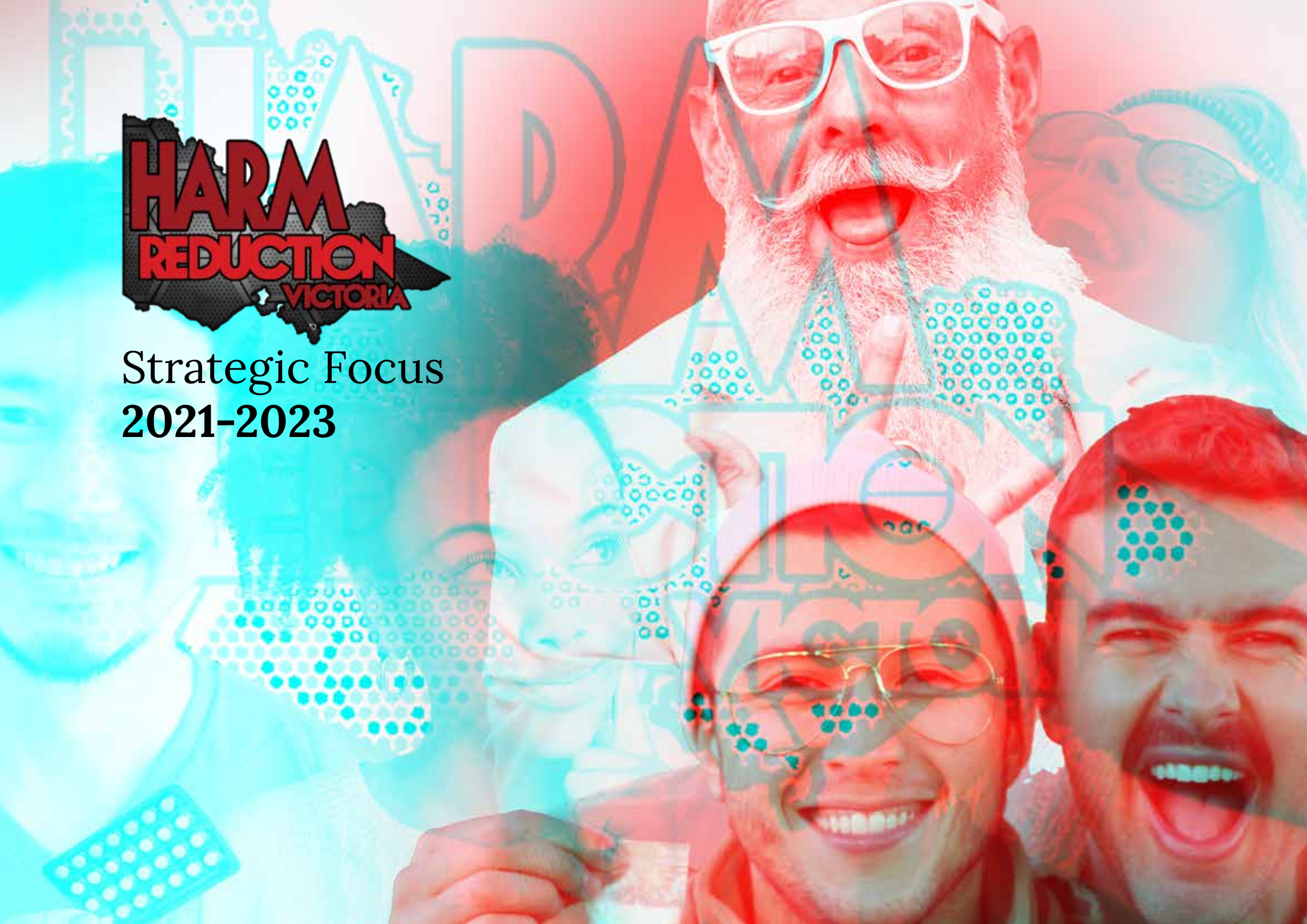




Strategic Focus
2021-2023





Community Ownership; Inclusion; Health Promotion and Human Rights; Partnerships and Excellence

Our values have driven Harm Reduction Victoria forward over our history and it is important they are reflected in our goals and our strategic focus, which we lay out in this plan.

This Strategic Focus document lays out our goals for the next 18 months. Strategic plans usually have a long-term horizon but as the world, our community and our organisation grapples with the impact of living in a time of pandemic, we know we need to add to our organisational foundations to ensure we are set up to thrive in an uncertain future.

The Strategic Goals set out in the following pages and organized with the W3 – What Works and Why framework for peer processes – are focused on building the organisation’s capacity to ensure continuous improvement and capacity to continue to innovate and be agile in a changing world.

These fine goals must be built upon our core work of engagement with our community – who must guide our decision-making and remain our reason for being.

We know that our key partners in the sectors in which we work can carry our influence wider and further than our efforts alone can, and so we will ensure that current relationships as well as new and emerging ones are nurtured and developed.

As we strive to meet these goals we will respect our values and our history, while travelling into an exciting future.

Our Values



Community Ownership and Accountability:

Through active engagement with our membership and constituent communities, HRVic aims to identify and serve the needs of people who use drugs in Victoria.



Inclusion:

HRVic respects & represents all people who use drugs in Victoria, regardless of gender, sexuality, age, disability, ethnicity or socioeconomic status.



“Nothing about us without us”:

HRVic asserts the right of people who use drugs to have a voice in decisions which directly affect our lives & to be involved in the response to drug use and associated harms in Victoria including drug related policies and programs.



Human Rights:

HRVic rejects all forms of arbitrary discrimination against people who use drugs. We believe that the stigma associated with drug use undermines human dignity & self-efficacy, & creates barriers to participation in the social, cultural & economic life of the community. We work towards the elimination of these destructive attitudes.



Excellence:

HRVic strives to be a model employer, to be accountable to our members & constituent communities for all of our actions, & to achieve optimal outcomes at all times.



Partnerships and Collaboration:

In order to respond more effectively to the needs of people who use drugs, Harm Reduction Victoria is committed to pursuing partnerships and strategic alliances with other community sector organisations built on shared goals and trust.



Our Vision

A world where all people are treated equitably and have the same opportunities regardless of their drug consumption practices.

Our Mission

To advance the health and dignity of, and social justice for, people who use drugs in Victoria.

Our Role

To create opportunities through which people who use drugs are empowered individually to realise their aspirations, meet their needs, and participate fully in society.

STRATEGIC GOAL 1:

To develop and maintain engagement with our community.

Priority 1: Engagement with Our Community

1. Consult and communicate with people who use drugs on issues of importance.
2. Provide high quality peer education to reduce injection- and drug-related harm.
3. Represent our community's needs and priorities and advocate for our community.
4. Be a strong community-governed organisation that is strategic and responsive to community.

STRATEGIC GOAL 2:

To build our internal capacity.

Priority 2: Adaptation within Our Organisation

1. Implement a continuous improvement quality management system.
2. Develop our internal corporate systems including IT, and governance capacity.
3. Develop and support our people to have a continuous improvement and growth mindset.

STRATEGIC GOAL 3:

Develop and implement new and innovative services and programs.

Priority 3: Alignment of Our Services

1. Undertake internal program reviews.
2. Create new ways of working within changing community environments.
3. Engage with new groups in new settings.

STRATEGIC GOAL 4:
Develop and maintain key
partnerships to support our
organisation.

Priority 4:
Influence through
Our Connections

1. Create new collaborations with new and existing partners.
2. Create organisational visibility within our new and emerging markets.
3. Sustain and build on our current partnerships.
4. Represent our community's needs and priorities and advocate for our community to new and existing partners.





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