

# Villamanta's Strategy – Plain English version

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## **1. Our vision and purpose**

This is the part that we will play in the community.

We want an equal Victorian community for people with disability. We promote laws and systems that protect human rights. We work alongside people with disability to advocate on legal problems.

## **2. Target outcomes**

We want to see these outcomes.

- More people with disability, especially those with cognitive impairment, get legal advocacy.
- People with disability feel more confident to self-advocate.
- Legal services get better at being easy to use.
- Laws and systems do a better job at making the Victorian community equal for people with disability.

## **3. Why we are special**

We want to be known for these strengths and abilities.

- We are informed by the experiences and views of people with disability.
- We shape our services for each client.
- We have experience working alongside people with disability.
- Our team is dedicated.
- We are good at working with others.

## 4. Our actions

These are the main tasks that we do.

- We work alongside people with disability to advocate on legal problems.
- We fight for changes in the whole system.
- We share what we know with other legal services and people in the community.
- We work alongside people with disability to self-advocate for their rights.

## 5. Strategic focus areas

These are the areas that we will concentrate on to reach our vision and purpose.

1. Increase access to legal advocacy for people with disability, especially people with cognitive impairment.
2. Speak up against problems that affect lots of people with disability.

We explain what these 2 strategic focus areas mean below.

### **1. Increase access to legal advocacy for people with disability, especially people with cognitive impairment.**

We want more people in Victoria to have someone to work alongside them to advocate on legal problems. We will make sure people know who Villamanta is. We will also work with other organisations to do this.

## **2. Speak up against problems that affect lots of people with disability.**

We will speak up on the important problems for people with disability. We also want to speak up on the problems that no one else will.

We will use facts and information from our legal advocacy to decide what to say. We will work with other organisations to make our voice louder.

## **6. Essential tools**

These are the skills and resources we need to support our strategic focus areas.

1. **Voice** – The experiences and views of people with disability will be the starting point for everything that we do.
2. **Data** – We will improve how we measure what we're doing.
3. **Rules** – We will update our rules for how Villamanta is run.
4. **Resources** – We will find more money and organisations to work with.

We explain what these 4 essential tools are below.

1. **Voice – The experiences and views of people with disability will be the starting point for everything that we do.**

We want to continue to get better at being led by people with disability. This applies to how we work and make decisions.

## **2. Data – Improve how we measure what we’re doing.**

We want to get better at collecting information about our work.

This will help us to know:

- Who needs legal advocacy the most.
- Whether we’re doing a good job.

It will help us to tell others about:

- What impact we have.
- Problems that are affecting lots of people with disability.

## **3. Rules – Update our rules for how Villamanta is run.**

We want to update our rules and how we make decisions. We want Villamanta to be run in the best way possible.

## **4. Resources – Find more money and organisations to work with.**

We want to make sure that we always exist. We aim to build strong relationships with funders. This will help get more funding opportunities. We're also thinking of new ways to work with other organisations that will make us stronger.

## 7. Projects

These are the pieces of work that we will start over the next five years.

The stage that a project comes under shows when we will really focus on it. All our regular work will continue.

### **Stage 1: Build a strong base.**

This stage goes from July 2023 to December 2024.

- Understand where people need our help most.
- Let more people know about us.
- Develop the skills to fight for changes in the whole system.
- Write down how people with disability guide how we work and make decisions.
- Start using tools to measure our impact.
- Make everyone's roles clear. This includes the Committee of Management and staff.
- Plan learning opportunities for the Committee of Management.
- Keep good relationships with funders going and make new ones.

### **Stage 2: Make sure that our work is effective.**

This stage goes from January 2025 to June 2026.

- Look for organisations who fight for changes in the whole system.
- Learn how to use data to make decisions.
- Decide what we will do to:
  - Increase access to legal advocacy.
  - Fight for changes in the whole system.
  - Improve how people with disability guide how we work and make decisions.
- Keep good relationships with other organisations going and make new ones.

### **Stage 3: Expand our impact.**

This stage goes from July 2026 to June 2028. We will start our planned work to:

- Increase access to legal advocacy.
- Fight for changes in the whole system.
- Improve how people with disability guide how we work and make decisions.