

SEA SCIENTIFIC RESEARCH ASSOCIATION – VIETNAM

Action to the Community Development Center

---ACDC---



Hanoi, June 2012

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I. GENERAL INTRODUCTION

ACDC (Action to the Community Development Center) at this moment is in its development stage. People are the main resource for ACDC in its effort to become an organization with a good reputation, potential and making many contributions to the work of creating an inclusive and barrier free community for the people with disabilities in coming years. The center wants to build a team of young people with enthusiasm, strong professional skills and dedication to help the center reach that goal.

The center has legal status under the Southeast Asia Scientific Research Association in Vietnam. On December 27, 2011, the Hanoi Department of Science and Technology formally issued the permit for the organization in Decision 857/QD_TWH

First members of the organization:

1. Nguyen Thi Lan Anh - Director
2. Nguyen Ngoc Lan – Deputy Director and Policy and Research Manager.
3. Dam Viet Ha – Deputy Director and Communication Manager.
4. Tran Ngoc Tuyet Mai – Administration Officer
5. Mai Thi Lien – Accountant
6. Trinh Thi Le – Project Officer
7. Tran Thi Minh – Communication Officer

II. MISSION – VISION – ORGANIZATION STRUCTURE

A. MISSION:

We exist for the sustainable development of Vietnam’s disability community.

B. VISION:

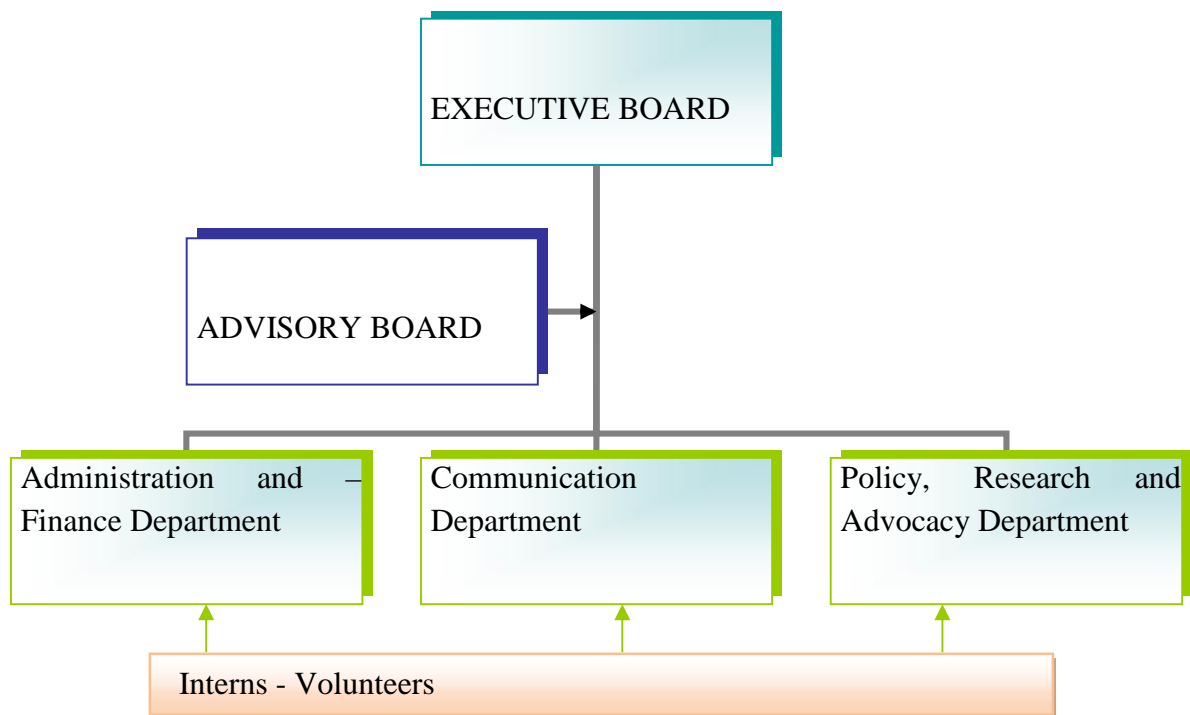
A barrier-free society for people with disabilities and other vulnerable groups.

C. VISION for ACDC:

- Act as a professional organization in providing legal consultancy and assistance for DPOs and vulnerable people so that they can develop their organizations
- Act as a reliable bridge between government agencies, NGOs, businesses and people with disabilities and vulnerable people
- Act as a responsible and reliable organization for people with disabilities and the vulnerable community in Vietnam

D. ORGANIZATION STRUCTURE

1. Organization structure



2. Executive Board:

Comprises the 3 founder members of the center:

- Nguyen Thi Lan Anh, Director
- Nguyen Ngoc Lan, Deputy Director
- Dam Viet Ha, Deputy Director

3. Advisory Board:

comprises scientists with intensive experience and of high reputation invited by the center to contribute ideas about development strategy and orientation as well as technical aspects.

- Senior Advisor: ng Hu nh Mai, Ph.D., People’s Teacher:
Former Deputy Minister of MoET, President of Vietnam Disability Association.
- Member: Nguyen Ngoc Lam, Ph.D.:
Former Director of the Non-Government Organisation Department, Ministry of Home Affairs, Vice President of Vietnam’s Disability Association.
- Member: Nguyen Thi Bich Diep, Master:
Senior Consultant of Justice Initiative, Ministry of Justice.
- Member: Ms Cong Thi Minh Loi:
Head of Family and Society Department, Hanoi Women’s Union.

4. Departments:

2 technical Departments: Communication, and Policy, Research and Advocacy and The administration and Finance Department.

5. Volunteers – Interns:

Volunteers receive a small allowance (no salary).

E. VALUES AND DISCIPLINES

1. ACDC's values

There are five core values of the organization – 5 Ps:

- **People:** Core staff in charge of different activities are the biggest resource of the organization. They have the willingness to learn and gain experience to help develop the center, in that way improving the organization's capacity.
- **Participation:** The center encourages the ultimate participation of staff, officers and partners in all activities that we are implementing. The participatory community approach is key to the organization's success.
- **Passion:** The center is a small organization with dedicated staff who work not only with their abilities but also with their passion to protect the proper rights of people with disabilities in Vietnam.
- **Professional:** As a local organization, the center wants to learn, apply best standards and practical experience from other organizations inside and outside the country. Moreover, the center tries to maintain the best standard of organizational management and professional activities.
- **Partnership:** The center works by building partnerships with Civic Society Organizations, businesses and authority agencies to achieve the organization's goals and ensure the quality and effectiveness of all activities that we are implementing.

2. Scope of work

So that programs, activities are specific and have coherent effect, as well as to ensure the visions and missions of the organization, we identify our scope of work as the following:

What we can do:

- Search for, promote, and implement methods to have a sustainable development towards a barrier free society for people with disabilities and vulnerable groups.
- Support active efforts of the government and local authorities for the benefit of people with disabilities and vulnerable groups in Vietnam
- Cooperate with individuals and organizations that share the same objectives;
- Provide public with information about people with disabilities like laws, public policies, inclusion, accessibility ...

- Try to protect the rights of people with disabilities and vulnerable groups in activities for people with disabilities

. What we won't do:

- Support discrimination against people with disabilities and vulnerable groups in the community.
- Support unequal commerce or business, especially if it negatively affects people with disabilities and vulnerable groups;
- Support or get involved in illegal activities in Vietnam.

III. 5 year objectives (2012-2016)

A. Objective 1:

ACDC is a professional organization

providing legal consultancy and assistance for DPOs and vulnerable people so that they can develop their organizations (see '[Human Resource Development Strategy](#)' for more details)

- ACDC is a good NGO with a strong voice in the disability sector
- ACDC is a reliable bridge between government agencies, NGOs, businesses and people with disabilities and vulnerable people
- ACDC is a professional agent providing businesses, NGOs inside and outside the country with advice on issues relating to people with disabilities and vulnerable groups
- ACDC has a strong voice ensuring the voice of people with disabilities are heard by government agencies relating to consultancy, policy review and advocacy for PWDs.
- ACDC provides support services for children with disabilities, especially children with intellectual disabilities.

B. **Objective 2:**

ACDC has a stable income to maintain and develop the organization. ACDC staff members have professional skills. They are able to write proposals and implement projects.

1. **General objective:**

Ensure the quality and quantity of human resource to be suitable for the development of the organization, and achieving a barrier free society for people with disabilities and vulnerable people.

2. **Specific objectives:**

By the end of 2015,

- ACDC will have at least 3 Masters of law, business administration and social development: 10 staff well-qualified in community development, particularly specialized in development for people with disability.
- ACDC will have Advocacy Officers, at least 1 coordinator and 1 project officer: well qualified, experienced and are able to implement the advocacy activities of the organization. Advocacy will be the strength of the organization.
- ACDC will have Communication Officers with at least 1 Coordinator and 1 Communication Officer: well qualified and experienced in communication and journalism.
- ACDC's grant officers and project officers will be able to develop projects, raise funds and implement at least 5 large projects with total budgets of more than 2 billion VND for each project. There will be at least 3 specialized project writing staff.