**Monitoring Tool for Disability Inclusion**

Name:………………………………………………………………………………………………..

Position: ……………………………………………………………………………………………

Team / Department:…………………………………………………………………………...

This tool is designed to give a quick indication of how teams within ICRC are engaging with disability inclusion. It is not meant in any way to be judgmental or focus on what is not achieved, rather it is meant to highlight a few key issues around inclusion and also help us find ways forward to promote inclusion if the need is felt to be valuable by participants. This will help us in the future focus our small interviews we plan to have with each team, and will also help us note progress made over the year.

Thanks very much in advance for your cooperation

**Please give a score from 0-5 (0=not at all, 5= completely)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Cluster | Question | Jan 2016 | July 2016 | Dec 2016 |
| ***Strategy*** | Are PWDs thought about in your teams plans / strategy |  |  |  |
| Do you set indicators for inclusion? |  |  |  |
| ***International frameworks*** | Are you / your team aware of and refer to the RCRC Movement Resolution on Disability |  |  |  |
| Is your work informed by the UNCRPD at all?  |  |  |  |
| ***Human Resources*** | Do you employ any PWDs in your team? |  |  |  |
| Do you think about accessibility and equal opportunity in the recruitment process |  |  |  |
| ***Accessibility*** | Is your office accessible for PWDs?  |  |  |  |
| Have you made any reasonable accommodation for the employment of PWDs?  |  |  |  |
| ***Partnerships*** | Do you partner with any disability specific organisations? |  |  |  |
| Do you monitor inclusion within your partnerships? |  |  |  |
| ***Projects*** | Do you work on any disability specific projects? |  |  |  |
| Do you work on any projects that include PWDs as a specific group |  |  |  |
| ***Budget Allocation*** | Do you allocate budget for disability projects  |  |  |  |
| Do you allocate budget for inclusion of PWDs in project activities? (e.g budget for assistance to attend workshops etc…) |  |  |  |
| ***Planning and M&E*** | Are PWDs involved in the planning and M&E stages of your work? |  |  |  |
| Is inclusion mentioned in the TORs for project evaluations |  |  |  |

**Any other comments you would like to share (optional):**