

# CDS Strategic Plan - 2024-2029

## Our Vision

A world where every person with intellectual disability has their Human Rights fulfilled.

## Our Purpose

Together with people with intellectual disability, we inform and create positive change.

## Values

We value Integrity, Innovation, Respect, Diversity and Collaboration.

## Our Strategic Scope

As a national organisation, everything we do....

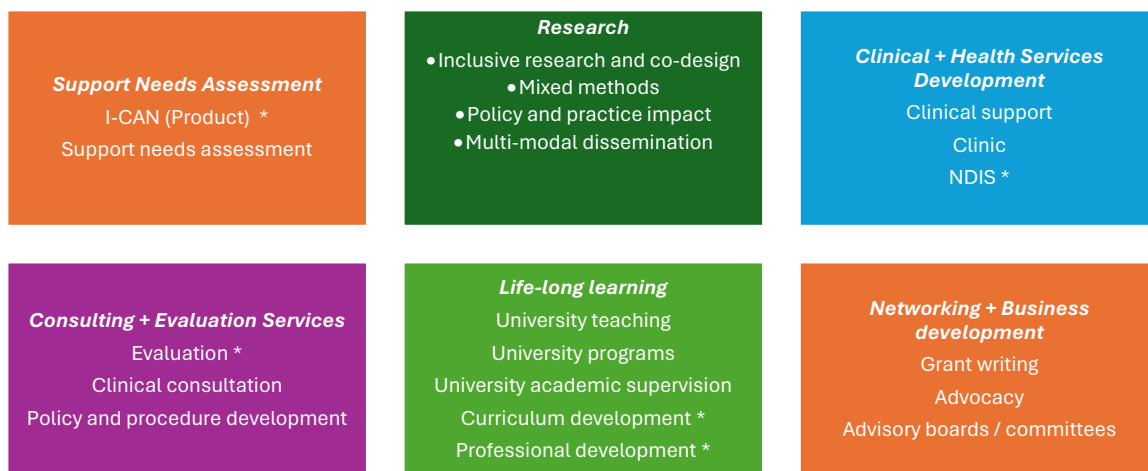
1. Is for people who are aged 15+ living with intellectual disability, and their support networks.
2. Cultivates an engaged, safe and inclusive organisation that is focused on outcomes.
3. Encourages quality and mutually reciprocal partnerships to flourish.
4. Ensures people with intellectual disabilities are central to our organisation.
5. Strengthens and promotes our brand and reputation.
6. Is financially and organisationally sustainable.
7. Fosters ethical and inclusive practice, research and building on evidence.

## Strategic priorities

1. **Enhance the visibility, reach and impact of the CDS research program**, including building a demonstrable evidence base for the clinical, health and education components of CDS' work and translating CDS intellectual property into products to be marketed as a fee-for-service business stream
2. **Position CDS successfully within Sydney University**, specifically the School of Health Sciences within the Faculty of Medicine and Health, aligning the priorities of each and enhancing CDS's impact and operational capability.
3. **Strengthen CDS' financial viability and sustainability** through more effective budgeting, enhanced financial forecasting, diversifying income streams and improved management controls providing increased accessibility and usability for the Senior Management Team and greater transparency for the Board.
4. **Analyse CDS' stakeholder engagement and relationship management** to inform the development of a sustainable, effective marketing capability and impact monitoring.

5. **Ensure appropriate CDS staff skill mix and enhance collegiate culture** to increase the organisation's capability to further develop a strong culture that supports our delivery and success of programmes.
6. **Strengthen the governance and risk management culture** throughout CDS and foster greater inclusion and diversity through all levels of governance.
7. **Commit to and implement** a process and strategy for greater diversity including reconciliation led by our First Nations partners and community.

## Programmes of work



\*denotes potential commercialisation opportunities