

Strategic Plan 2023–2025

Strategic Pillar	Goals	Strategies	Expected Outcomes
1. Research	To fund the best Australian research into the detection, better treatments, and prevention, with the hope of progression towards cures into inherited retinal diseases (IRDs)	<ul style="list-style-type: none">• Strengthen and maintain rigorous research grants program governance with expertise to ensure independence and the highest scientific quality of research funded• Collaborate with partners to identify and support other key research gaps	<ul style="list-style-type: none">• Retina Australia adds value through its independence and therefore its ability to select and facilitate the best Australian research into IRDs• Medical research progress is expected to lead to better quality of life and health outcomes for people affected by IRDs• Research into early detection may lead to earlier treatment to slow down or stop disease progression• Research into prevention may reduce future incidence of low vision & blindness• Ultimately, progression towards cures is hoped to be found• Sector collaboration will ensure research duplication is minimised and the maximisation of research outcomes
2. Information	To be the leading source of information on IRDs	<ul style="list-style-type: none">• Provide accurate information on IRDs in an accessible manner	<ul style="list-style-type: none">• People living with IRDs will be better informed to make decisions or ask questions about their diseases, potential treatments and ongoing care• People newly diagnosed will be better able to adapt and thrive by being well informed and supported• Information to family and carers is expected to assist in their preparedness and enable better care for those with IRDs• Increased community awareness of IRDs will support advocacy and understanding for people living with the disease

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3. Support	To facilitate the development of meaningful social connections for people with IRDs, and their families and carers	<ul style="list-style-type: none">• Ensure programs continue to meet the needs of participants & strengthen/expand where needed• Increase awareness of programs to encourage greater participation• Incorporate relevant value-added collaborations with partners	<ul style="list-style-type: none">• Improved health and wellbeing for people living with inherited retinal disease, and their families and carers• Prevention of mental health issues and/or loneliness for people living with inherited retinal disease• Increased awareness may lead to increased participation in our programs, thereby expanding the reach and positive wellbeing impact in the IRD community
4. Sustainability	To ensure the ongoing viability of Retina Australia and therefore its ability to continue to support and positively impact the IRD community	<ul style="list-style-type: none">• Continuously improve the financial efficiency and maximisation of resources• Maintain a balanced investment strategy and reserves policy	<ul style="list-style-type: none">• Ongoing investment into medical research will continue the progression into the detection, better treatments, and prevention of IRDs• People living with IRDs, their families and carers, will remain supported and benefit from the information and peer support services and programs of Retina Australia• Financial risk of the organisation will be minimised

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5. Governance	To continuously improve and strengthen organisational governance	<ul style="list-style-type: none">• Regular structured reviews by Board and Committees to ensure strong organisational governance• Strategic Plan to be reviewed and renewed regularly to ensure targets are on track and we are responsive to changing environments• Consideration of an Environment Social and Governance (ESG) policy to strengthen organisational performance and governance	<ul style="list-style-type: none">• The highest standards of integrity, excellence & organisational governance will be maintained• Governance risks minimised• Business risks minimised• Reputation risk minimised• Strategic goals will be met• While we are pursuing our Mission, our actions reflect our Values with consideration for our environment and our people