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Strategic Directions to 2040 and Strategic Plan 2018-2021

98%

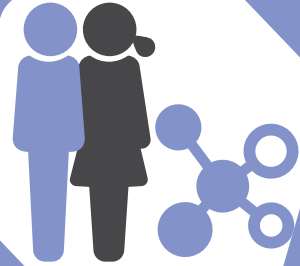
of Australians have heard of autism, and...

85%

of Australians have personal contact with an autistic person, yet only...

29%

of Australians agreed that they have a good understanding of how to support autistic people.



Message from Chair and CEO

Amaze began its life as an association established in the late 1960s by families of autistic people. For 50 years, Amaze has continued to provide information, advice and support for autistic people, their families and supporters, autism researchers, health professionals and services in Victoria.

After undertaking extensive consultation with our community in 2014, it became clear that the expectations of Amaze were centred in three main areas:

1. Raise awareness of autism,
2. Provide independent and credible information and support (including the National Disability Insurance Scheme) to autistic people and their families and supporters, and
3. Advocate to governments and the broader community to influence positive systemic change to improve the quality of life for autistic people.

In mid-2015, we released Strategic Directions to 2040, a 25 year strategic plan with this social impact goal - Amaze aims for a society that respects the dignity of every autistic person and offers them real opportunities to participate and contribute.

The plan articulated our approach to achieving this social impact goal, through three main outcome areas.

1. Increasing awareness and understanding of Autism within the Victorian community
2. Improving attitudes and behaviours towards autistic people
3. Increasing opportunities for meaningful participation and valued contribution for autistic people

What we achieved in Amaze Strategic Plan July 2015 – June 2017

The first stage of that plan outlined 18 indicators of success to be achieved in two years, all of which were achieved. Some of the highlights in this period included:

- Three short films of a new annual campaign Spectroscopic: Stories of Autism that were screened in Village cinemas in Victoria and Tasmania in 2015, 2016 and 2017 and viewed more than 100,000 times.
- Two Australian-first research studies commissioned : Community attitudes and behaviours towards autistic people and Experiences of autistic people and their families in the community (2017)
- A number of major submissions to Governments including the Victorian Parliamentary Inquiry into Services for People with autism; Victorian government review of Program for Students with a Disability and the Productivity Commission Review of NDIS Costs. These submissions were all informed by the experience of the Victorian autism community, with over 1,000 contributors to Amaze's consultation.
- Amaze was a member of various advisory committee roles including Department of Education Disability Reference Group, Victoria Police Disability Reference Group, NDIA CEO Forum and the Victorian Government NDIS Skills Forum.
- Skill building for community organisations to improve their practice and services for autistic people including Museum Victoria, Parks Victoria, St Vincent's Private Hospital and Maroondah City Council.
- 26,919 contacts with the Amaze Autism Information Advisor telephone/email service (July 2015 and April 2017), with customer satisfaction ratings of 99%.
- 249,452 downloaded information and fact sheets from amaze.org.au (July 2015 – April 2017).

Amaze Strategic Plan 2018 to 2021

This Plan is for the three year period 2018-2021 and comprises two sections:

Section 1: strategic statements and the three measurable outcomes for Amaze to 2040, approved by the Board of Directors in 2015. These set the long term direction for the organisation and will be reviewed annually to ensure they continue to align with evidence and organisational aspirations.

Section 2: the three year rolling plan of operational activities and resources required to achieve the strategic outcomes. This plan will be reviewed annually by the Board and will form the reporting template back to the Board on progress against the strategic outcomes.

Who is Amaze?

Amaze sees its role as facilitating and amplifying the voices of those with the lived experience of autism, believing autistic people and their families to be the experts in what they need to live a quality life.

In the last two years, we have actively engaged these people to guide the way our organisation works and how we design our programs and activities. In 2016 Amaze appointed its first autistic board director and three autistic board observers and featured 25 autistic speakers at the Victorian Autism Conference in 2016 shifting the purpose of this conference from being 'about autism' to being 'for autism'.

Our future aims – Amaze Strategic Plan 2018-2021

Developing a plan and setting goals and targets is just one part of the journey. Tracking our progress and being accountable to our community is of critical importance to us. Our future work is presented in this Plan and builds on the first two year's achievements.

The plan's three outcome areas remain relevant with some slight shift in focus:

1. Increase understanding, engagement and acceptance of autism by the wider community;
2. Influence positive systemic change through governments and the media to improve attitudes and behaviours towards autistic people and their families;
3. Build the skills of private, public and community organisations to create more autism-friendly environments and build the capacity of autistic people and their families to advocate for their needs.


Our research has shown that 85% of the Australian community has a personal connection with autism and almost one in six people have a close relative who is autistic. As such, awareness of autism is high; building understanding and acceptance of autistic people's needs is the higher priority. Amaze will also increase its direct engagement with autistic people to inform our work and encourage the wider community to do the same.

We will also expand our priority focus areas (access to diagnosis, education, employment, NDIS) to include mental health and women and girls as both of these issues are growing in importance within our community.

We have evolved our position on the way we describe autism which has been informed first by feedback from autistic people as well as research from the UK. This has shown a preference for identity first language, such as "autistic", as it places autism as intrinsic to a person's identity and as such, we have chosen to adopt the term 'autistic person' in place of 'people on the autism spectrum'.

Finally, we have revised the Principles under which we work to list '*Autistic People & Their Families at the Centre*' as a commitment that those with the lived experience of autism and those with direct experience of caring for autistic people, are actively engaged and involved in our work. Amaze recognises our position to advance the participation in, and contribution to, society by autistic people. As our new brand position states, together we are shaping a positive future for autistic people.


Shannon Eeles
Chair


Fiona Sharkie
Chief Executive Officer

In 1967, a group of parents who were struggling to find ASD resources, set up the 'Victorian Autistic Children's and Adult's Association'. It provided a central information source and supported individuals and their families. The organisation was renamed 'Autism Victoria Inc' in 1999 and again renamed Amaze in 2013.

Today Amaze is the peak body for autistic people, their families and supporters in Victoria.

Amaze's main work is to improve the quality of life and outcomes for autistic people and their families undertaken in the following activities:

- Providing independent, evidence based information on autism to autistic people, their families and supporters, autism organisations and researchers, business and community organisations, the media and government through a variety of channels including the Autism Information Advisor telephone service, providing practical resources through the Amaze website and offering forums and training;
- Consulting with 18,000 members of the Victorian autism community and writing policy advice and submissions to state and federal governments to ensure the needs of autistic people and their families are voiced and heard to influence positive systemic change.
- Commissioning social research studies to measure and monitor the community's level of understanding of autism (including belief in myths and misperceptions) as well as the experiences of autistic people and their families in society (discrimination, stigma, social and economic participation)
- Developing campaigns such as *Spectroscopic: Stories of Autism* to improve autism literacy in the wider community through the voices of autistic people and their families to increase understanding of how individuals and organisations can better support autistic people.
- Working with private, public and community organisations as 'inclusion partners' to create more autism-friendly environments (sensory sensitive physical spaces and trained staff who understand and can support the communication and cognitive needs of autistic people).

i am understood

Our Assumptions

The environment for Amaze, and for autistic people is dynamic. Below are the assumptions upon which we have based this plan. These assumptions are subject to review and adjustment over time as new evidence and knowledge emerges.

Assumption 1:

There are significantly more autistic people diagnosed in Australia today, and particularly increasing numbers of women, girls and adults and this is highly likely to continue to rise.

Assumption 2:

Whilst the publically available data about autism is scant, we do know that measures of social determinants for social and economic participation for autistic people are poor: in 2015, Year 10 or below is the highest educational attainment for 35% of autistic people (vs 17% of total population); labour force participation of autistic people of working age (15-65) was 40.8% (vs 83.2% of total population).¹ The need for increased advocacy for system reform is significant.

Assumption 3:

Autistic people only represent around 5% of people with whom Amaze regularly engages directly, and therefore Amaze needs to do more to hear and represent their voices by engaging effectively with them to inform and guide our priorities and activities.

Assumption 4:

The NDIS is the single biggest social policy reform for people with disability and will dramatically change the landscape in which we operate. As at June 2017, autism was the second highest primary disability of participants receiving NDIS funded supports - 23% of Victorian participants, and 29% of National participants². We expect the proportion of autistic NDIS participants to remain high and as such need to ensure the Scheme is delivering for autistic people.

Assumption 5:

We recognise not all autistic people will be eligible for funded support from the NDIS. We must therefore ensure all mainstream service systems and private and community service organisations are inclusive of and accessible to autistic people.

Autism and Neurodiversity

By Steve Silberman - author of *Neurotribes - The Legacy of Autism and the future of Neurodiversity**

Our society is currently undergoing a rapid evolution in its understanding of autism, prompted by input from autistic adults and a growing understanding of the fact that many of the difficulties that autistic people face in their daily lives are not 'symptoms' of their autism, but the harmful effects of a society that fails to provide autistic people with adequate forms of support, resources and accommodations.

One primary catalyst for this evolution is the concept of neurodiversity, developed in the late 1990's by a graduate student in Australia, Judy Singer.

From the perspective of neurodiversity, conditions like autism, dyslexia and ADHD are not errors of nature that need to be fixed; instead, they're expressions of natural variations in human cognition that can convey extraordinary gifts as well as challenges. These variations add resilience and versatility to the human species as a whole, much as biodiversity in a community of organisms such as a rainforest enables that community to meet challenges posed by changing environmental conditions.

By viewing autism as a common disability that has been part of human civilization for millennia, rather than as a mysterious aberration of modern times, society is better equipped to allocate scarce resources and invest in research that aims to make the lives of autistic people and their families happier, healthier and more secure, rather than focussing solely on long term research designed to eliminate these variations in the far future. Also key to the concept of neurodiversity is seeing autistic people as disabled rather than 'disordered', who deserve the same levels of support and accommodations as people with physical disabilities.

The neurodiversity movement has united autistic people, parents and advocacy organisations in the common goals of battling stigma and dismantling systemic forms of discrimination to secure civil rights and a full range of opportunities for all people with cognitive disabilities.

Much work needs to be done to achieve this worthy goal. Employment, education and housing opportunities for autistic people are still limited and a wide range of service providers in public life - including police, health care staff, airline employees, restaurant and hotel workers, job recruiters and teachers - still need to be educated about the needs of autistic people and the gifts they have to offer our society. The families of autistic people also deserve much more support so they can live their lives without constant stress and struggle to provide their loved ones with the care they deserve.

Building a more humane and compassionate world for autistic people will make it a better world for everyone - a place where every person has an equal chance to lead a participating and contributing life.

*Steve Silberman is the author of the multi award winner book "Neurotribes - The Legacy of Autism and the Future of Neurodiversity" released in 2015. Researched and written over 15 years, Neurotribes broke new ground in viewing autism differently and challenging our broader society to take responsibility for building greater acceptance and understanding towards people who think differently. Steve was the key note speaker at the All In Victorian Autism Conference in 2016.

1 ABS (2017) *Autism in Australia* 4430.0 Disability, Ageing & Carers, Australia: Summary of Findings 2015.
2 NDIA (2017) Quarterly Reports, 30 June 2017.
National report. <https://www.ndis.gov.au/medias/documents/hb4/h40/8804368711710/COAG-DRC-Quarterly-Report-June-2017-Q4.pdf>
Victorian Dashboard June 2017
<https://www.ndis.gov.au/medias/documents/h16/h62/8803452583966/VIC-Dashboard-30-June-2017.pdf>



What is Autism?

A diagnosis definition

Autism Spectrum Disorder (or ASD) is a neurodevelopmental disability with symptoms that appear early in life. We use the terms “the autism spectrum” and “autism” in this Strategic Plan to refer to this group of conditions including autism, autistic disorder and Asperger’s.

The term “spectrum” is used to describe the range of characteristics and abilities found in autistic people, as well as developmental changes, such as improvement in language ability, which might occur over time.

Autism is not a disease. People are born autistic and remain so all their lives. The way autism affects people may change over time as a person grows and matures. Approximately 1% of the population are autistic. Currently, three times as many males are diagnosed as females.

Every autistic individual is different, but these features are present in some form:

- **communicating and interacting with other people:**
 - Sharing interests and emotions. This can range from a lack of interaction to wanting to interact, but not knowing how to do it in an appropriate way.
 - Using and understanding non-verbal communication, such as body language, eye contact or facial expressions.
 - Making friends, maintaining friendships and adjusting behaviour to different social situations.
- **repetitive routines in behaviour interests or activities:**
 - Repetitive speech, movements or use of objects.
 - Routines, rituals or resistance to change.
 - Interests that are very intense or narrow in focus.
 - Being either over- or under-sensitive to sounds, smells, tastes, textures or visual stimuli. Often the same person will be over-sensitive to some things and under-sensitive to others.

Autism may be present with other conditions and it is important to understand the implications of this for each person. For example autistic people may also be diagnosed with an intellectual disability, language delay, epilepsy, Attention Deficit Hyperactivity Disorder, anxiety or depression. Furthermore, no two autistic people are alike. In practical terms this translates into each autistic person having diverse needs for support in different areas of daily life to enable them to participate and contribute meaningfully to their community.

Our Language

Language is powerful. The language we use is important because it helps change attitudes towards autism. We have given careful consideration to the language we use in this plan.

We respect the rights of all individuals with a lived experience of autism to choose the language that most powerfully represents the way they identify with autism.

We also recognise that there are differing views within the autism community about how to describe autism. Many people support identity first language, such as “autistic”, as it places autism as intrinsic to a person’s identity and character. Others support person-first language, such as “person with autism”, because it places the primary focus on the individual and thus respects their identity as a person.

Recent research from the United Kingdom³ examined the preferences of autistic people, their families, friends and professionals around the language used to describe autism. The findings confirmed that there is no single term that everyone prefers. However, they suggest a shift towards more positive and assertive language, particularly among autistic communities where autism is seen as integral to the person. This shift in preference is consistent with the feedback Amaze has received recent years from the Australian autistic community.

To reflect this preference, Amaze will adopt the use of the term ‘autistic person’ in place of ‘person on the autism spectrum’.

We are aware that the terms “high functioning”, “low functioning”, “severe” and “mild” are often used in an attempt to describe the extent of the challenges experienced by autistic people. However, as described above, every autistic people has different strengths and challenges. Amaze therefore avoids use of these terms because we believe the terms “high functioning” and “mild” invalidate the difficulties an autistic person may experience, and the terms “low functioning” or “severe” may ignore their strengths and capabilities.

We recognise that our community is comprised of people with a diverse range of talents and challenges. We emphasise that our purpose is to serve all autistic people, regardless of their specific diagnoses, capabilities and challenges.



³ Kenny, L., Hattersley, C., Molins, B., Buckley, C., Povey, C., Pellicano, E. Which terms should be used to describe autism? Perspectives from the UK autism community (2016) Autism Vol 20(4)

Section One: Amaze Strategic Statements



**i am making a better
world for autism**

Our Social Impact

Amaze aims for a society that respects the dignity of every autistic person and offers them real opportunities to participate and contribute.

Our Purpose

We want every autistic person to have the opportunity to exercise their own choice to participate meaningfully in, and make a valued contribution to, our society.

We build understanding, engagement and acceptance of autism.

We develop community capacity by working with others to help them value and support autistic people and their families.

Our Timeframes

We aspire to achieve our bold outcomes by 2040:

Experience suggests that it takes a generation (25 years) of concerted effort by advocates, engaged community members and other institutions or organisations to achieve measurable attitudinal and behavioural social change of any magnitude.

We recognise that some gains have already been made in terms of awareness and public policy about autistic people. In particular, the Federal Government's landmark policy and funding initiative "Helping Children with Autism" in 2008 was a steep change in raising awareness and access to financial and other supports. The National Disability Insurance Scheme (NDIS) will be fully rolled out by 2020 and is providing greater support for autistic people.

But we still have much work to do.

We began this journey in 2015. This updated AMAZE Strategic Plan and will take us to 2021. This gives us 19 years to achieve our bold social impact aspiration. We need everyone in the community to help us get there. By working together we have the very best opportunity to improve the quality of life and outcomes for autistic people and their families.

Our Principles

These principles underpin our decision making and the ways Amaze board, staff and volunteers approach their work.

1. Autistic People & Their Families at the Centre – We embody the motto "nothing about us without us". We act as a facilitator to ensure the voices and needs of autistic people and their families/supporters are heard in the wider world. We proactively engage with autistic people and their supporters to inform our priorities, how our organisation is governed and operates, and how we design and deliver our activities. We actively work to improve attitudes and behaviours towards autistic people and their families/supporters.
2. Collaboration and Partnership. We recognise that we cannot achieve our social impact goals alone and so we actively seek out like-minded people and organisations as partners.
3. Courage and Independence. We condemn any discrimination and ableism used to stigmatise or invalidate the life experience of autistic people. Whilst we adopt a practice of partnership, the needs of autistic people and their families will always come first, and we will speak out and challenge any government or organisation's policy or practice that compromises autistic people.
4. Evidence based. We seek data and evidence to underpin decision making and we measure the outcomes of our work wherever possible. We advocate for greater collection of and accessibility to, data from public institutions that measure and track outcomes for autistic people and result in greater accountability.

Our Outcomes

Outcome 1.

Community understanding of autism in Victoria increases over time.

An increasing percentage of Victorians understand the key facts about autism.

Outcome 2.

Attitudes and behaviour towards autistic people by the Victorian community (government, private and social sectors) improves over time.

An increasing number of institutions build their capabilities to positively engage with autistic people.

Discrimination decreases.

Outcome 3.

Opportunities for meaningful participation and valued contribution increase for autistic people.

Choices and opportunities for autistic people are increasing.

How we measure our impact

Achieving these outcomes will require a comprehensive and collaborative effort between governments, private and social organisations and the public all playing a role. The Amaze Board's Research, Monitoring and Evaluation Committee (RMEC) will develop and design the detailed measures against which we can assess our progress in fostering societal and behaviour change.

One of the first steps has been to ensure that we have robust baseline data. The inaugural "AMAZE Community attitudes and behaviours towards autistic people" and "Experiences of autistic people and their families in the community" Surveys were conducted in 2017. The findings from this research have informed this plan and the initiatives we will undertake over the next 3 years. These surveys will continue to be conducted to inform our work, ensure we place our efforts where the need is greatest and measure our social impact.

Our Accountability

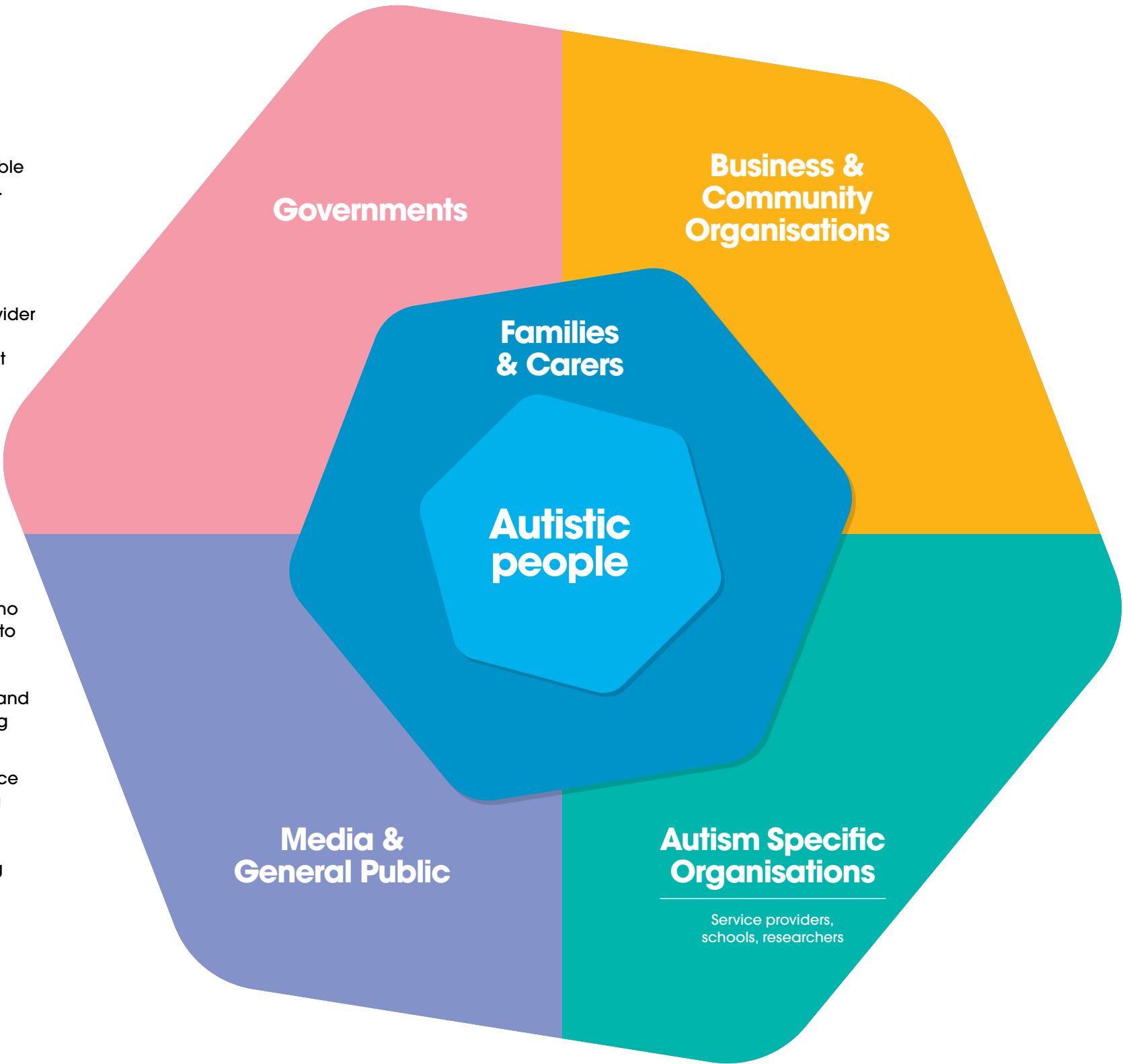
We are committed to working openly and transparently and hold ourselves accountable to the autism community and wider society.

The autism community is diverse and is represented by autistic people, family members, carers and supporters, autism-specific organisations, businesses and community groups, governments and the wider world. Stakeholders may be part of one or more of these groups; for example, a parent of an autistic person may also be autistic.

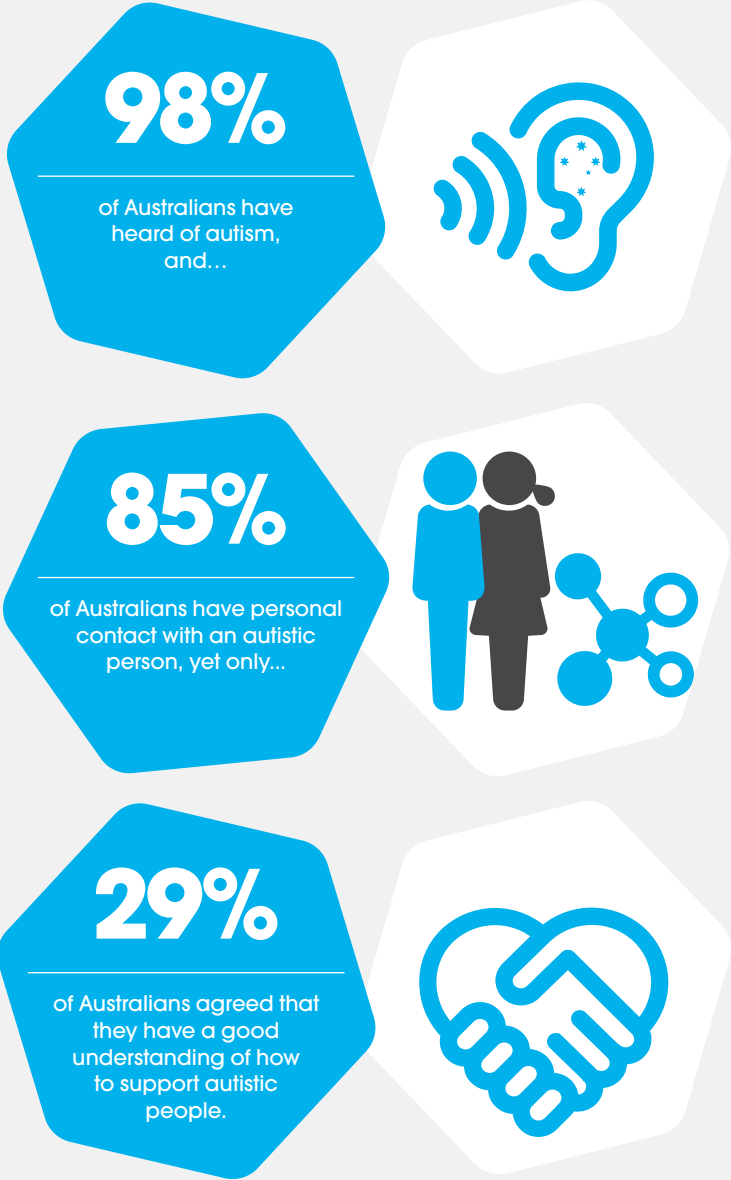
Achieving measurable impact and reach and ensuring Amaze's long term sustainability are our most important priorities.

Amaze must secure \$1 million of additional funding each year to fund our core operating costs to ensure its longer term viability and sustainability to achieve our strategic goals. We will seek out pro-bono support from individuals and organisations to provide goods and services we need to operate. We operate in a financially sustainable manner with the Amaze Board and its Finance Audit & Risk Committee reviewing financial performance monthly.

We have a strategic Fundraising Plan in place that directs how we finance our work from a mix of funders including philanthropic foundations, community donations and events, our fee for service capacity building activities and from all tiers of government (commonwealth, state and local).

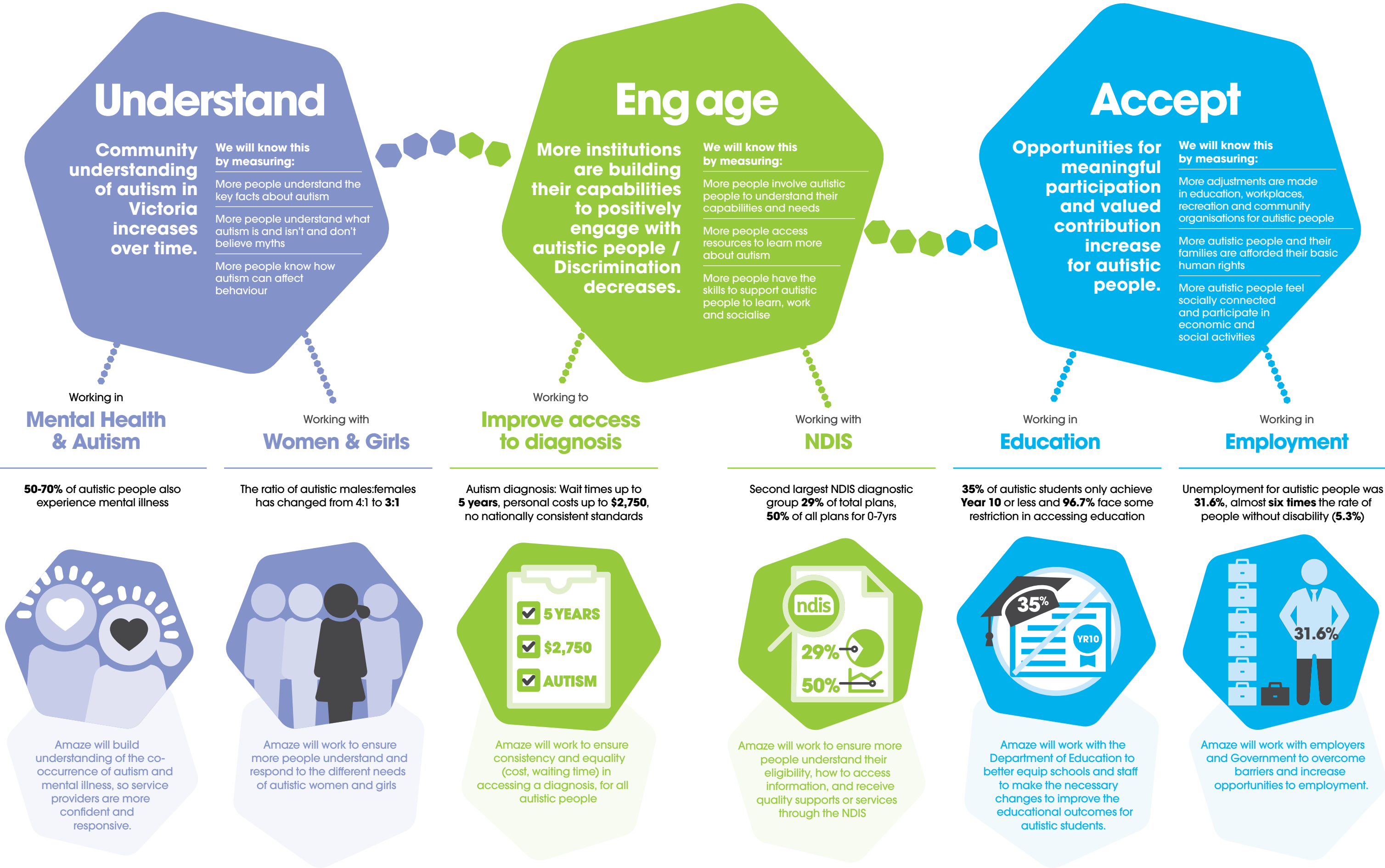


In the next 3 years to 2021, we will focus on making change in all parts of society to improve the lives of autistic people.



Our Reach & Impact

Amaze conducts national "Community Attitudes to Autism" study and "Experiences of autistic people & their families/ carers" Victorian survey at regular intervals to assess changes in society's attitudes and abilities to understand, engage and accept autism. In 2017, the first of these studies was conducted and the findings guide Amaze's future planning and initiatives and provide a baseline data from which we can measure change over time. At the time of publication, Amaze has not released the results of these studies. Over the coming months Amaze will release these results, and they directly correlate with the below measures and will be populated with baseline data.



Section Two:
Amaze
Strategic Plan
2018 – 2021



i am taking action

Outcome 1

Community understanding of autism in Victoria increases over time

Build understanding of autism in the wider world



Indicators of success	Outputs by 2021
1.1 An increasing percentage of Victorians understand the key facts about autism	2nd Community Attitudes & Behaviours Towards Autism survey completed 2021.
1.2 Reduction in the number of people who believe myths about autism.	2nd Experiences of Autistic People and Families in the Community Study will be conducted by 2021.
1.3 Increasing number of autistic people, families and supporters report reduced stigma and improved social connectedness and participation in economic and social activities	Data from both surveys is used extensively in advocacy to governments, generating media exposure and public campaigns.
1.4 Unpaid media exposure on autism increases annually. <ul style="list-style-type: none"> Increase in positive portrayals of autism in all media 	Full Communications Strategy to be developed, funded and rolled out. Media tracking of autism stories shows increase in reporting against positive portrayals of autism and Amaze policy priorities. Autism media kit for journalists created and disseminated. Autism talent bank (autistic people and family members) for media interviews established.
1.5 Community support for World Autism Awareness Day (WAAD) increases each year via annual Spectroscopic event. <ul style="list-style-type: none"> Minimum 20 autistic people contribute films each year Increased distribution and viewing of film Increased media coverage Increased schools and corporate support 	<i>Spectroscopic: Stories of Autism</i> campaign growth plan developed and funded each year.
1.6 Increasing number of people access information and resources from Amaze.	<i>Autism Information Advisor Services</i> is expanded to become the <i>Amaze integrated Autism Information & Support Service</i> and is funded and developed as a multi-modal (digital and telephone*) information source providing content for autistic people, families and carers, wider society.

Outcome 2

Attitudes and behaviour towards autistic people by the Victorian community improves over time.

Influence systemic change in government, private and social sectors

Indicators of success

- 2.1** Existing legislation, regulation, policy and practice in government and community services are improved to better serve autistic people and their families.
- Amaze policy advice is increasingly requested for by Commonwealth and State governments and their agencies.

Policy Priority 1: Access to diagnosis

- 2.2** Access to diagnosis for autistic people occurs within 3 months of request.

Policy Priority 2: NDIS

- 2.3** Access to disability specific services and supports (NDIS) improve for autistic people.

Policy Priority 3: Education

- 2.4** Education outcomes for autistic students improves.
Ref: 35% of autistic people reach Year 10 or below; 40% only reach Year 12, and 25% go on to further/higher education (ABS 'Autism in Australia' 2015).

Policy Priority 4: Employment

- 2.5** Increase workforce participation of autistic people.
Ref: 31.6% of autistic adults are unemployed, compared to 10% with disability. (ABS 'Autism in Australia' 2015).

Policy Priority 5: Autism & Mental Health

- 2.6** Increasing numbers of people in the mental health service system understand the co-occurrence of autism and mental health and what the best supports, services responses and practices exist.

Policy Priority 6: Women & Girls

- 2.7** Increasing numbers of the community understand the differing needs of autistic women and girls and how to adequately respond to these.

Outputs by 2021

Amaze Policy Manifesto 'Driving Change' updated biannually with latest evidence and input from autistic people and their families/carers.

Submissions and policy advice provided against key policy priorities (access to diagnosis, NDIS, education, employment, mental health and women and girls) leads to Victorian government commitment to a Victorian Autism Plan.

Amaze is an active participant in supporting the AABASD & the Australian Autism Alliance in its national advocacy efforts (specifically about NDIS) through policy advice and media activity.

Amaze Experiences of Autistic People and Families in the community reveals improvements in wait time, cost and access for children and adults.

Data from survey used extensively to advocate to governments through policy advice.

Amaze Experiences of Autistic People and Families in the community reveals improvements in levels of support for autistic people and their families.

Data from survey used extensively to advocate to governments through policy advice provided to NDIA.

Logic Mapping project funded and completed to determine essential features and education and well-being outcome measures needed for an effective education system for autistic students.

Amaze Experiences of Autistic People and Families in the community data used in Amaze Report Card on education status of autistic students and progress on 25 Recommendations of the Victorian government's PSD Review.

Create a report to reduce the gap in workforce participation between autistic people and general population.

Amaze provides policy advice to Government and employers on increasing employment of autistic people.

Partnerships established with mental health organisations and researchers to increase knowledge of mental health sector and autistic people and their families/carers.

Partnerships established with relevant organisations, researchers and clinicians to increase knowledge of autism in women and girls for autistic people and their families/carers and broader community.

Outcome 3

Opportunities for meaningful participation and contribution increase for autistic people.

Build the skills of autistic people, their families and the wider world



Indicators of success	Outputs by 2021
3.1 Building skills of autistic people and families to advocate for their needs to be able to participate and contribute.	<i>Integrated Amaze Autism Information and Support Service</i> funded and developed as a multi-modal (digital and telephone) information source providing content for autistic people, families and carers, wider society.
3.2 Autistic people and their families are engaged to work with Amaze to build skills of the wider world.	Develop Community Engagement Framework to engage and involve autistic people and their families in the design and implementation of Amaze's activities.
3.3 Autistic people and their families can access and benefit from peer support.	Peer to Peer support model of best practice program is developed, tested, evaluated and disseminated.
3.4 Amaze supports new autistic led organisations.	Amaze scopes 'incubator'-type role to support newly emerging autistic led ventures.
Building skills of the wider society to support autistic people and their families.	
3.5 There is an increased understanding and competency of private, public and community organisations on how they can support autistic people and their families as part of operating their businesses/services.	Amaze develops a suite of resources (training, forums, on-line education, fact sheets, guides, tools etc) for wider society to build skills and make adjustments to support autistic people (at individual and organisational levels) and their families.
3.6 Amaze is increasingly sought by workplaces, entertainment and recreational organisations and other sectors to provide advice on creating autism friendly environments	Amaze delivers training/skill building to 5 mainstream organisations per year.
3.7 Amaze Capacity Building Program increases its reach and impact.	Amaze recruits 3 mainstream organisations as 'inclusion partners'. Amaze develops a business model and Training Business Plan to drive reach and impact & financial targets.

Appendices

United Nations Convention on the Rights of Persons with Disabilities

Adopted 2006; entry into force 2008; Australia 2008.

To promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

Paradigm shift : from “objects” of charity, medical treatment and social protection; to “subjects” with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of society.

National Disability Insurance Scheme Act 2013

Objects:

- c) support the independence and social and economic participation of people with disability;
- e) enable people with disability to exercise choice and control in the pursuit of their goals and the planning and delivery of their supports; and
- g) Promote the provision of high quality and innovative supports that enable people with disability to maximise independent lifestyles and full inclusion in the mainstream community; and
- h) raise community awareness of the issues that affect the social and economic participation of people with disability, and facilitate greater community inclusion of people with disability;

National Disability Strategy 2010-2020 – Endorsed by the Council of Australian Governments (COAG) in 2011

A ten-year national policy framework for improving life for Australians with disability, their families and carers. It represents a commitment by all levels of government, industry and the community to a unified, national approach to policy and program development.

Actions taken under the Strategy to improve the accessibility of mainstream services for people with disability will complement specialist disability services and programs currently provided by Commonwealth, state and territory governments, including those provided through the National Disability Insurance Scheme.

i am accepted



Join our community

You can stay up to date with Amaze by signing up to our fortnightly newsletter eSpectrum. It provides important detail on Amaze's activities, news, in-depth feature articles and lots of handy information.

Sign up at www.amaze.org.au/get-involved/espectrum

Become an Amaze Future Shaper

Amaze is leading the way in championing the equal participation and contribution of autistic people to society. You can help us to shape a better future for autistic people by making a donation and becoming an Amaze Future Shaper.

Donate here www.amaze.org.au