Australia Assists Disability Inclusion Strategy and Action Plan

January 2023 – June 2024

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Australia Assists' commitment to Disability Inclusion

The Australian Government and RedR Australia are committed to the inclusion of people with disabilities in humanitarian action, and to upholding their rights and fundamental freedoms in accordance with domestic and international laws (including the UN Convention on the Rights of Persons with Disabilities). In line with this commitment, the Australia Assists program will ensure that people with disabilities are able to participate in, contribute to, and benefit from humanitarian efforts on an equal basis with others. This includes strengthening training, staffing and deployment processes to become more accessible and inclusive for people with disabilities.

Strategy Overview

This Disability Inclusion Strategy and associated Disability Action Plan (DAP) outlines targets and milestones for disability inclusion efforts under the Australia Assists program (the Program), covering the period 1 October 2017 - 30 June 2024. It was reviewed in 2022 through a highly consultative process that was led by technical experts that additionally identified as people with disabilities. The review identified good progress and achievements on the previous version, a number of challenges with implementation, and some key opportunities for the future. A key gap identified through the review was the limited progress in terms of inclusion of people with disabilities in program activities and processes (e.g. training, on the roster, and on deployment).

This updated version of the Strategy and DAP has clarified and shifted its priorities, with an increased focus on strengthening participation of people with disabilities in program processes. These priorities align with End of Program Outcomes (EPOs) and are outlined in the Table 1 below.

As the implementor of the Program, RedR Australia (RedR) is responsible

Australia Assists End of Program Outcomes (EPO)		Disability Inclusion Priority
1.	Improved ability of Australia and partner countries to reduce disaster risk, build resilience, and contribute to conflict mitigation.	**Priority 1:** Targeted efforts to ensure deployees and partners have capacity to practice effective disability inclusion across the humanitarian continuum.
2.	Improved ability of Australia and partner countries to prepare for and respond to disaster, fragility and conflict.	
3.	Improved ability of Australia and partner countries to stabilise, recover and rebuild following natural disaster, fragility and conflict.	**Priority 2:** Targeted efforts to ensure Australia Assists activities and operations are accessible and inclusive of people with disabilities.
4.	Improved harmonisation of Australia's humanitarian efforts and advancement of humanitarian policy imperatives.	**Priority 3:** Contribute learning from Australia Assists to advance global policy, advocacy and practice on disability inclusive humanitarian action.
Australia Assists Management Outcome (MO)		
5.	Effective and efficient management by RedR Australia and DFAT of an integrated deployable civilian capability.	

TABLE 1: This table articulates the link between the Australia Assists Program Logic (five EPOs) and the priorities outlined in the Australia Assists Disability Inclusion Strategy (this document).

for implementation of this Strategy and Action Plan, which has been developed in line with related monitoring, evaluation, accountability and learning (MEAL) deliverables for the Program.

The purpose of and rationale behind the development of this Strategy is outlined to provide context. This is followed by an overview of the strategies and tools that have guided the Program's approach to disability inclusion, and information on how RedR will monitor disability inclusion outcomes that are realised through Australia Assists, as articulated in the DAP and MEAL Framework.

The DAP (Page 11) sets out the activities to be undertaken by RedR in line with the three identified priorities in this Strategy. The evidence and outputs required to measure these activities are then provided, as well as the related means of verification.

Introduction

The Program is a global capability, funded by the Australian Government and implemented by RedR Australia (RedR) that responds to emerging humanitarian needs as they arise, with a focus on the Pacific, Asia, Middle East and Africa regions. The overall goal of the Program is to save lives and alleviate suffering by building resilience and responding to disasters and conflict.

A key policy objective of the Program is to ensure gender, disability, localisation and protection are effectively addressed in humanitarian action. Australia Assists is committed to facilitating the rights of people with disabilities and strengthening disability inclusion through the Program to contribute to, influence and advance Australia's global humanitarian leadership.

This strategy covers the period from 1 October 2017 - 30 June 2024 and will be reviewed in line with RedR's broader policy cycles. The Disability Action Plan (DAP) was reviewed and updated in 2022. RedR will track progress against this Strategy in line with the Program's quarterly and annual reporting to DFAT.

Purpose

The Australia Assists Disability Inclusion Strategy and associated Disability Inclusion Action Plan will guide Program implementation. This Strategy outlines how the Program will contribute towards disability inclusion. Australia Assists' policies, systems and processes will be strengthened to become more disability inclusive, and disability inclusion considerations will be further integrated throughout the Program life cycles and evaluated through the Program MEAL framework.

This Strategy applies to all staff members associated with delivery of the Australia Assists Program, including Associate Trainers and volunteers. It provides guidance to staff responsible for the Strategy and Action Plan and serves as guidance to roster personnel on deployment. It is a living document that can be amended in line with any changes in the Program context, based on the experiences, performance and lessons learned from implementation of the Strategy.

Australia Assists deployee **Marguerite Goulding** is an **Inclusion Specialist** working with the UNFPA in the Rohingya refugee response in Cox's Bazar, **Bangladesh**. Along with **Khadija (UNFPA GBViE Case Management Officer)** Marguerite has met with approximately 80 women and girls with disabilities in the UNFPA Women Friendly Spaces (WFS) located in the camps and host communities. The discussions during those meetings have provided opportunities to identify the benefits of the UNFPA programs as well as identify the gaps to be addressed to strengthen disability inclusive practices.

Rationale

Disability and Humanitarian Action

An estimated 15% of the world's population have a disability. That is over 1 billion people, 80% of whom live in developing countries[1]. Persons with disabilities are disproportionally affected by disasters and conflict. They have difficulty accessing humanitarian assistance[2].

Despite being among the most vulnerable in a community, people with disabilities are often invisible and excluded during times of disaster. They face difficulties accessing emergency support and essential services such as food distribution, medical care, shelter and water, sanitation and hygiene (WASH) facilities[3]. Children and women with disabilities are more vulnerable to abuse and exploitation, particularly when displaced or separated from their families, carers and communities. They may also be neglected when families make difficult decisions on the use of scarce food resources[45]. Children and young people with disabilities are often unable to access early warning systems, are more likely to be left behind[6] or overlooked in emergency responses. They are also at increased risk in times of armed conflict.

Women, men, children, people with disabilities, older people, minority groups and LGBTQI+ communities all experience and are impacted by crises differently. Accordingly, in order for humanitarian preparedness, response and recovery to be effective, preventative and recovery activities must deliberately include all people to ensure their needs are

The United Nations Convention on the Rights of Persons with Disabilities (CRPD) (Article 11) outlines that:

"States shall take, in accordance with their obligations under international law, including international humanitarian law and international human rights law, all necessary measures to ensure the protection and safety of persons with disabilities in situations of risk, including situations of armed conflict, humanitarian emergencies and the occurrence of natural disasters."

heard. Furthermore, within the disability community, some groups are at heightened risk of marginalisation[7], such as the deaf community, people with intellectual or psychosocial disabilities and people with multiple disabilities.

Disasters and conflicts exacerbate existing disabilities and create new ones[8]. For every person killed in a disaster, another three are injured or left with a permanent disability[9], and many face long-term psychosocial impairments. An estimated 3.5 million refugees and internally displaced people with disabilities live in refugee camps and urban slums. 6.7 million persons with disabilities are forcibly displaced worldwide as a result of persecution, conflict, generalized violence and human rights violations[10].

Australia's policy and program commitments

The humanitarian principle of impartiality - providing assistance on the basis of need and without discrimination - requires agencies working in emergencies to reduce barriers so that people with disabilities are not purposefully or inadvertently excluded from the humanitarian response. Australia Assists recognises the need to address the rights and needs of people with disabilities in emergencies by building inclusive local crisis prevention and response capacities of host nations. Australia Assists plays a unique role through deploying humanitarian specialists who can support national and local actors, including states, in making their humanitarian efforts more disability inclusive, and through funding internationally recognised humanitarian training courses.

At the 2016 World Humanitarian Summit (WHS), Australia and other states endorsed the Charter on Inclusion of Persons with Disabilities in Humanitarian Action, which commits parties to "render humanitarian action inclusive of persons with disabilities, by lifting barriers persons with disabilities are facing in accessing relief, protection and recovery support and ensuring their participation in the development, planning and implementation humanitarian programmes"[11]. Collectively, the Sphere Standards, the current pilot Minimum Standards for Age and Disability Inclusion in Humanitarian Action and the future United Nations Inter-Agency Standing Committee (IASC) Guidelines on the Inclusion of Persons with Disabilities in Humanitarian Action[12] serve to clarify and reinforce what is required by humanitarian actors. Perhaps most importantly, Australia Assists has been guided by DFAT's disability inclusion strategy, *Development for All 2015-2020*, which sets out the Australian Government's commitment to ensuring that its aid investments, of which the Program is one, are as disability inclusive as possible. This strategy is directly aligned with DFAT's strategy to improve quality of life of people with disabilities in developing countries.

Through its engagement with a diverse range of humanitarian partners, the Program remains well placed to ensure Australia's global policy commitment to disability inclusive practice extends to humanitarian action. This will be achieved in a number of ways including facilitating deployments with a specific focus on disability inclusive humanitarian support or providing policy support through a deployment to a UN agency such as the World Food Programme, to mainstream disability inclusion across its humanitarian operations.

Australia Assists' Approach to Disability Inclusion

Australia Assists is focused on achieving disability inclusion outcomes through partnerships and deployments that contribute to capacity development of mainstream and disability focused organisations, as well as accessibility and inclusion within program processes. In this, Australia Assists is guided by a number of key strategies and frameworks:

- **UN Convention on the Rights of Persons with Disabilities**

- **DFAT Development for All 2015-2020: Strategy for strengthening disability-inclusive development in Australia's aid program**

- **DFAT Humanitarian Strategy, May 2016**

- **Sendai Framework for Disaster Risk Reduction 2015-2030**

- **IASC Guidelines - including the early development of guidelines on Inclusion of Persons with Disabilities in Humanitarian Action**

A summary of Australia Assists' approach to disability inclusion is as follows:

Adherence to key international frameworks and DFAT policies and priorities	Including the UN Convention on the Rights of Persons with Disabilities (CRPD[13]) and DFAT's Development for All 2015-2020: Strategy for strengthening disability-inclusive development in Australia's aid program.
Recognising diversity and individuality	The needs and aspirations of people with disabilities cannot be addressed through a 'one size fits all' approach.
Applying a dual approach to inclusion (mainstreamed and targeted approaches)	By including mainstreaming of the priorities of people with disabilities across the Program and providing targeted activities that recognise specific needs and requirements and make provision for disability specific activities and services. Targeted actions have the advantage of providing high visibility examples of how to incorporate disability inclusion and can contribute to organisation wide learning. Mainstreaming disability inclusion is also important as it allows for cross-sector benefits.
Working in partnership with OPDs	By drawing on the knowledge, experiences and skills of their representatives and members to assist in analysis and determining priorities and effective strategies for inclusion.

Enabling active participation of people with disabilities	To identify, address and remove or reduce the barriers experienced by people with disabilities that limit or prevent their participation in and benefit from humanitarian efforts.
Commitment to ongoing learning and incremental implementation	Building on experiences and lessons learned through targeted program monitoring and learning activities.

Priorities

Three priorities will guide Australia Assists' contribution to disability inclusion. These priorities apply across different contexts and align with End of Program Outcomes (EPOs). They are set out in the program design for Australia Assists and are also aligned with commitments set out in DFAT's *Development for All 2015-2020: Strategy for strengthening disability-inclusive development in Australia's aid program*, and Australia's policy objectives in supporting the development and implementation of the Charter on Inclusion of Persons with Disabilities in Humanitarian Actions. The DAP (Page 11) outlines the activities and outputs to be undertaken in order to achieve these three priority objectives.

Priority 1

Targeted efforts to ensure **deployees and partners** have capacity to practice effective disability inclusion across the humanitarian continuum.

Priority 2

Targeted efforts to ensure Australia Assists **activities and operations** are accessible and inclusive of people with disabilities.

Priority 3

Contribute learning from Australia Assists to advance global policy, advocacy and practice on disability inclusive humanitarian action.

Monitoring, Evaluation, Accountability & Learning

The Program's disability inclusion outcomes will be monitored as outlined in the Australia Assists Disability Action Plan (DAP) and MEAL Framework. Data will be gathered from multiple sources to measure progress according to both qualitative and quantitative indicators. Disability questions will be general in nature and related to the way in which the Program, through either deployments or humanitarian training, demonstrates evidence of an increase in disability inclusion and good practice among partners. The DAP outlines expected outputs and means of verification.

Quantitative indicators are measures of quantity, for example, the number of NDMOs or other Program partners that have included disability inclusion as an objective in their ToR requests, or the number of disability inclusion and protection specialists deployed in one year.

Qualitative indicators refer to judgements and perceptions. For example, whether deployees have been able to provide adequate support to host organisations on disability inclusion policy and practice in humanitarian action.

We will do this through:

- **building disability inclusion questions into performance evaluation reports and annual reviews**

- **including specific questions on how deployees supported disability inclusion in deployment reports**

- **developing case studies illustrating good practice and areas for improvement to inform organisational learning**

- **measuring improvements in RedR capacity through an annual organisational disability inclusion self-assessment**

Partnership Strategy

To date Australia Assists has deployed eight disability inclusion specialists into roles within mainstream humanitarian organisations. The Program will seek to build on this approach in the next phase of the strategy.

Australia Assists has deployed four technical specialists to support the humanitarian work of the Pacific Disability Forum in Fiji and will seek to expand partnerships to additional Organisations of Persons with Disabilities (OPD's) in the final year of the program. This engagement with the disability movement, OPDs and persons with disabilities themselves is central to the partnership approach and aligns closely with the movement's mantra, 'nothing about us without us'.

A partnership with CBM was formed in 2016 with the aim of supporting the development of the Australia Assists' Disability Inclusion Strategy and best practice on disability inclusive development.

Australia Assists deployee **James St John Cox** is a **Humanitarian Coordinator** with UNFPA, and is responsible for coordination of the UNFPA sub-office in Cox's Bazar. James coordinates with the Country Office in the planning, coordination and implementation of humanitarian response activities in **Bangladesh**. James is pictured here during a recent field visit to the UNFPA Women Led Community Centre in Cox's Bazar with the organisation's **Disability Inclusion Officer, Jahid**. Jahid's appointment is a legacy achievement from the previous Australia Assist deployee **Marguerite Goulding**.

Disability Action Plan (DAP)

Objectives	Activity/Output	Target	Evidence/ Means of Verification	Timeframe	Responsibility
Priority 1: Targeted efforts to ensure deployees and partner organisations have capacity to practice effective disability inclusion across the humanitarian continuum.					
1.1 Provide targeted capacity support for partners organisations (including NDMOs and UN agencies) to mainstream disability inclusion.	1.1.1. Actively recruit disability inclusion specialists to the RedR roster.	1.1.1.a. At least two new roster members are recruited and maintained on the roster each year with disability inclusion expertise as primary or other skill profile.	Roster stocktake	Annually	Talent Acquisition
	1.1.2. Facilitate targeted deployment roles for disability inclusion specialists.	1.1.2.a. At least three inclusion/ GEDSI specialists deployed each year with experience in and responsibility for disability inclusion.	Deployment statistics database	Annually	Deployment Ops
	1.1.3. Encourage our partners to include objectives or outcomes in deployment TORs/MoUs that include consideration of disability inclusion.	1.1.3.a. Evidence that DI is addressed in new and renewed MOUs (relative to opportunity) 1.1.3.b. TORs include DI objectives where feasible.	Partnership MoUs Evidence of DI Objective included	Annually	Partnerships
	1.1.4. Document and share examples of partner organisations' good and promising practices related to DI (where Australia Assists deployees have assisted). 1.1.5 Develop communications content on disability inclusion in Australia Assists, e.g. published on IDPWD.	1.1.4.a. Monitor and document examples of good practices via routine MEL processes and targeted data collection 1.1.4.b Develop communications content on disability inclusion in Australia Assists.	MEL documents Publications Social Media Metrics	Annually	MEL GEDSI Advisor Communi-cations
1.2 Australia Assists engages with OPDs, and other disability specialist organisations.	1.2.1 Establish and/or expand engagement and collaboration with partners with disability inclusion experience, including OPDs and disability specialist organisations.	1.2.1a Evidence of meaningful engagement with partners, contributing to disability inclusion across Australia Assists. 1.2.1b Evidence of participation of persons with disabilities in program activities (as deployees, and in training, accessibility audits) in line with OPD goals.	Partnerships, Mous, and progress reports. Evidence of strengthened disability inclusion.	Annually	Regional Managers and Partnerships
1.3 Australia Assists deployees have increased knowledge, skills and confidence to practice disability inclusion.	1.3.1.Increase deployee's capacity to practice disability inclusion: 1.3.2. Provide briefing to all deployees on the Australia Assists Disability Inclusion Strategy, with supporting resources 1.3.3. Develop and share a resource outlining good practice examples of mainstreaming DI in Australia Assists deployments 1.3.4. Provide deployees with training in DI and access to ongoing support (e.g. helpdesk, mentoring) and resources on disability inclusion.	1.3.1.a. At least 25% of deployment reports include at least one disability inclusion outcome 1.3.1.b 100% of deployees who are engaged in ongoing mentoring provide information about disability inclusion outcomes, opportunities and challenges during their deployment 1.3.1.c At least four engagements between deployees and disability sector specialists (for mentoring, support or resources) 1.3.1.d # and % deployees report using DI resources and training 1.3.1.e Deployees utilising DI resources and training feel more confident in DID	Deployee reports Training records Pre & post training surveys, Notes from mentoring programs DI mainstreaming resource available and shared	Annually	MEL team (for CBM inputs) GEDSI Advisor
	1.3.5. Establish a GEDSI Community of Practice (COP).	1.3.5.a. GESDI COP piloted, with at least one session on Disability Inclusion each year.	COP Reporting		GEDSI Advisor

Objectives	Activity/Output	Target	Evidence/ Means of Verification	Timeframe	Responsibility
Priority 2: Targeted efforts to ensure Australia Assists activities and operations are accessible and inclusive of people with disabilities					
2.1 Identify and address barriers to people with disabilities participating in program processes.	2.1.1. Conduct an assessment of accessibility and inclusion along the deployee life cycle[14] 2.1.2. Conduct accessibility audit for training facilities, in partnership with people with disabilities 2.1.3. Conduct assessment of training content and delivery to ensure accessible and inclusive, in partnership with people with disabilities, with a focus on regional training activities.	2.1.1.a. An assessment of barriers to participation undertaken 2.1.1.b. Strategic, staged plan developed - that strengthens accessibility and inclusion for people with lived experience of disability and/or Australia Assists deployees with additional support requirements.	Disability barrier assessment report Plan for increasing accessibility Assessment document Training course materials and reports	End of Year 6	GEDSI Advisor MEL (CBM) Training Talent Acquisition Deployment Ops Regional Managers
2.2 Targeted support to increase participation of people with disabilities in Australia Assists Program activities.	2.2.1 Provide reasonable accommodations to facilitate the inclusion of people with disabilities in trainings, deployments, recruitment and other relevant organisational processes (e.g. program design, MEL) 2.2.2. Develop Personal Accessibility Plan template and process 2.2.3. Develop review committee to consider reasonable accommodation needs on a case by case basis.	2.2.1.a. Documentation of reasonable accommodations that have been/are provided 2.2.1.b. Increase in participation of people with disabilities across program activities (training, roster, deployment, program processes) year on year.	Personal accessibility plans Key program documentation (e.g. design documents, MEL products) Demographic information on training, roster, deployments	Ongoing	Training Talent Acquisition Deployment Ops Regional Managers MEL (CBM) SMT & GEDSI Advisor
	2.2.4. Strengthen public commitment to DI and improve capture of disability data: a. Add statement of commitment to DI on all training & roster member interfaces (registration forms, roster application, RedR Hub) b. Improve disability data capture in line with best practice terminology	2.2.4.a 100% of interfaces (registration forms, roster application, RedR Hub) features public commitment to DI, where relevant 2.2.4.b Best practice approaches to disability data included for all program processes, and routinely reported on.			MEL
2.3 Australia Assists systems and policies promote and support disability inclusion.	2.3.1. Engage sector specialists to provide support and guidance in the implementation of this Disability Inclusion Strategy	2.3.1.a. Annual workplans developed with CBM.	CBM and other partnership agreements		MEL
	2.3.2. Revise MEAL and reporting tools to capture lessons learned and good practice in disability inclusion and share these through reporting, development of case studies and communications tools.	2.3.2.a. Strengthening DAP monitoring processes to systematically capture MEAL data 2.3.2.b. Produce at least one case study highlighting lessons learned, good practice and areas for improvement and influence for disability inclusion developed.	MEAL reporting Published case studies		MEL
	2.3.3. Measuring improvements in implementing staff capacity through an annual disability inclusion self-assessment.	2.3.3.a. Increased awareness and application of disability inclusion practice over time.	Review conducted and reported by MEL	Annual	MEL

Objectives	Activity/Output	Target	Evidence/ Means of Verification	Timeframe	Responsibility
2.4 Australia Assists implementing staff have the capacity, skills and confidence to support and promote disability inclusion practices.	2.4.1 Australia Assists implementing staff have increased capacity to implement disability inclusion in their work.	2.4.1.a. New staff have access to general Disability Inclusion training 2.4.1.b. Existing staff can access tailored technical advice.	Staff training records Workplan for CBM technical advice Organisational self-assessment Team workplans address disability inclusion	Annual	People & Capabilities GEDSI Advisor Senior Management Team
	2.4.2 Senior management actively supports and takes responsibility for integration of disability inclusion across all aspects of the organisation.	2.4.2.a All members of Senior Management Team participate in capacity development and MEL activities related to disability inclusion.	Staff training records	Annual	Senior Management Team
	2.4.3 Appoint a GEDSI Advisor with specific expertise in disability inclusion to support the Australia Assists Program.	2.4.3.a. GEDSI Advisor is appointed to support implementation of the DAP (and other inclusion strategies as appropriate).	GEDSI Advisor's position description and work plan	Annual	Senior Management Team
	2.4.4. Establish and resource an Australia Assists Disability Inclusion Working Group, led by GEDSI Advisor.	2.4.4.a. Disability Inclusion Working Group meets quarterly, with the involvement of at least one member of the Senior Management Team.	DI working group meeting minutes	Annual	GEDSI Advisor
Priority 3: Contribute learning from Australia Assists to advance global policy, advocacy and practice on disability inclusive humanitarian action					
3.1 Australia Assists' policy and practice is contributing to global discussions and forums on best practice related to disability inclusion in humanitarian action.	3.1.1. Resource and support roster experts and Australia Assists staff to participate in events, technical working groups, publications and conferences.	3.1.1.a. Participation of at least one roster member or staff member each year.	Event reports, working group minutes, sector publications or media coverage	One event, publication or working group per year	GEDSI Advisor

Annex 1: Acronyms

Acronym	Description
ASEAN	Association of South East Asian Nations
COP	Community of Practice
DAP	Disability Action Plan
DFAT	Department of Foreign Affairs and Trade
DI	Disability Inclusion
DRR	Disaster Risk Reduction
EPOs	End of Program Outcomes
MEAL	Monitoring, Evaluation, Accountability and Learning
MENA	Middle East and North Africa
MOU	Memorandum of Understanding
NDMO	National Disaster Management Offices
OPD	Organisations of People with Disabilities
TOR	Terms of Reference
UN	United Nations
UN CPRD	UN Convention on the Rights of Persons with Disabilities
UNSBP	United Nations Standby Partnership
WASH	Water, Sanitation and Hygiene
WHO	World Health Organisation
WHS	World Humanitarian Summit
WFP	World Food Programme
IASC	Inter-Agency Standing Committee

Annex 2: Key Definitions

Disability	The <u>United Nations Convention on the Rights of Persons with Disabilities (CRPD)</u>, the guiding international framework in understanding and approaching disability, states that people with disabilities include: *'those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others'.* Of key importance to the conceptualisation of disability set out in the CRPD is the understanding that experience of disability arises not from impairments (i.e. difficulties in body functions or structures), but from the interaction between a person's impairment and the barriers (physical, attitudinal, communication and policy) they face to full participation in their community on an equal basis of others[15]. The experience of disability is diverse where a broad range of types and degrees of impairment interact with a range of environmental factors, as well as other factors such as gender and age. This means that the experience of disability will vary between individuals.
Rights-based approach	Follows the United Nations CRPD recognising people with disabilities are citizens and rights holders who must have the same opportunity to participate in society as others. Therefore, society needs to change to eliminate barriers.
Types of barriers	There are four main types of barriers people with disabilities face: • **Attitudinal barriers:** negative attitudes about the capability of a person with impairments, such as from a family member, employer or NGO staff member. • **Physical/environmental barriers:** barriers to access within the built environment, for instance persons with limited mobility are likely to be very vulnerable in contexts of increasing water scarcity, as they may not be able to access more distant water points. • **Institutional barriers:** discriminatory laws, policies and practices, such as educational policies that exclude children with impairments from education. • **Communication barriers:** lack of information in accessible formats, such as early warning systems that lack visual, auditory or simple language warning strategies.

Disability Inclusive Humanitarian Action	Disability inclusive humanitarian action recognises that, like all members of a population, people with disabilities are both beneficiaries and agents of humanitarian efforts. An inclusive approach seeks to identify and address barriers that prevent people with disabilities from participating in and benefiting from humanitarian action. Disability inclusive humanitarian efforts are both a **process** and **outcome**: people with disabilities should play an active role in humanitarian programs (being part of the process) and also benefit from humanitarian programs (benefiting from the outcome).
Organisations of People with Disabilities (OPD's)	OPDs are organisations consisting of persons with disabilities and which exist to represent the interests of their members. Although there is no firm rule, best practice is that OPDs comprise a voting membership of people with disabilities, and a board, of which at least a majority (usually 51% or over) is made up of people with disabilities. The role of an OPD can include providing a voice of their own, identifying needs, expressing views on priorities, evaluating services and advocating for change and increased public awareness. OPDs differ from service providers and other disability-focused organizations which may advocate for the rights or interests of people with disabilities but which typically do not have a membership and leadership made up solely or primarily of people with disabilities.

Some OPDs represent people with all impairment types, while others may focus on a particular impairment type or sectoral issue, or represent geographical areas (local, provincial, national, regional or international). The slogan of the global disability movement is 'Nothing about us without us'. This means that people with disabilities need to be represented in all activities and decision-making processes that affect them. |
| **Accessibility** | Choosing or adapting facilities, equipment, communication, materials and processes so that the widest range of people can use them without the need for adaptation or specialised design (i.e. 'universal design' or 'design for all'). |
| **Reasonable accommodation** | The necessary and appropriate modification and adjustments that support inclusion for individual people with disabilities. These adjustments take place on a case-by-case basis, based on an individual's need, where modifications don't impose a disproportionate or undue burden. Reasonable accommodations ensure that people with disabilities can enjoy opportunities on an equal basis as others. Examples include provision of a screen reader to support a person who is blind to use a computer in an office environment, or modifying the delivery of a training activity so a person with a physical impairment can participate on an equal basis as others. |

Endnotes

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11. Charter on Inclusion of Persons with Disabilities in Humanitarian Action (2016): http://humanitariandisabilitycharter.org/

12. https://interagencystandingcommittee.org/iasc-task-team-inclusion-persons-disabilities-humanitarian-action

13. The UN Convention on the rights of persons with disabilities (UN CRPD)

14. Deployment Life cycle: training, application to roster, on-boarding, nomination and selection, pre-deployment, mobilisation, post-deployment

15. Plan and CBM (2015) Practice Note: Collecting and Using Data to Inform Disability Inclusive Development