

## Strategic Priorities 2026–2028

### 1. Inclusive Arts and Creative Engagement

We will expand and champion equitable opportunities for deaf, deafblind, deafened and hard of hearing people to access, participate in, and lead the creation of arts and cultural experiences.

### 2. Language, Communication and Learning

We will strengthen access to language and communication through inclusive learning opportunities for deaf, deafblind, deafened and hard of hearing people.

### 3. Sustainability, Governance and Growth

We will build a resilient, values-driven organisation with strong governance, diversified income and the capacity to grow sustainably while maximising long-term impact.

## Our Promise

Decibels is a UK-arts-based organisation committed to widening access, opportunity and participation so that deaf, deafblind, deafened and hard of hearing people can thrive and be heard.

## Our Passion

To support deaf, deafblind, deafened, hard of hearing people and their surrounding communities to engage meaningfully with the arts, language, technology and creative opportunities by removing barriers, championing accessibility and amplifying lived experience.

## Our Values

### 1. Access First

Access is a right, not a privilege. We embed accessibility, inclusive communication and inclusive design in everything we do so deaf and deafblind communities can participate fully.

### 2. Inclusion and Respect

We value diversity in identities, languages, communication preferences and lived experience. We actively challenge inequality and treat everyone with dignity, fairness and respect.

### 3. Creativity with Purpose

We champion the arts, creativity and cultural expression as powerful tools for connection, wellbeing, learning, identify and meaningful change.

### 4. Community-Led Empowerment

We work alongside deaf and deafblind communities. Lived experience shapes our decisions, and we support people to build confidence, skills and leadership in their own lives and communities.

### 5. Sustainable and Accountable

We act with integrity, transparency and responsibility. We embrace innovation, collaboration and good governance to build a resilient charity that delivers lasting impact.