

Disability Discrimination Legal Service

Vision

There are no barriers to full inclusion of people with disabilities.

Mission

To provide a high quality, professional, accountable and timely legal service to people with disabilities in the area of disability discrimination. To provide legal education and lead legislative and policy reforms. To promote opportunities for people with disabilities to achieve their life goals unhindered by prejudice, disability discrimination or injustice.

Values

People with disabilities have the right to:

- the same opportunities as others;
- be treated with respect as clients and members of the community;
- full access to the judicial system in order to pursue their human rights at law.

Statement of Purpose

1. To promote the objectives of the Disability Discrimination Act 1992 (Cth) and the Equal Opportunity Act 2010 (Vic) ('the Acts') and other relevant domestic and international human rights instruments (human rights legislation) in relation to disability. These objectives include:
 - the elimination of discrimination on the basis of disability;
 - that people with disabilities have a right to equal treatment before the law and;
 - to promote community understanding that people with disabilities have the same fundamental rights as the rest of the community.
2. To provide leadership in State and Federal arenas for legal and policy reform in areas where there continues to be systemic failure that leads to discrimination on the grounds of disability or impairment.
3. To provide free and easily accessible legal advice, referral and casework services to people with disabilities and to people/organisations who assist or work with people with disabilities in relation to the Acts.
4. To prioritise cases that will further develop disability discrimination law.
5. To initiate and participate in the development of education outreach and information distribution to promote awareness of the Acts and human rights legislation. T
6. To achieve law reform outcomes that reduce disability discrimination by initiating and participating in reviews of Federal, State and international human rights legislation relevant to the needs of people with disabilities.

DDLS Goals

1. To provide high quality casework services related to disability discrimination.

- ✚ Run public interest cases and promote judicial outcomes favourable to people with disabilities.
- ✚ Support people with disabilities in mediation/conciliation in state and federal jurisdictions.

2. To deliver Community Legal Education related to disability discrimination

- ✚ Provide high quality training and CLE to stakeholders

3. To pursue systemic reform by addressing emerging issues

- ✚ Engage with legislative and policy reforms aligned with our priority areas
- ✚ Consult with DDLS stakeholders through networks/forums/meetings
- ✚ Contribute to innovation in the sectors in which we operate

4. To ensure DDLS's sustainability

- ✚ Maintain culture of continuous improvement
- ✚ Maximise funding
- ✚ Maximise efficient use of resources
- ✚ Maintain the strength and diversity of the DDLS board, staff and volunteers
- ✚ Build the public profile of DDLS

Schedule 1 DDLS 2019- Strategies and Measures

DDLS Goal 1: To provide high quality casework services related to disability discrimination

Goal 1	Strategies	Measures	Responsible	Reporting method
1.a	Support people with disabilities in mediation/conciliations in state and federal jurisdictions.	1. Attend 5 mediation/conciliations at state and federal human rights commissions, state tribunal and federal courts	1. Principal Solicitor/Solicitor	1. Manager's Report* 2. Manager's Report
1.b	Run public interest cases and promote judicial outcomes favourable to people with disabilities.	1. Report to Management Committee on quarterly basis on opportunities for public interest cases, and any cases already run that have had a public interest outcome	1. Principal Solicitor /Solicitor	1. Management Committee quarterly meetings

*The term "Manager's Report" includes through verbal and written reports at Management Committee Meetings, VLA Workplan Reports and Annual Reports.

DDLS Goal 2: To deliver Community Legal Education related to disability discrimination

Goal 2	Strategies	Measures	Responsible	Reporting method
1.a	Provide high quality training and CLE to stakeholders	<ol style="list-style-type: none"> 1. Meet annual targets for CLE 12 sessions per year 2. Evaluations analysed annually at required level, being 80% of attendants satisfied with presentation 3. Ensure up-to-date CLE modules, reviewed annually. 	<ol style="list-style-type: none"> 1. CLE Worker/Principal Solicitor/Manager 2. Manager 3. CLE worker 	<ol style="list-style-type: none"> 1. Manager's Report 2. Staff Meeting/Manager's Report 3. Staff Meeting

DDLS Goal 3: To pursue systemic reform by addressing emerging issues

Goal 3	Strategies	Measures	Responsible	Reporting method
2.a	Engage with legislative and policy reforms aligned with our priority areas	1. Make 6 policy submissions per year.	1. Manager of DDLS/delegate	1. Manager's Report
2.b	Consult with stakeholders through networks/forums/meetings	1. Consult with stakeholder groups	1. Manager of DDLS/delegate	1. Manager's Report
2.c	Contribute to innovation in the sectors in which we operate	1. Contribute to innovative projects as they arise	1. Manager of DDLS	1. Manager's Report

DDLS Goal 3: To ensure DDLS's sustainability

Goal 3	Strategies	Measures	Responsible	Reporting method
3.a	Maintain culture of continuous improvement	<ol style="list-style-type: none"> 1. Maintain NACLCS accreditation. 2. Undertake 3 yearly schedule of review of documents and systems not covered by NACLCS accreditation and present results to Management Committee. 	<ol style="list-style-type: none"> 1. Manager of DDLS 1. Manager 	<ol style="list-style-type: none"> 1.NACLCS Documentation 2. Quality report to Management Committee 1. Quarterly report to Management committee
3.b	Maximise funding	<ol style="list-style-type: none"> 1. Create and maintain a fundraising plan 2. Two applications for funds per year. 	<ol style="list-style-type: none"> 1. Management Committee 2. Management Committee 	<ol style="list-style-type: none"> 1. Manager's Report 2. Manager's Report
3.c	Maximise efficient use of resources	<ol style="list-style-type: none"> 1. Performance statement and audit reports 	<ol style="list-style-type: none"> 1. DDLS Manager 	<ol style="list-style-type: none"> 1. Manager's Report 2. Manager's Report 3. Manager's Report
3.d	Maintain the strength and diversity of the DDLS board, staff and volunteers	<ol style="list-style-type: none"> 1. Determine preferred diversity of Management Committee, staff and volunteers and make appropriate use of their skill set. Ensure Management Committee diversity reflects diversity and affirmative-action practices. 2. Ensure succession plans in place for Board and 	<ol style="list-style-type: none"> 1. Management Committee 2. Chair of management committee 	<ol style="list-style-type: none"> 1. Manager's Report 2. Manager's Report

		executive.		
3.e	Build the public profile of DDLS	<ol style="list-style-type: none"> 1. Improve networks in order to raise profile (see 2b] 2. Develop and implement media and social media plan 3. Develop membership strategy. 	<ol style="list-style-type: none"> 1. DDLS Manager 2. DDLS Manager 3. Management Committee 	<ol style="list-style-type: none"> 1. Manager's Report 2. Manager's Report 3. Manager's Report

Schedule 2 Refer to DDLS Risk Register Current Organisational Files/Quality/Documents/Risk Register