Down Syndrome International

Strategy



What is a strategy?

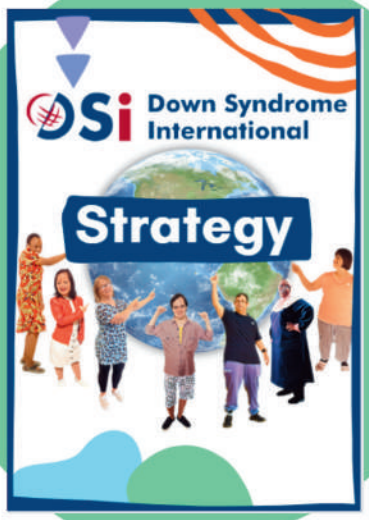


A strategy is a plan of how we will make the world better.

It includes:

- A vision of how we want the world to be in the future.
- The approaches we will use to make change happen.
- The foundations of our work.
- The principles that will guide our work.

What is in this document?



This document includes:

- A diagram that shows the whole strategy together (pages 2-4).
- Explanations of each section of the strategy (pages 5-19).

Strategy diagram.



Who we are:

We are the global network of people with Down syndrome and their families.

Our purpose:

Together, we speak up for the human rights of all people with Down syndrome around the world.

Principles guiding our work:

- We will be led by people with Down syndrome and their families in their communities.
- We will make all our communication and information easy-to-understand.
- We will aim to make changes that last for a long time, not quick fixes.
- We will make sure no person with Down syndrome is left behind.
- We will learn together to make our work better in the future.

Foundations of our work:

- Sustainable funding and well-managed money.
- Committed, skilled people in a welcoming and inclusive work environment.
- Strong, active leadership and effective management.
- Inclusive and effective communication.
- Good governance by a network that represents people around the world.

Our approaches to making change:

- Develop and share evidence, stories and examples of inclusion of people with Down syndrome.
- Empower people with Down syndrome and their families to speak up for their human rights.
- Support Down syndrome organisations to become stronger and more inclusive.
- Build and lead partnerships with important people, groups and organisations.
- Coordinate advocacy for the human rights of persons with Down syndrome.

Our Goal:

People with Down syndrome and their families around the world have a say in all laws, policies and other decisions that affect them.

Over time this leads to:

- Communities that respect and include people with Down syndrome.
- Laws and policies that protect and promote the rights of people with Down syndrome.
- Systems and services that are accessible and include people with Down syndrome.

This contributes to our vision for the world:

A better world where all people with Down syndrome are fully included in society.

Strategy explanation.



Who we are:



We are the global network of people with Down syndrome and their families.

A network is a group of people and organisations that works together.

Our network includes people with Down syndrome, families and organisations.

Our purpose:
(Why we do our work)



Together, we speak up for the human rights of all people with Down syndrome around the world.

Our network works together to speak up and take action for the human rights of people with Down syndrome.

We want all people with Down syndrome around the world to be included in their communities.

Principles guiding our work:

(the things we must commit to in all our work)



We will be led by people with Down syndrome and their families in their communities.

People with Down syndrome and their families know best what needs to change in their communities.

We will make sure people with Down syndrome lead everything we do.



We will make all our communication and information easy-to-understand.

When communication is easy-to-understand, it makes it more accessible for everyone.

We will make sure all our communication and information is easy-to-understand.

Principles guiding our work:

(the things we must commit to in all our work)



We will aim to make changes that last for a long time, not quick fixes.

To make a change that lasts for a long time, we need to look at the causes of problems.

We will make changes that make people's lives better for a long time.



We will make sure no person with Down syndrome is left behind.

Some people with Down syndrome need extra support to take part.

Some people with Down syndrome have fewer opportunities or are treated unfairly because of their gender, race, or other reasons.

We will make sure that we include all people with Down syndrome in our network so no one is left behind.

Principles guiding our work:

(the things we must commit to in all our work)



We will learn together to make our work better in the future.

It is important that we learn from what goes well and what could be better.

We will make sure our network learns together to improve our work in the future.

This will help us to make the biggest change possible in the lives of people with Down syndrome.

Foundations of our work:

(the things we need in place so we can deliver our strategy)



Committed, skilled people in a welcoming and inclusive work environment.

To make a better world, we need passionate and talented people, including our staff, board members, and advisors.

Our team needs to have the skills and support they need.

We need to be sure that our team includes all different people and that everyone is welcomed and respected.



Strong, active leadership and effective management.

We need strong leaders who have great ideas, inspire other people and take us forward positively.

We need great managers who can make sure we work well together to achieve our goals.

Foundations of our work:

(the things we need in place so we can deliver our strategy)



Inclusive and effective communication.

We need to make sure our network communicates well with each other and with people outside the network.

We need clear, easy-to-understand communication so everyone in our network can take part and share their ideas.

This will help us work together to make the world better for people with Down syndrome.

Foundations of our work:

(the things we need in place so we can deliver our strategy)



Good governance by a network that represents people around the world.

Governance means the way an organisation makes important decisions about what to do and how to do it.

We need to make sure we have a clear and organised way to make decisions together as a network.

We need to make sure that members of our network from around the world have an equal say in decisions.



Sustainable funding and well-managed money.

We need to have enough money to pay for all our projects and costs.

We also need to look after our money carefully and plan for the future.

This will help us to be successful with our strategy and achieve our vision for a better world.

Our approaches to making change:
(the things we need to do)



Develop and share evidence, stories and examples of inclusion of people with Down syndrome.

Examples of people with Down syndrome being included help make change happen.

We will share examples of inclusion from around the world.

This will help our network to speak up for inclusion of people with Down syndrome.



Empower people with Down syndrome and their families to speak up for their human rights.

People with Down syndrome and their families know best what needs to change in their communities.

We will support them to understand their human rights and have the power to speak up and take action.

Our approaches to making change:
(the things we need to do)



Support Down syndrome organisations to become stronger and more inclusive.

People with Down syndrome and their families have a stronger voice when they work together as Down syndrome organisations.

We will support Down syndrome organisations to include everyone and be strong enough to improve the lives of people with Down syndrome.



Build and lead partnerships with important people, groups and organisations.

We can make bigger changes to the world if we work together with other people, groups and organisations.

We will work together with the people, groups and organisations that our network needs to change the world.

This is often called a partnership.

Our approaches to making change:
(the things we need to do)



Coordinate advocacy for the human rights of persons with Down syndrome.

Our network will make a bigger positive change if we all speak up for human rights together.

We will bring our network together to work on shared goals with shared messages.

Our goal:



People with Down syndrome and their families around the world have a say in all laws, policies and other decisions that affect them.

People with Down syndrome have the right to have a say in all decisions that affect them, including on laws and policies.

Our Goal is to make sure people with Down syndrome and their families around the world can do this.

Over time this leads to:



Communities that respect and include people with Down syndrome.

Communities often do not respect people with Down syndrome and exclude them from community life.

We want to make sure that communities respect and include people with Down syndrome.



Laws and policies that protect and promote the rights of people with Down syndrome.

Laws and policies are the rules put in place by governments.

Laws and policies often treat people with Down syndrome unfairly and stop them from being included.

We want laws and policies that protect and promote the rights of people with Down syndrome.

Over time this leads to:



Systems and services that are accessible and include people with Down syndrome.

Systems are the ways that things are organised in a country or community, while services are individual tools and actions that help people live their lives.

We want systems and services that are accessible and include people with Down syndrome like everyone else.

This contributes to our vision for the world:

(how we want the world to look in the future)



A better world where all people with Down syndrome are fully included in society.

We want to change the world and make it better.

We want to see a better world where people with Down syndrome are fully included in society.

Speak up with us!

Join the global Down syndrome network today.

Sign up at www.ds-int.org/sign-up-speak-up

Down Syndrome International