

A close-up portrait of a woman with blonde, slightly messy hair, smiling warmly. She is wearing a bright yellow high-visibility jacket with dark blue accents. The background is a blurred indoor setting, possibly a library or office, with shelves and papers visible. The overall tone is positive and professional.

Partnership Proposal

the
achieve
foundation



Cover: Rachel Ward, a supported employee who has worked with Achieve Australia since 2003.



the achieve foundation

The Achieve Foundation is a new organisation dedicated to realising social inclusion for people with disability. We raise funds, implement projects, and provide grants.

We want to create real and lasting change in three ways:

1. Build a philanthropic community committed to disability

Research commissioned by The Achieve Foundation found philanthropic investment dedicated to disability in Australia is small, fragmented and lacking a coherent vision. We want to build a philanthropic community to improve outcomes for all people with disability across Australia.

2. Change attitudes towards people with disability

The perceptions, preconceptions and expectations of other people affect every moment of the day for people with disability. Changing attitudes toward people with disability is key to making sustainable progress in realising true inclusion.

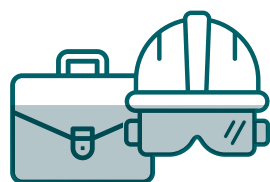
3. Change current approaches to housing

Home is the foundation of our sense of self, so home is where we must begin the task of dismantling barriers to social inclusion. The Achieve Foundation is interested in building a fit for purpose housing system. We want to consult with people with disability to find out what will meet their needs and then work with housing and service providers to create new models of housing and support.

What is the **problem** we are trying to **solve?**

About one in six people in Australia have a disability or about 4.4 million people. Overall, people with disability have lower education, financial, health and wellbeing outcomes compared to people without disability.

According to Australian Institute of Health and Welfare:



People with disability find it about twice as hard to get a job

as other Australians and more difficult to keep it. Only 48% of working age Australians with disability are employed, compared to 80% of people without disability.



People with disability have lower levels of access to preventative healthcare.

24% of people with disability experience health that is very good or excellent, compared with 65% of Australians without disability.



People with disability experience high/very high psychological distress.

32% compared with 8% of people without disability.



People with disability have experienced violence.

47% of people with disability over 15 compared with 36% of people without disability.





Dismantling the barriers to inclusion — the need for a new response

People with disability continue to experience discrimination and social exclusion in Australia. Social exclusion happens because of inaccessible spaces, mindsets and assumptions, not because of ‘impairments’. Creating an inclusive Australia is not a challenge for people with disability or for government alone. It’s a challenge, responsibility, and opportunity for us all.

Delivering a plan for social inclusion across the whole of Australia is a mammoth task. And while ultimate responsibility rests with Australian governments, the scale and importance of the work requires civil society and the private sector to step up. Delivering on inclusion will take the right strategies, cross sector collaboration and resources.

Didn’t the NDIS solve disability funding?

Yes, we have the NDIS, but while it is a world-leading reform, the NDIS is also narrow in scope. It provides less than 10% of people with disability in Australia with access to goods and services that support their daily life. It is not responsible for creating social inclusion.

On the upside, we are seeing more people with disability doing great work to promote disability pride in the public arena through sport, the arts and politics.

Diversity and inclusion are important to a strong society. Better ideas and breakthroughs happen when we bring groups of people with different ways of thinking and viewing the world to the same table. Social exclusion of people with disability inhibits their ability to achieve their goals and deprives us all from experiencing the value and richness of this diverse community.

Why the Achieve Foundation?

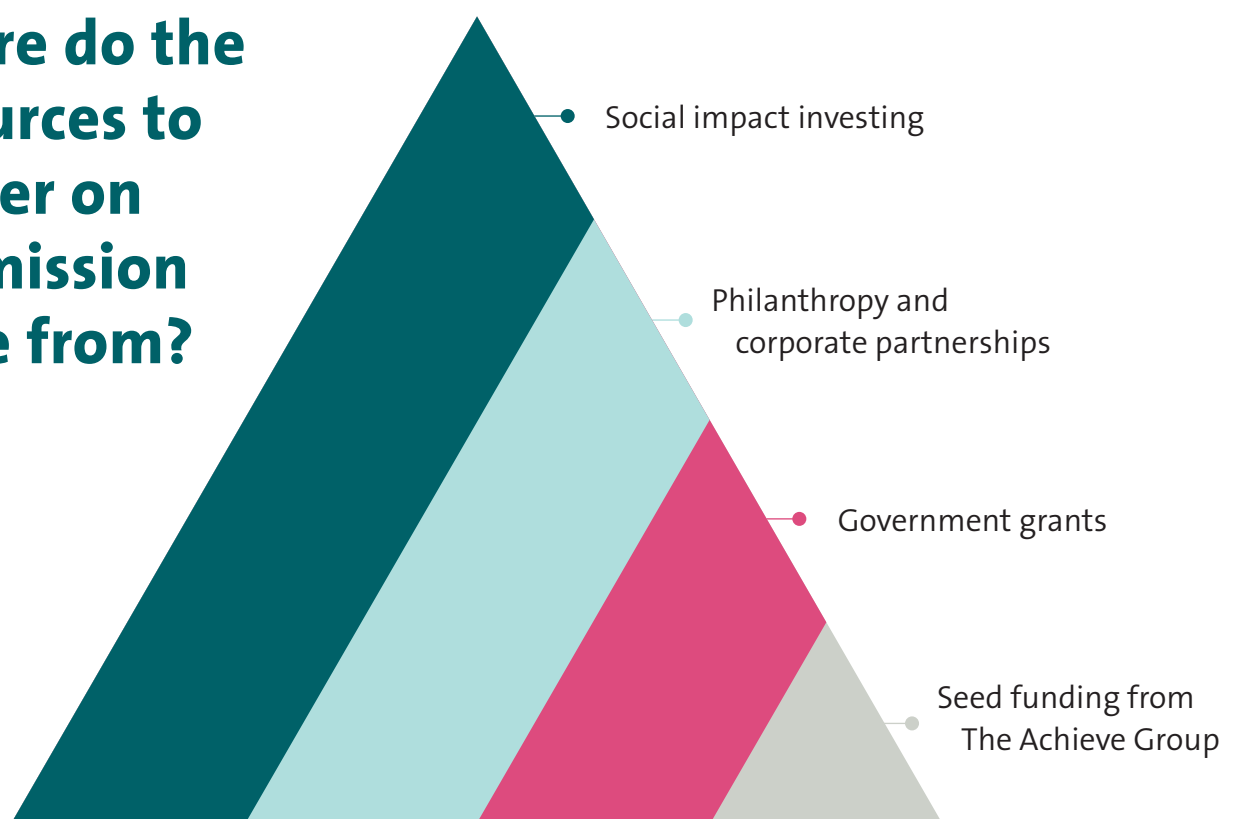
The Achieve Foundation is seeking to fill a gap in efforts to achieve social inclusion. We are the only organisation dedicated to building new philanthropic and social impact investments for disability through a deliberate and deep dialogue between investors, the disability community, service providers and researchers.

We aim to produce change at scale, to transform attitudes and reform the housing system to meet people's needs. Our relationship with a service provider – Achieve Australia – gives us the opportunity to find the real-world blockages and to test solutions before seeking to scale up. It also ensures that we don't just do the easy things but focus on how to ensure change works for people with complex support needs.

To deliver on our mission we have assembled a team of people with extensive experience in working in transformative programs in Australia and internationally.

Our directors and senior managers have experience across the disability, philanthropy, commercial, research and For Purpose sectors. To ensure we benefit from multiple perspectives we are assembling a team of ambassadors and advisers.

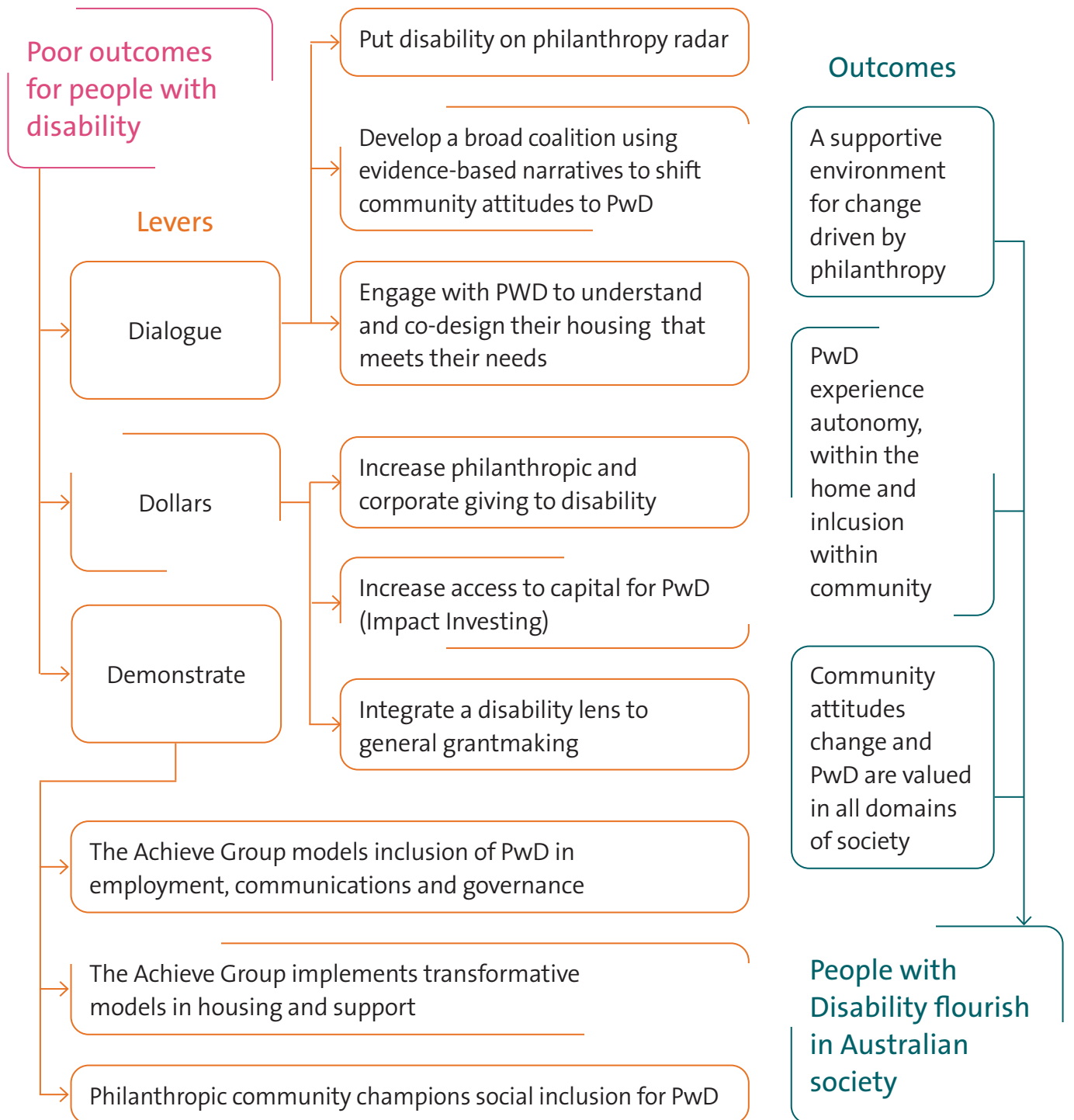
Where do the resources to deliver on our mission come from?



Outcomes and approaches

Our theory of change

This graphic represents our high-level plan for delivering on our ambition focussing on the levers of change. You will find a more detailed version that details how change will happen in Appendix 1.





Engagement and participation of people with disability

The Achieve Foundation is uniquely positioned at the intersection of the philanthropy, research, and the disability sectors. We facilitate conversation that drives innovation to promote disability inclusion. Critical to this conversation is the voice of people with disability, which we are committed to amplifying at all levels of the organisation.

We are taking active steps towards fulfilling this commitment.

This includes a commitment to having people with disability on our staff, as paid advisers, volunteers, on our board and in our supply chain.

We are committed to participatory processes in research and program development to ensure that the views, experiences and needs of people with disability are adequately and appropriately reflected in our work.

Our invitation

We want to partner with philanthropists who are interested in supporting the outcomes listed in the theory of change.

There are three options:



1. Fund the Foundation

To deliver on its mission, the Foundation is seeking funds to support our core operating costs. Philanthropists can choose to support a program of work – building the philanthropic community, attitudes and/or housing – or they can invest in supporting the organisation to focus solely on delivery of outcomes, and so alleviate the focus on funding sustainability.



2. Fund the creation of a philanthropic community that will catalyse greater investment in disability.

The Foundation is developing a series of products, including building a business case for disability, a Funders Network to promote peer learning and collective giving for greater impact and guide to inclusive governance in for purpose organisations.



3. Fund outcomes in the following areas:

Changing community attitudes:

The Foundation has partnered with global thought leaders in changing attitudes for social change, The FrameWorks Institute. This multi-year project will build the evidence-based approach to changing community attitudes, a coalition of partners and an implementation strategy that targets large institutions, such as employers and local governments.

Housing:

The Foundation will deliver a series of products to understand the needs and aspirations of people with disability, particularly those with complex communication support needs. We will use co-design to innovate across design and service models to build more options that address the needs of particular underserved groups. We will map the system that produces the status quo and build a roadmap to a fit for purpose housing system that supports both autonomy and inclusion.



Resource needs

Product	From Philanthropy
1. Fund the Foundation	\$1.5mn / year – core funding. Entry point of \$200k / year to fund leadership of a theme
2. Philanthropy for disability	
a. Business case for disability philanthropy	\$100k for the business case
b. Disability Funders Network (Community of practice)	\$200k for Funders Network set up
c. Disability Inclusion Fund (Pooled fund)	\$500k per year
3. Community Attitudes	
a. Phase 1: Completion of research that outlines evidence-based narratives that change attitudes	\$500k
b. Phase 2: Implementation with targeted large institutions to demonstrate change at scale is possible	\$2mn / year x 3 years
4. Housing	
a. National Survey On needs (with participatory design, targeted delivery and full accessibility)	\$1mn
b. Roadmap to independence and inclusion Systems map with levers for change	\$500k
Pathways for change (Phase 1)	\$500k
c. Solving the transitions crisis (corrections, health & OOHC) Cost of inaction report, quantifying the case for change	\$200k
d. Building service models that drive outcomes	Multiple options from \$30k - \$100k

Theory of Change

In Australia, **1 in 6 people** are estimated to have disability and have poor life outcomes when compared to people without disabilities.



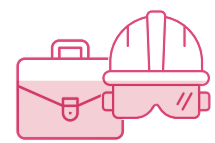
Only 24% of adults with disability experience very good or excellent health compared with 65% without disability



32% of adults with disability experience high/very high psychological distress, compared with 8% without disability



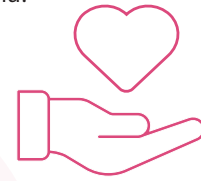
47% of adults with disability have experienced violence after the age of 15 compared with 36% without disability



Only 48% of working-age people (aged 15 to 64) with disability are employed compared with 80% without disability

Philanthropy has the potential to drive social change by focusing on solving key issues through catalytic resources that drive innovations and change complementing government.

Unknown – size of disability philanthropy in Australia. Anecdotally, we know there is a gap.



- Research showed
- > Disability is not on philanthropy's wider radar
 - > Current funder cohort is focused on single issue (condition, cause or affected group)
 - > Perception among funder community that NDIS 'fixed' disability



Make the philanthropic community aware

- > Data around philanthropy \$ for disability
- > Needs best addressed by philanthropy
- > Potential solutions for change



1. Integrate a disability lens: How are People with disability impacted by social issues and barriers?
2. Implement and model inclusive employment and governance
3. Leverage demonstration models to advocate for change

Make a business case to mobilise additional investment capital in disability:

1. Connect with philanthropists to raise disability as a priority
2. Connect with individuals and corporates to convert non-givers
3. Engage with Impact investors to develop models that impact disability outcomes
 - > Bring funders together to create Australian Disability Funders Network
 - > Develop and model social impact investment models within the Achieve Group to leverage and advocate for change

The current range of housing models for people with disability are not fit-for-purpose with respect to inclusion and community participation.



Current approaches to disability housing result from a patchwork of policy reforms generated 'for' rather than with People with disability. More emphasis is required to address this demand side deficit.

We propose an approach that seeks to build the understanding of the housing needs and aspirations of people with disability; co-designing options that create both independence and inclusion.

Undertake co-designed research to better understand what we mean by good disability inclusive housing and support models

- > What are the barriers and facilitators of good inclusive housing and support models?
- > Develop, pilot and evaluate new models within The Achieve Group
- > Leverage models with positive markers of inclusion for broader change
- > Develop and disseminate suite of resources to support practice and culture change in industry, sector and workforce



Map current systems to understand drivers of status quo

- > Identify drivers of reform in current system
- > Develop partnerships with individuals and organisations across sectors working to achieve improved inclusive housing and support models
- > Leverage systems-mapping, research and partnerships to reform/develop policy and funding models which meet the scope and need of adequate inclusive housing and support models.

Ableist attitudes across Australian society create barriers to social inclusion and full civic participation in all domains for people with disability.

Contact between groups improves intergroup relations and effects attitudinal change at the micro-level. To effect attitudinal and behaviour change at scale requires intervention at the level of large institutions

Build evidence base to understand what works to shift community attitudes at the micro level

- > Explore and test methods for adapting successful interventions to work on a larger scale

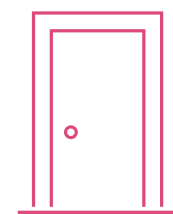


Map current national discourse about disability

- > Develop an evidence based counter-narrative and corresponding set of frames with which to shift community attitudes about disability
- > Develop a national strategy to shift community attitudes at the sector level, government and industry
- > Mobilise broad-based national coalition in ongoing and coordinated targeting large institutions (e.g. employers / Councils / service providers where we can test and implement to achieve scale.

Compared to people without disability, people with disability experience higher rates of unemployment and underemployment.

The gap in labour force participation rates between people with and without disability has widened in the 25 years to 2018.



The worsening labour force rates for People with disability are a result of an ineffective disability employment system combined with ableist attitudes. We propose to:

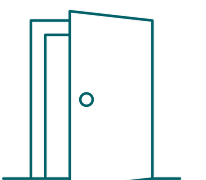
- > Reframe the dialogue
- > Map and review the employment systems and processes
- > Bring about behaviour changes to improve employment rates

The worsening labour force rates for People with disability are a result of an ineffective disability employment system combined with ableist attitudes.

Reframe the dialogue about employing people with disability and break down workplace misconceptions.

- > Map current disability and mainstream employment systems and processes
- > Targeted implementation of interventions in meso-level (e.g. employers) and macro-level (e.g. healthcare) organisations

Change behaviour and employment processes to increase labour participation rates for people with disability

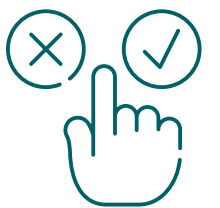


Philanthropic organisations have People with disability as leaders at all levels driving a disability lens across all giving

Adequate funding for disability organisations and projects drives innovation and sustainable solutions for government and market

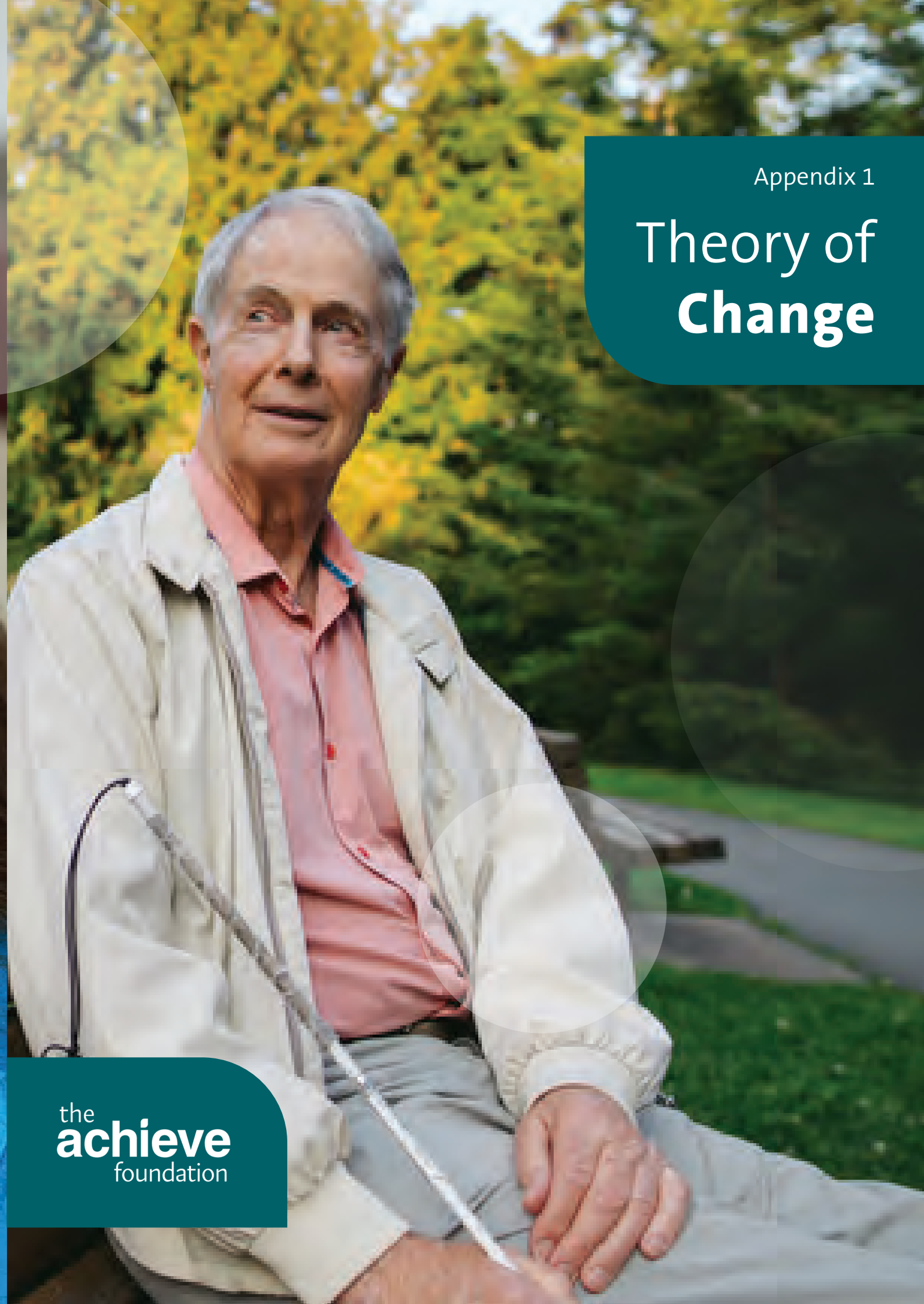
Reformed disability housing system produces Adequate and appropriate supply of disability housing and service models which offers people with disability safety, autonomy and sovereignty

People with disability report choice and control over decisions about where and with whom they live



Changed attitudes towards people with disability drive representation and inclusion in all domains of Australian society

People with disability flourish in Australia



Appendix 1

Theory of Change

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Designed by Blend Creative, a multi service graphic design studio that has been providing real work opportunities to designers with disability since 1990.
blendcreative.com.au

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