Promoting Inclusion

Practical Approaches

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Myths about Inclusion

- DI has become yet another topic on the overflowing agendas of overburdened managers
- We don't have the expertise or resources
- It is too costly to include PWDs
- We are OK – we built a ramp
- There aren't many disabled people here, so its not an issue
- We don't do disability

- If you do not actively INCLUDE, then by default, you will EXCLUDE

Disability Inclusion starts with us!
Our assumptions
Our prejudices
Our language
Our practice

- "Disability need not be an obstacle for success. We have a moral duty to remove barriers to participation, and to invest sufficient funding and expertise to unlock vast potential of people with disabilities. Govts can no longer overlook the hundreds of millions of people with disabilities who are denied access to health, rehabilitation, support, education and employment and never get a chance to shine." *Professor Stephen Hawking*

Why inclusion?

- It's a right -> UNCRPD
- A moral obligation to remove barriers
- No poverty reduction without inclusion
- It's cost-effective
- The donor wants it !! (increasingly)
- SDGs/ Leave No one Behind!
- Use everyone's potential and capacity

CONTEXT

1. RCRC Movement Resolution

NOTHING ABOUT US WITHOUT US

2. UNCRPD

3. SDGs

Leave no one behind

Sustainable Development Goals

Comparing the MDGs and the 2030 Agenda

Millennium Development Goals (MDGs)	2030 Agenda
Adopted in 2000 and end in 2015	Adopted in 2015 and end in 2030
Focus on developing countries	Universal, applies to all countries
To reduce extreme poverty	To eradicate poverty in all its forms and and to realize economic empowerment through sustainable development
8 goals and 18 targets with 48 indicators	17 goals and 169 targets with 231 global indicators
No references to persons with disabilities	7 references in SDGs: education (2), employment, reducing inequalities, inclusive cities (2), disaggregation of data by disability (**All together 11 in Agenda 2030** and 9 in global indicators)

All Goals and targets are related to persons with disabilities

7 explicit references to persons with disabilities

18 references to 'vulnerable populations'

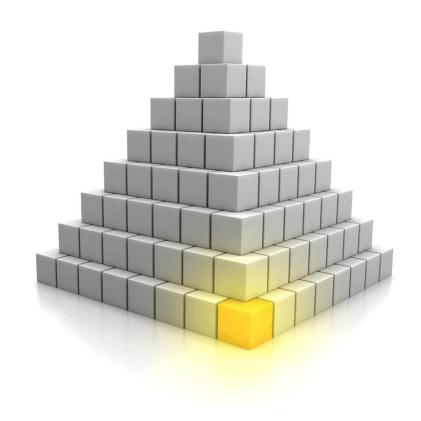All inclusive language links to persons with disabilities

Entire 2030 Agenda includes principle of 'Leave No One Behind'

Disability inclusive development

- ✓ ensuring that all phases of the development cycle (design, implementation, monitoring and evaluation) include a disability dimension
- ✓ persons with disabilities are meaningfully and effectively participating in development processes and policies
- ✓ persons with disabilities are recognized as rights-holding equal members of society who must be actively engaged in the development process irrespective of their impairment
- ✓ Barriers are removed so that people with disabilities are able to participate in projects and services on an equal basis with others.

Cornerstones of inclusion

- Attitude
- Communication
- Accessibility
- Participation

Reasonable accommodation

Necessary and appropriate modification and adjustments, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.

Universal design

Designing in such a way that products, services, environments can be used by all people.

UNIVERSAL DESIGN

Making design accessible to everyone in society

Tips for promoting inclusion

Create urgency:

- Attitude change comes first.

- Take time to convince management.

- Link inclusion to the core strategy of the organisation

Tips for promoting inclusion

Form a powerful coalition:

- Appoint a disability focal person, who is in position to influence others.

- Set up a bigger inclusion team, with people from different departments.

- Work together to raise awareness

Tips for promoting inclusion

Create a vision:

- Make a simple plan with a clear vision about how your organization is going to work on inclusion of persons with disabilities.

- Develop the plan in consultation with the staff members, so they feel the ownership

VISION

Tips for promoting inclusion

Communicate the new vision:

- Organise a training for your staff

- Make disability inclusion part of all communications.

- Practice what you preach, that will bring the message across! E.g. hiring staff with a disability

Tips for promoting inclusion

Remove obstacles:

- Remove bottle necks at organisational level: e.g. policies, selection criteria, accessibility
- Tackle excuses for not including people with disabilities

Tips for promoting inclusion

Create short term successes:

- Pilot projects are a good way to do this.

- They can be used to convince senior management.

- The experiences can be used to anchor disability in the organizational systems and structures.

Tips for promoting inclusion

Anchor the change:

- Inclusion should become part of the routine within your organisation.

- Bring policies and systems in line with the vision for inclusion, so people are automatically empowered to implement it: in overall policy, M&E system, HR policies, training manuals, etc.

Tips for promoting inclusion

Change takes time:

- Inclusion is a process and does not happen overnight
- There are three levels: **presence, participation & achievement**. Don't stop at the level of presence!

- Best viewed as part of organisational change process??

Practical experience from the RCRC Movement

- 1. Indonesia
- 2. Australia
- 3. Solomon Islands
- 4. VietNam
- 5. Cambodia
- 6. ICRC

Australia

ARC Commitment to Disability Inclusion

- Since 2012, ARC has had an organisational Disability Action Plan and a Disability Action Group

- ARC is committed to reducing barriers to participation of people with disabilities, while also enhancing disability inclusion across our work, and providing appropriate guidance to Partner National Societies, and other organisations as required in relation to disability-inclusive programming.

Solomons

VietNam

Cambodia RC – DI in Road Safety

The Project Sory

The Project Background
Disability Inclusion in Road Safety Project had been signed by the management of CRC and LFW on 15 June 2016.
Project Aim
To improve the inclusion of people with disability in road safety campaigns and planning processes

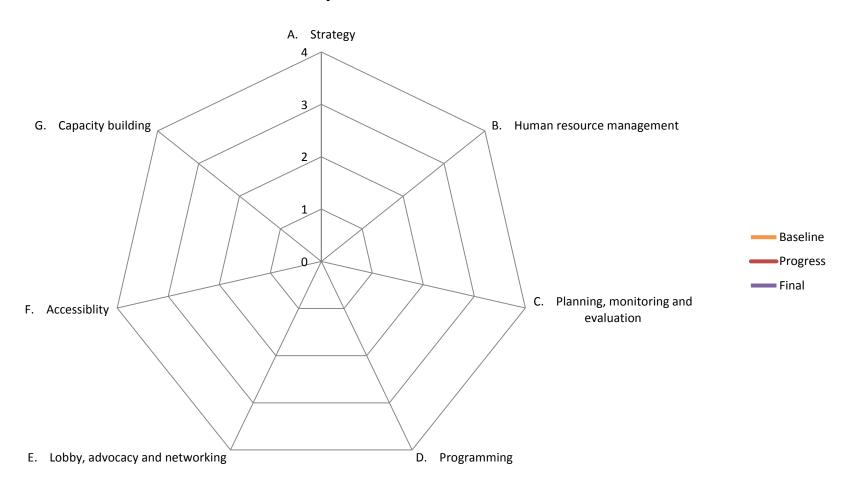in Cambodian Red Cross target areas.

CRC – DI with Red Cross Youth

CRC - RS

ICRC Cambodia

- Investment
- Recruitment – Social Inclusion Field Officer
- Mentoring
- Linkages and Networks
- Audit / Score Card
- Inclusive Business Development Hubs
- Strategy Development
- Specific programmes – MEI, sports, rehab

Disability Inclusion Audit / Score Card
Spiderweb

Radar chart with axes:
- A. Strategy
- B. Human resource management
- C. Planning, monitoring and evaluation
- D. Programming
- E. Lobby, advocacy and networking
- F. Accessiblity
- G. Capacity building

Scale: 0, 1, 2, 3, 4

Legend:
- Baseline
- Progress
- Final

THANK YOU

HEALTH	EDUCATION	LIVELIHOOD	SOCIAL	EMPOWERMENT
Health Information	Primary education	Formal employment	Household	Public transport
Prevention	Secondary education	Agriculture	Marriage	Police services
Care/treatment	Higher education	Businesses	Friendships	Voting
Health insurance	Non-formal education	Vocational training	Sports	SHGs
	Computer rooms/internet cafe	Markets/ stores	Leisure	
		Bank services	Religious activities	
		Micro-credit		
		Social protection		
		Support by mainstream development agencies		

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