

DECISION MAKING FRAMEWORK

STRONG AND CAPABLE COOPERATIVE

Strong and Capable is a cooperative owned and run by people with a disability and their carers. Our purpose is to enable people with a disability to achieve better outcomes and live a better life. There are still too many people institutionalized and people are still told when to eat and sleep. Our lived experience puts us in a unique position to support and empower people to demand more. Through our collective strength we have the power to influence change. Together, we stand united to demand better. Together, we have a louder voice to be heard. Together, we have the power to influence change. Together, we are Strong & Capable.

This decision making framework was developed¹ to support the decision-making processes of the Strong and Capable Board & cooperative. It clarifies our shared agreements, expectations, and the considerations that we want to remember when making decisions. It describes the values that underpin the way we make decisions together and the priorities and principles that guide us during the decision-making process.

WE MAKE DECISIONS TOGETHER

Our decision-making process is underpinned by core values that shape the way that we contribute to decision making, and how we interact during the decision-making process. This allows us to be more effective in our decision making together.

Respect

Strong and Capable members are all unique and we respect one another's perspectives. Each person is supported to share their views and we respond to differences in opinions with care and compassion. We give people the opportunity to provide their reasons and we seek to understand.

We are comfortable to disagree with each other and are confident that we will be seen as separate to our opinion. It will not change how we feel about each other.

Collaborate

We make decisions collaboratively; this means every voice matters. The decisions we make are made TOGETHER.

We are aware of each other's strengths and weaknesses. We use these to our advantage as we work together to make a collective decision that reflects our values and principles. Once we make a decision, we all stand behind it.

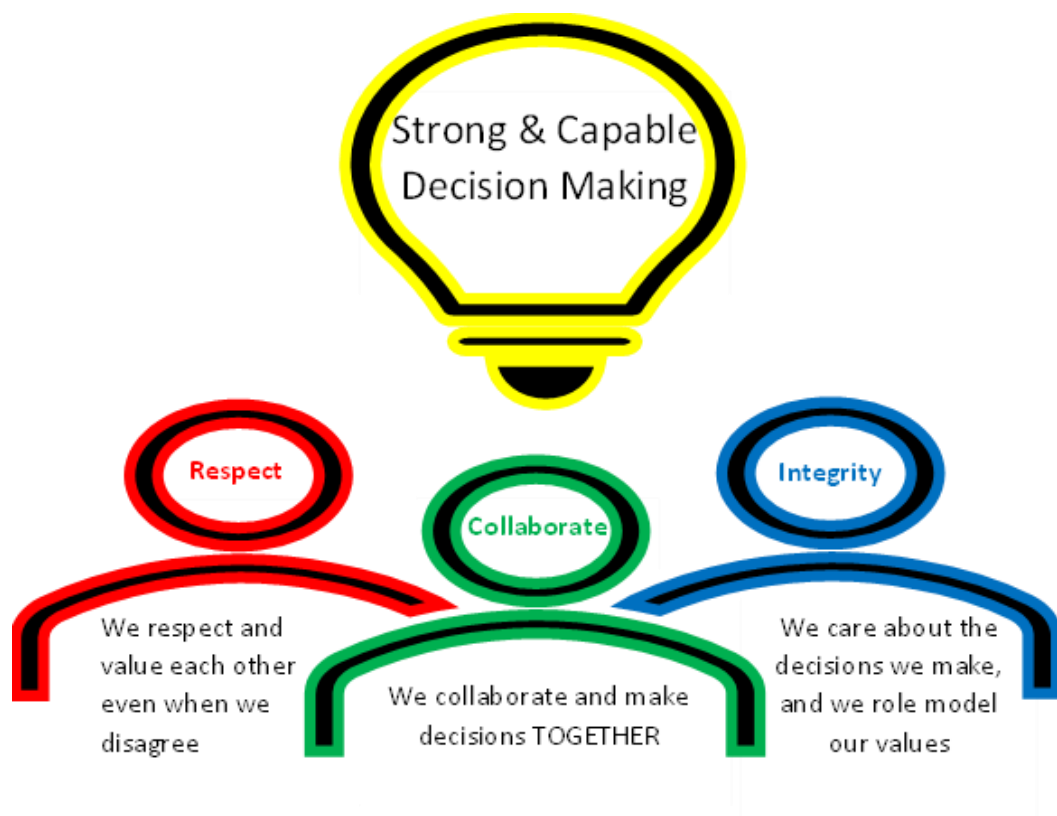
¹ This document and framework were prepared for the Strong and Capable Co-Operative. It was derived from the discussions and work done by board members during workshops on the 28th August 2021 & 9th of October 2021. The workshops were facilitated and the framework was prepared by SA Lived Experience Leadership & Advocacy Network (LELAN).

Integrity

We care about the decisions we make because they matter. We want to make decisions that improve people's quality of life by creating more options.

Disability should not be a barrier and we want to lead by example, by building peoples capacity and growth. We want to role model how it could be.

Our decisions show we care. It matters to the people we serve, and they matter to us.



OUR DECISION MAKING PROCESS

In addition to the values that underpin how we make decisions; we have established principles and priorities that we consider during the decision-making process. This assists us to make decisions that are in line with our values and ethics and are in the best interests of the co-op. Strong and Capable decisions matter. We ask:

Is it our decision to make?

Before we make a decision, we clarify what the decision is that needs to be made and if it is our decision to make. We consider what belongs to us and what needs to be passed on.

Is it a decision we need to make according to our constitution? Or does it relate to our primary activities or align with our strategic plan?

Some decisions might be better made in collaboration or as part of a partnership with other organisations. We will also consider how we can strengthen or add to voices rather than be a separate/competing voice. We don't want to reinvent the wheel or spread ourselves too thin.

Is it the right time for the decision?

Making the right decision includes considering if we are making the decision at the right time. Do we have the capacity to give the required attention to this decision? Is it a decision we can make on the spot, or do we need more time? Have we made sure we all understand the issues that are being considered? Does it have to be made now, or can it wait? It might be better to make it part of a long-term goal.

Do we have the right information?

Before making a decision, we make sure we have all the information we need to make ethical, sustainable and legal decisions. This includes information about any legal and financial considerations and potential impacts and risks.

We may need to further investigate or assess, research, or consult. We might decide to develop a subcommittee to gather the information we need.

Once we have the information needed to inform the decision, it is important that everyone understands the information. This requires us to consider how we present the information and how it is shared. For example, there should be access to easy read resources and we will check in with each other to make sure everyone has had enough time to consider the information. This is how we support everyone to contribute to the decision.

Have we listened to each other?

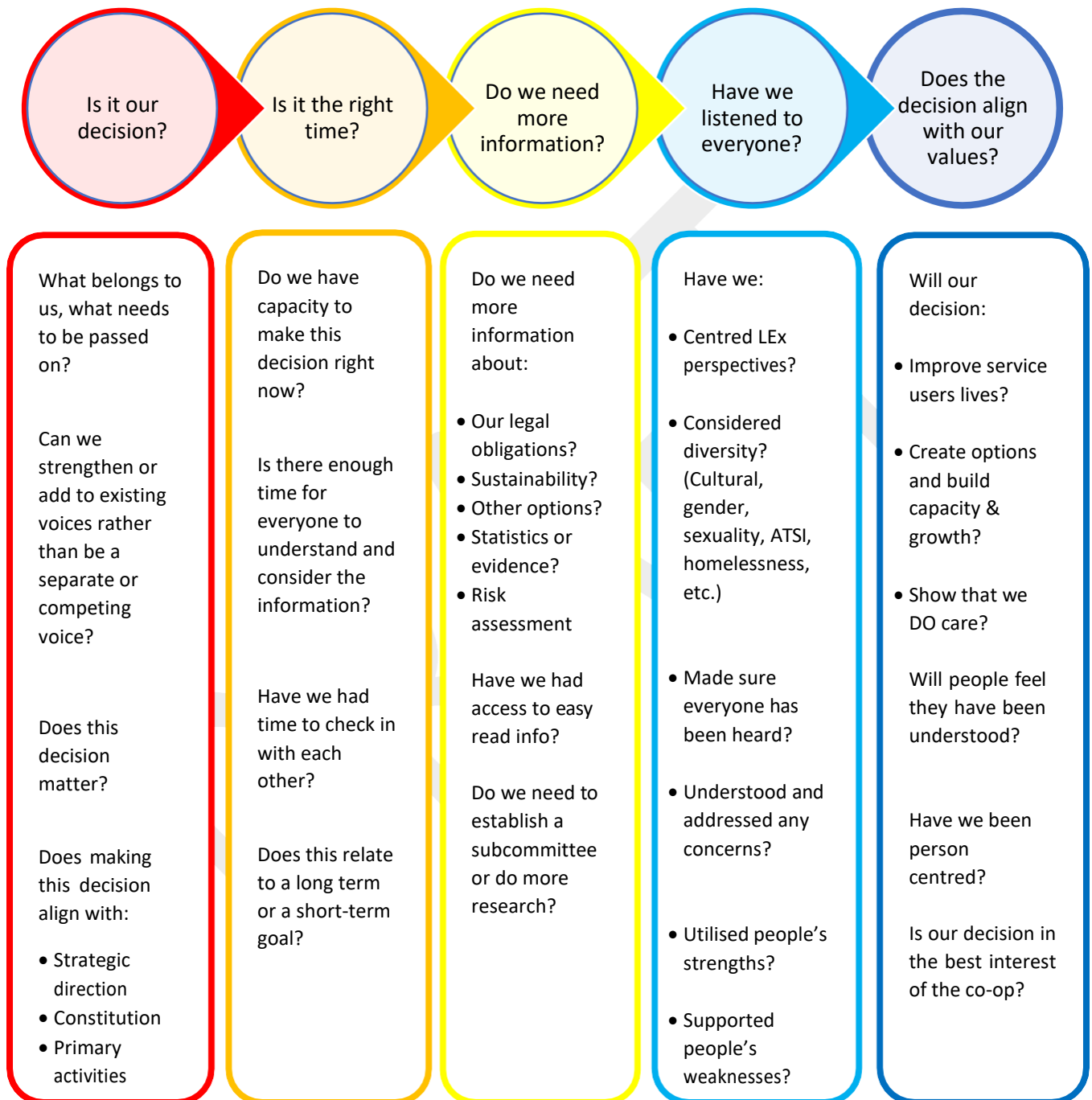
Lived experience is at the core of all our decision making. We want to hear and listen to the people we serve and to each other. We consider how our decisions might impact people with diverse and intersecting experiences and identities. We consider rights and needs of diverse disabilities, cultures, genders and sexualities, Aboriginal and Torres Strait Islander people, and people experiencing Homelessness.

Strong and capable are committed to discussing and understanding each other's views. We identify people's concerns or barriers, and we work to find solutions or to minimize the barriers. It means that there is equality within the group.

Does it align with our values?

Our goal is to help people move forward and improve quality of life. We want to make decisions that focus on real issues, not symptoms. Our decisions show that we have listened to the people we serve and our community. We make person centred decisions. We ask, does our decision bring value to service users?

STRONG AND CAPABLE DECISIONS MATTER. WE ASK:



Ultimately, we make decisions that are in line with our values and ethics, that benefit the people we serve, and are in the best interest of the Strong and Capable the Cooperative.