and have growth opportunities. • Workforce, Capability and Succession planning. • A positive culture where leadership is valued and encouraged.



Disability Sports Australia

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