DISABILITY INCLUSION STRATEGY AND ACTION PLAN (2022 – 2027)

INTRODUCTION

The International Women's Development Agency (IWDA) is an Australian-based development organisation that seeks to defend and advance the rights of diverse women and girls to advance gender equality for all. The IWDA Disability Inclusion Strategy and Action Plan will guide implementation of our programming and other external facing work in support of the goal of this Strategy.

IWDA is in a solid position to scale up our disability inclusion work and commitments, drawing on key insights from our work in gender equality over the past three decades. This includes strong examples of disability inclusive practice, our deep understanding of the role of power dynamics in community development programs, the importance of including marginalised groups and those with intersecting identities, and partnering with locally-led organisations and movements.

This strategy describes the assumptions and underlying principles that inform IWDA's approach to disability inclusion, includes a theory of change and action plan to show how we will implement the strategy, and explains our approach to monitoring and evaluating the impact and effectiveness of this strategy. Annexes with links to resources that can support implementation of the strategy are included at the end.

SCOPE

This IWDA Disability Inclusion Strategy and Action Plan focuses primarily on IWDA's externally-facing work, including through our programmatic partnerships with women's rights organisations (WROs) and organisations of people with disabilities (OPDs) across Asia and the Pacific; through Equality Insights, which is IWDA's gender-sensitive measure of poverty; and through our research, policy and advocacy, communications and fundraising.

IWDA recognises the need to strengthen our disability inclusion practices across all of our operations, including our internal systems, processes and human resource management. In 2021 IWDA embarked on a long-term process known as the 'River of Change' aimed at strengthening our organisational culture. The River of Change has a number of focus areas, with a particular focus on improving diversity of staff across systemic and individual levels of the Agency.

Whilst this strategy does not guide our internal facing work to strengthen disability inclusion across our organisational processes, there are some overlaps between this strategy and The River of Change, including a focus on increasing and sustaining staff capacity to be more disability inclusive.

This is a five-year strategy, from 2022 - 2027, with an 18-month action plan (July 2022 to December 2023) that will be reviewed in line with the IWDA strategic plan cycle.

RATIONALE

IWDA recognises that people's lives are shaped by their identities and relationships as well as power structures, such as patriarchy, ableism, colonialism, ageism and racism that combine to create intersecting forms of privilege and oppression[1].

As a result, we know that women, girls, trans and non-binary people with disabilities often experience exclusion and disadvantage arising from gender-inequality and disability discrimination.[2] Attitudes about disability and gender, as well as other markers of identity such as age, shape people's experiences: as such not all women, girls trans and non-binary people with disabilities share the same experiences of disadvantage, exclusion, opportunity and privilege[3]. Despite experiencing disadvantage related to gender inequality and disability discrimination, they are also often excluded from active participation in gender- and disability- focused programs and social movements[4].

In seeking to defend and advance the rights of diverse women and girls to advance gender equality for all, IWDA is committed to helping make visible the nature and impact of overlapping sources of discrimination experienced by women, girls, trans and non-binary people with disabilities and addressing the barriers that undermine their full inclusion and active and meaningful participation.

APPROACH TO DISABILITY INCLUSION

Our approach to disability inclusion is guided by our organisational focus on progressing gender equality for all and the following frameworks and resources:

- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

- The "3S" framework for decolonising feminist solidarity – a core element of IWDA's Strategic Plan (2020-2023)

- UNWOMEN and UNPRPD Intersectionality Resource Guide and Toolkit

- CBM Disability Inclusive Development Toolkit

A summary of IWDA's approach to disability inclusion is as follows:

COMMITMENT TO A RIGHTS BASED APPROACH	IWDA is committed to a human rights model which recognises that disability is a form of human diversity and people with disability have the same rights as everyone else in society. Impairment must not be used as an excuse to deny or restrict people's rights.
RECOGNISING DIVERSITY AND INDIVIDUALITY	Upholding the needs and rights of women, girls, trans and non-binary people with disabilities cannot be achieved through a 'one size fits all' approach, but instead requires an intersectional approach that helps connect gender equality to the multiple forms of discrimination that people experience.
APPLYING A TWIN-TRACK APPROACH TO DISABILITY INCLUSION (MAINSTREAMED AND TARGETED APPROACHES)	By mainstreaming the priorities of women, girls, trans and non-binary people with disabilities across programs, and also providing targeted activities that recognise their 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 do / incorporate disability inclusion and can contribute to organisation-wide learning. Mainstreaming disability inclusion is also important as it allows for cross-sector benefits. IWDA will implement principles of disability inclusion across all aspects of policy and programming work.
WORKING IN PARTNERSHIP WITH LOCALLY LED OPDS AND WROS	IWDA has developed strong, locally-led partnerships with WROs and OPDs in the countries in which we work. We will draw on the knowledge, experiences and skills of their representatives and members to assist in analysis and determining priorities and effective strategies for inclusion. We will ensure that OPDs are compensated and appropriately resourced for their time and involvement in IWDA and partner activities. We will continue these partnerships and aim to build linkages and relationships between WROs and OPDs to be better able to represent, and be represented by, constituents with intersecting characteristics. We recognise that OPDs come from various stages of learning on differing issues, including gender equality, and will look to ensure the relationship is mutually beneficial and offer to invest in capacity development opportunities wherever appropriate.
ENABLING ACTIVE PARTICIPATION OF PEOPLE WITH DISABILITIES	To work in partnership with women, girls, trans and non-binary people with disabilities, to identify, address and remove the barriers they experience that limit or prevents their participation in and benefit from work towards advancing gender equality for all.
COMMITMENT TO ONGOING LEARNING AND INCREMENTAL IMPLEMENTATION	Building on experiences and lessons learned through targeted program monitoring, evaluation and learning activities. Reflecting and translating our learnings into action to improve our practice.

THEORY OF CHANGE

The goal of this strategy is: *"Women, girls, trans and non-binary people with disabilities live in inclusive communities where their rights are upheld; and they have equal access to leadership opportunities."* Five objectives guide IWDA's contribution to disability inclusion and supporting the full inclusion of women, girls, trans and non-binary people with disabilities in our externally facing work in support of this goal.

The first four objectives connect to Goals 1 and 2 of IWDA's Strategic Plan (2020-2023) to:

1. **RESOURCE AND CONTRIBUTE TO RESILIENT AND VIBRANT FEMINIST MOVEMENTS**
2. **PROMOTE SYSTEMIC CHANGE TOWARDS GENDER EQUALITY FOR ALL**

The fifth objective connects to Goal 3 in recognition that IWDA cannot achieve the first four objectives without strengthening our own knowledge, skills and practices.

1. **BUILD A RESILIENT AND RELEVANT FEMINIST ORGANISATION**

GOAL	STRATEGY		OBJECTIVE
1	**1. RESOURCE**		To make resourcing decisions that help to improve health, safety, dignity, wellbeing, and full inclusion for people with disabilities.
2	**2. CONVENE**		To use our power and relationships to enable OPDs and WROs to connect and to better represent, and be represented by, constituents with intersecting characteristics.
	3. TRANSFORM		To grow and strengthen the intersectional data available to IWDA, partners and policy-makers to support advocacy for stronger implementation of CEDAW and the CRPD and the human rights of people with disabilities.
	4. LEVERAGE		To use and extend our locational power to facilitate greater support for positive changes to policy, resourcing and norms around gender and disability.
3	**5. SUSTAIN**		To increase staff confidence and capacity to ensure that IWDA's approaches fully integrate disability inclusion.

The Theory of Change recognises the inter-connectedness of activities, outcomes and objectives. It is expected the outputs of activities will contribute to the achievement of multiple outcomes and objectives.
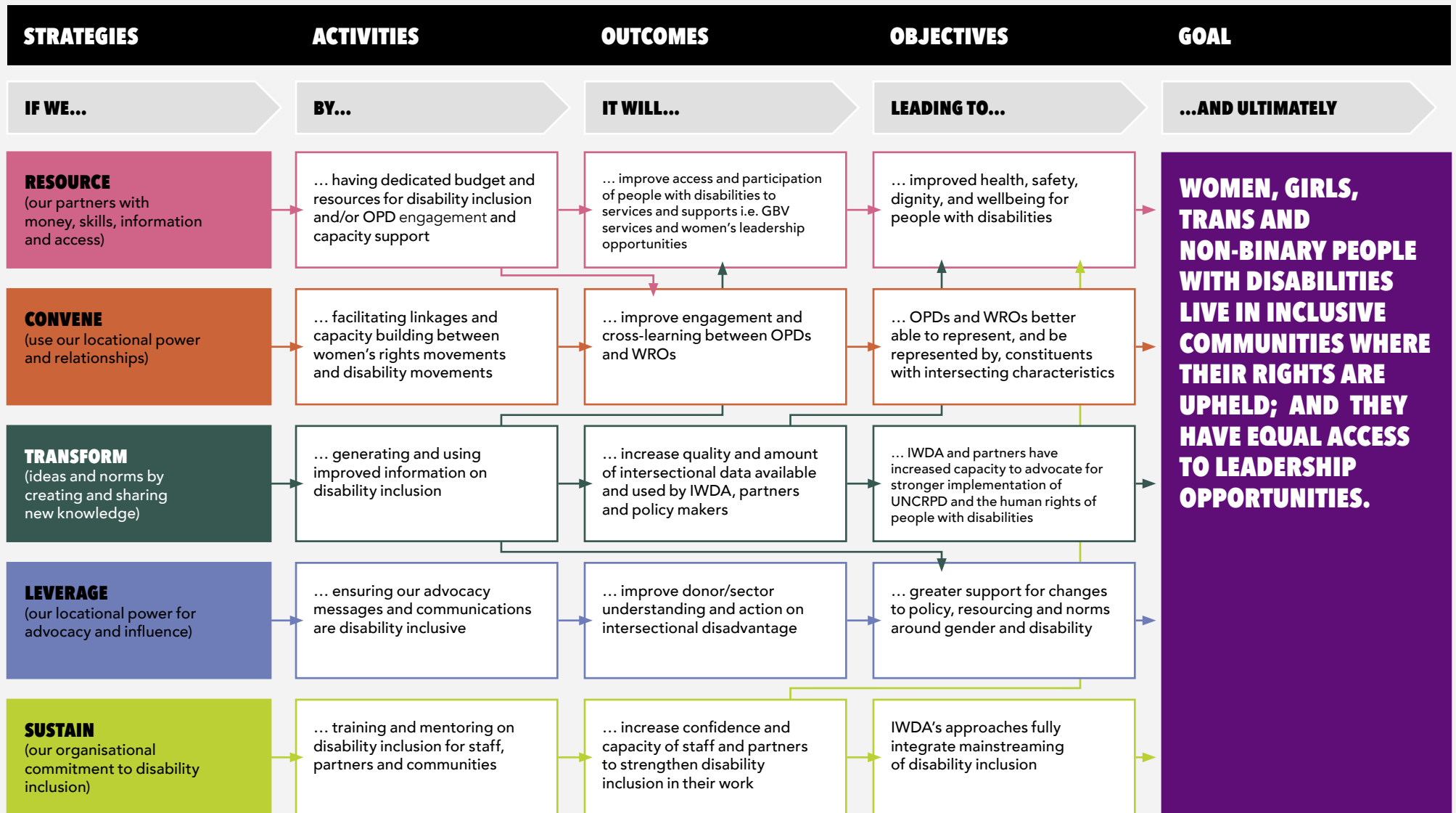
The Theory of Change also articulates how IWDA understands our role in strengthening disability inclusion in our externally facing work in pursuit of our goal. The 3S framework for decolonising feminist solidarity categorises the different roles that IWDA will play when 'stepping up', 'standing with' and 'stepping back' in our work to contribute towards progressive change towards gender equality and disability inclusion.

IWDA has identified a need to 'step up' and act to use our power to leverage resources and access for OPDs and WROs and to strengthen our internal disability inclusion work. IWDA will also 'stand with' OPDs and WROs in the global south in solidarity to amplify their work and perspectives, and 'step back' when these actors are better placed to take the lead. However, most activities in the theory of change of change and action plan illustrate how IWDA will step up and stand with, with a view towards achieving outcomes and objectives that will allow us to increasingly 'step back' over time.

In many ways, this Strategy is aspirational. Many of the expected outcomes and objectives are outside the control of IWDA. IWDA does not directly implement programs, except for data collected through Equality Insights, but we aim to support and positively influence change through our work and partnerships across Asia and the Pacific. The theory of change identifies the importance of connecting WROs and OPDs and the Action Plan includes strategies to build capacities of our partners and strengthen information exchange on good practices.

IWDA has appointed two voluntary roles: a Disability Inclusion Focal Point and a Disability Inclusion Advocate; established a Disability Inclusion Working Group, with cross-organisation representation; and linked with the Australian Disability and Development Consortium (ADDC) Disability Inclusion Focal Point Network. Under direction from IWDA's Leadership Team and coordinated by the Focal Point and Advocate, the Working Group will oversee the implementation of the Strategy and support analysis to generate an evidence-base of disability inclusion in IWDA's work.

IWDA DISABILITY INCLUSION THEORY OF CHANGE

STRATEGIES	ACTIVITIES	OUTCOMES	OBJECTIVES	GOAL
IF WE…	BY…	IT WILL…	LEADING TO…	…AND ULTIMATELY
RESOURCE (our partners with money, skills, information and access)	… having dedicated budget and resources for disability inclusion and/or OPD engagement and capacity support	… improve access and participation of people with disabilities to services and supports i.e. GBV services and women's leadership opportunities	… improved health, safety, dignity, and wellbeing for people with disabilities	**WOMEN, GIRLS, TRANS AND NON-BINARY PEOPLE WITH DISABILITIES LIVE IN INCLUSIVE COMMUNITIES WHERE THEIR RIGHTS ARE UPHELD; AND THEY HAVE EQUAL ACCESS TO LEADERSHIP OPPORTUNITIES.**
CONVENE (use our locational power and relationships)	… facilitating linkages and capacity building between women's rights movements and disability movements	… improve engagement and cross-learning between OPDs and WROs	… OPDs and WROs better able to represent, and be represented by, constituents with intersecting characteristics	
TRANSFORM (ideas and norms by creating and sharing new knowledge)	… generating and using improved information on disability inclusion	… increase quality and amount of intersectional data available and used by IWDA, partners and policy makers	… IWDA and partners have increased capacity to advocate for stronger implementation of UNCRPD and the human rights of people with disabilities	
LEVERAGE (our locational power for advocacy and influence)	… ensuring our advocacy messages and communications are disability inclusive	… improve donor/sector understanding and action on intersectional disadvantage	… greater support for changes to policy, resourcing and norms around gender and disability	
SUSTAIN (our organisational commitment to disability inclusion)	… training and mentoring on disability inclusion for staff, partners and communities	… increase confidence and capacity of staff and partners to strengthen disability inclusion in their work	IWDA's approaches fully integrate mainstreaming of disability inclusion	

ACCOUNTABILITY, LEARNING AND REPORTING

IWDA's 2020-23 Strategic Plan includes a Strategic Plan Monitoring, Evaluation and Learning Framework. This Framework provides a common language and process for understanding our achievements and challenges as an organisation, and through its implementation provides a platform for seeking feedback from our partners and stakeholders to demonstrate transparency and accountability. As outlined in this MEL framework, IWDA will monitor and report to the Board on a limited number of headline indicators every six months, and will engage in an annual review process (Years 1 & 2) and external evaluative activity (Year 3).

Due to the alignment of the Disability Inclusion Strategy with IWDA's overarching strategies to **resource, convene, transform, leverage and sustain,** the measures of our success for this Strategy will often be familiar to staff. For example:

- **Resource:** (skills and money): IWDA reports twice-yearly on the levels of funding targeted for disability inclusion; number of organisations supported; number of accompaniment activities delivered and outcomes of engagement with OPDs and partners towards strengthening disability inclusion.

- **Convene:** IWDA will analyse the extent of its networks with regional and international OPDs and bodies and how we have facilitated and supported the engagement of diverse women and girls with disabilities in these fora.

- **Transform:** IWDA will collect disability disaggregated data and conduct intersectional analysis to ensure the knowledge we create and share is disability inclusive. IWDA will report how we have supported stakeholders to use this information, for example in the application and use of disability inclusive data to support programming and advocacy.

- **Leverage:** IWDA will track the number of knowledge and public communication products shared that include disability inclusive analysis. To measure its success in disability inclusion, IWDA will document and share case studies of disability inclusive practice, including lessons learned, within the sector and with partners.

- **Sustain:** IWDA has a commitment 'To invest in and continually develop IWDA's capacity for feminist expertise and analysis' (Objective 3.4) and will ensure our staff have access to guidance and resourcing to inform their efforts to strengthen disability inclusion. IWDA will cross-check key guidance documents, including external frameworks and policies, to ensure consistency across frameworks and alignment with best practice.

Analysis of IWDA's disability inclusion through the Step Up, Stand With and Step Back model will allow IWDA to understand, and, if needed, refine our approaches. The Disability Inclusion working group will contribute to the Annual MEL process by conducting a reflection exercise that brings together collated quantitative data, requests illustrative examples of how different teams in IWDA have supported disability inclusion in their work using the 3s model as shown in the table below, and reflects on the key achievements, barriers and learnings to disability inclusion. In addition to showing gaps and opportunities to be prioritised in subsequent Action Plans, this reflection can also feed into IWDA's Annual Strategic Plan MEL Report, in addition to influencing the development of the next Strategic Plan and accompanying MELF.

STEPPING UP

Stepping up to use our power to leverage resources and access for women's rights organisations, and make our own contribution to feminist movements

STANDING WITH

Standing with feminist movements in solidarity and amplifying the work of global south actors

STEPPING BACK

Stepping back when others are better placed to take the lead

ACTION PLAN

OBJECTIVE	ACTIONS/ACTIVITIES	RESPONSIBILITY	EVIDENCE	TIMEFRAME
1. RESOURCE To make resourcing decisions that help to improve health, safety, dignity, and wellbeing for people with disabilities	IWDA promotes the inclusion of people with disabilities in design of new programs	Partnerships	QA forms for each new proposal	Commenced and ongoing
	IWDA will develop additional guidance for disability inclusion through the Partnerships manual	Partnerships	Partnership Manual clearly outlines DID inclusion	End September 2022
	IWDA will map current partner's work and capacity on disability inclusion	Partnerships	Baseline assessment of partners' capacities and needs	End August 2022
			DID support included in partners' accompaniment plans	End August 2022
	IWDA mainstreams DID into programs, commencing with ANCP	Partnerships	# of programs that include a DID component Case studies of disability inclusive practice	Commenced and ongoing
	IWDA seeks increased funding for targeted DID programs and for DID mainstreaming	Partnerships	# and level of funding for DID targeted programs # and level of funding for DID mainstreamed programs	Commenced and ongoing
	IWDA will identify OPDs which might be interested in working with us and/or our partners.	Partnerships, RPA	# connections made with OPDs # activities which fund OPDs	Commenced and ongoing

OBJECTIVE	ACTIONS/ACTIVITIES	RESPONSIBILITY	EVIDENCE	TIMEFRAME
	IWDA understands OPD priorities and capacity support needs and how we can respond	Partnerships, RPA	# of accompaniment activities with OPDs	Commenced and ongoing
	IWDA supports and encourages partners to strengthen DID practice, including through access to CBM IAG technical support; sharing effective DID approaches between partners; support attendance at national or regional forums	Partnerships	# of partners which access technical support from CBM # partners that participate in DID learning events	Commenced and ongoing
2. CONVENE To use our power and relationships to enable OPDs and WROs to connect and to better represent, and be represented by, constituents with intersecting characteristics	IWDA expands our networks with regional and international OPDs and bodies	RPA	# connections made with OPDs	Commenced and ongoing
	IWDA will actively facilitate the involvement of women, girls, trans and non-binary people with disabilities in public forums that we convene or co-convene	SCP	# no of public forums convened or co-convened by IWDA that actively involve women, girls, trans and non-binary people with disabilities	By July 2023
	IWDA advocates for inclusion of OPDs in gender and disability movement coalitions and consortia	RPA	# representations made that advocate for inclusion of OPDs	Commenced and ongoing

OBJECTIVE	ACTIONS/ACTIVITIES	RESPONSIBILITY	EVIDENCE	TIMEFRAME
3. TRANSFORM To grow and strengthen the intersectional data available to IWDA, partners and policy-makers to support advocacy for stronger implementation of the CRPD and the human rights of people with disabilities	IWDA commits to use the Washington Short Set questions in data collection (disability disaggregated data)	SCP	% of data collection activities that use the Washington short set questions	Commenced and ongoing
	IWDA commits to disability inclusive feminist analysis within our knowledge products	SCP	# of knowledge products that include disability analysis	Commenced and ongoing
	IWDA documents and shares case studies of disability inclusive practice, including lessons learned, within the sector and with partners	SCP	# of case studies produced	Commenced and ongoing
	IWDA develops internal guidelines for strengthening disability inclusive data collection and analysis activities	SCP	Guidelines developed to strengthen disability inclusive data collection Staff training	Commenced and ongoing
	IWDA supports partners and stakeholders to engage with and use disability inclusive data to support programming and advocacy	SCP	# of activities with partners/stakeholders that support uptake and use of disability inclusive data # of outputs which include an intersectional disability inclusive analysis	Commenced and ongoing

OBJECTIVE	ACTIONS/ACTIVITIES	RESPONSIBILITY	EVIDENCE	TIMEFRAME
4. LEVERAGE To use and extend our locational power to facilitate greater support for positive changes to policy, resourcing and norms around gender and disability	IWDA integrates intersectional, disability inclusive analysis into policy submissions and positions	RPA, Partnerships	# of policy submissions and position statements which include intersectional disability inclusive analysis	Commenced and ongoing
	IWDA conducts and supports advocacy with power holders to improve understanding of intersectional marginalisation (including based on disability)	RPA, Partnerships	# guidance developed to support staff to discuss disability related intersectional disadvantage	End February 2023 Commenced and ongoing
	IWDA will develop and implement guidelines for inclusive and accessible communications (print and digital resources, webinars etc.)	BT	Guidelines developed to strengthen the inclusivity and accessibility of IWDA communications	Commenced and ongoing
	Develop and share content about the importance of disability inclusion	BT	Minimum 10 pieces of content annually which includes portrayal of people with disabilities (articles, social media content and reshares, reports and multimedia)	Commenced and ongoing
5. SUSTAIN To increase staff confidence and capacity to ensure that IWDA's approaches fully integrate mainstreaming of disability inclusion	All IWDA staff complete basic online DID training on induction and every two years	BT	Records of staff attendance	Commenced and ongoing

OBJECTIVE	ACTIONS/ACTIVITIES	RESPONSIBILITY	EVIDENCE	TIMEFRAME
	All Partnership staff receive at least 1 day training on disability inclusive development	Partnerships	Records of staff attendance	Commenced and ongoing
	IWDA incorporates disability inclusion reflections into team, staff and Leadership meetings and events	All teams	Meeting agendas and minutes	Commenced and ongoing
	IWDA will appoint Disability Inclusion Focal Point and Disability Inclusion Advocate to support disability inclusion across the organisation	SCP	DI Focal Point ToR	Completed
	IWDA will establish a Disability Inclusion working group to grow staff confidence and capacity for disability inclusion	SCP	Notes from DI Working group meetings	Commenced and ongoing
	Staff have access to guidance and resourcing to inform their efforts to strengthen disability inclusion	Disability Inclusion Working Group	# requests from staff for resources to support disability inclusion # of resources provided to staff to support disability inclusion	Commenced and ongoing
	All IWDA Strategies and Policies reflect IWDA's commitment to disability inclusive development	BT	Updated Strategies and Policies	By end 2022

ANNEX 1. ACRONYMS, DEFINITIONS AND EXPLANATIONS

ANCP	Australian NGO Co-operation Program
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNPRPD	United Nations Partnership on the Rights of Persons with Disabilities
BT	Business Transformation
DID	Disability Inclusive Development
DI	Disability Inclusion
EI	Equality Insights
CBM IAG	Inclusion Advisory Group
GBV	Gender-based Violence
IDPWD	International Day of Persons with Disabilities
IWDA	International Women's Development Agency
OPD	Organisation of Persons with Disabilities
RPA	Research, Policy and Advocacy
SCP	Systemic Change & Partnerships
SMT	Senior Management Team
TOC	Theory of Change
TOR	Terms of Reference
WRO	Women's Rights Organisations

DEFINITIONS AND EXPLANATIONS

Accessibility: means ensuring that people with disabilities can access the physical environment around them, transportation, information and communication technology and systems on an equal basis with others. Accessibility requires forward thinking by those responsible for delivery of private and public services to ensure that people with disabilities can access services without barriers.

Barriers: refers to elements of the built environment, policies, attitudes etc which limit or prevent access and inclusion for people with disabilities. Types of barriers can include:

Physical and transportation barriers: inaccessible buildings, schools, clinics, water pumps, public transport, roads, baths, etc.

Information and communication barriers: including information and communications technologies and systems. This also includes written and spoken information such as media, flyers, Internet, and community meetings, or lack of access to services such as sign interpreters, Braille, or easy-read materials.

Institutional barriers: including both legislation that discriminates against people with disabilities and/or an absence of legislation that might otherwise provide an enabling framework. It also includes the absence of policies and budgets that support access and inclusion.

Attitudinal barriers: including negative stereotyping of people with disabilities, social stigma, harmful social norms, and other forms of overt discrimination.

Convention on the Rights of Persons with Disabilities (CRPD): an international human rights treaty that protects the rights and dignity of persons with disabilities. Parties to the Convention are required to promote, protect, and ensure the full enjoyment of human rights by people with disabilities.

Disability: Article 1 of the CRPD states 'Persons 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'.

Disability-inclusive development: actively seeks to ensure the full participation of people with disabilities as empowered self-advocates in all development processes and emergency responses and works to address the barriers, which hinder their access and participation. Disability-inclusive development takes a rights-based approach.

Human rights model of disability: takes universal human rights as a starting point. People with disabilities are seen to have a right to access all within their society on an equal basis with other people.

Inalienable rights: refers to rights that belong to every person and cannot be taken from a person under any circumstances. People do not need to be given to people by their government or any other authority, nor can they be taken away. Nobody can tell you that you do not have these rights. Even if your rights are violated or you are prevented from claiming your human rights, you are still entitled to these rights.

Inclusive development: processes and outcomes that ensure that marginalised groups actively participate and benefit from the development processes and outcomes, regardless of their age, gender, disability, state of health, ethnic origin, sexual orientation, religion or any other characteristics. It seeks to address the deepening inequality and consequent lack of access to opportunities for those who are excluded from development gains and processes.

Individual autonomy: refers to the capacity to be one's own person, to live one's life according to reasons and motives that are one's own choices and not the product of manipulative or distorting external forces.

Invisible Rights: refers to the equal importance of each human rights law. A person cannot be denied a right because someone decides it is 'less important' or 'nonessential'. All rights are equally owned.

Intersectionality: this originated in feminist theory. At its core is the recognition that the intersection itself of different identities produces a particular experience of oppression, and one cannot arrive at an adequate explanation by using an additive strategy of gender plus race, plus class, plus sexuality such as in the case of multiple or additive discrimination.

Sustainable Development Goals (SDGs): The SDGs are a set of 17 interlinked global goals designed to be a "blueprint to achieve a better and more sustainable future for all". The SDGs were set up in 2015 by the United Nations General Assembly and are intended to be achieved by 2030.

Non-discrimination: requires that people to receive equal treatment irrespective of their characteristics. It is used to assess apparently neutral criteria that may produce effects, which systematically disadvantage persons possessing those characteristics. Non-discrimination is fundamental to the human rights based approach and one of the underlying principles of the UNCRPD.

Nothing about us without us: is the central message of the disability rights movement. This refers to recognising the knowledge and experiences of people with disabilities and involving them and their representative organisations in all phases of program and policy design, planning and implementation.

Organisation of persons with disabilities: are usually self-organised organisations where the majority of control at board level and at membership level is with people with disabilities. The role of an OPD is to provide a voice of their own, on all matters related to the lives of people with disabilities. This Strategy uses OPD as it is consistent with using person-first language. The term is emerging, and it needs to be noted that it is an alternative term for a Disabled Person's Organisation (DPO), which is still commonly used.

Reasonable accommodation: is an adjustment made in a system to accommodate or make fair the same system for an individual based on a proven need.

Self-determination: is a characteristic of a person that leads them to make choices and decisions based on their own preferences and interests, to monitor and regulate their own actions and to be goal-oriented and self-directing.

Social model of disability: this model identifies discrimination or exclusion of people with disabilities not as a result of people's impairments, but as a result of limitations imposed by the particular context in which people live. The focus therefore is on removing 'disabling barriers'.

Three S Framework is a core element of IWDA's Strategic Plan (2020-2023)

Step Up and use our power to leverage resources and access for women's rights organisations, and make our own contribution to feminist movements

Stand With feminist movements in solidarity and amplify the work of global south actors

Step Back when others are better placed to take the lead.

Twin-track approach involves:

mainstream approach — actively including people with disabilities as participants and beneficiaries of development efforts across all sectors; and

targeted approach — targeting people with disabilities through development initiatives designed specifically to benefit people with disabilities

Universal Declaration of Human Rights (UDHR): adopted by the General Assembly on 10 December 1948. Primary UN document establishing human rights standards and norms. All member states have agreed to uphold the UDHR. Although the declaration was intended to be non-binding, through time its various provisions have become so respected by States that it can now be said to be Customary International Law.

Universal Design: involves designing products and environments so that the widest range of people possible can use them, without need for adaptation or specialised design. Universal Design evolved from Accessible Design, a design process that addresses the needs of people with disabilities. Universal Design goes further by recognising that there is a wide spectrum of human abilities. Everyone passes through childhood, periods of temporary illness, injury and old age. By designing for this human diversity, we can create things that will be easier for all people to use.

Washington Group: was formed as a result of the United Nations International Seminar on Measurement of Disability that took place in New York in June 2001. An outcome of that meeting was the recognition that statistical and methodological work was needed at an international level in order to facilitate the comparison of data on disability cross-nationally.

Washington Group Questions: The Washington Group on Disability Statistics developed a single standard set of universal questions on disability for use in censuses and surveys. These questions identify and measure disability across multiple domains of functioning and enable the coordination and comparison of data. There are six Washington Group questions with four 'core' questions and two 'additional' questions:

CORE QUESTIONS

1. Do you have difficulty seeing, even if wearing glasses?

2. Do you have difficulty hearing, even if using a hearing aid?

3. Do you have difficulty walking or climbing steps?

4. Do you have difficulty remembering or concentrating?

ADDITIONAL QUESTIONS

5. Do you have difficulty (with self-care such as) washing all over or dressing?

6. Using your usual (customary) language, do you have difficulty communicating, for example understanding or being understood?

ACKNOWLEDGEMENTS

RESOURCES

RESOURCES ON DISABILITY INCLUSION DATA

Plan & CBM. Practice note: Collecting and using data on disability to inform inclusive development. https://www.cbm.org.au/resource/collecting-and-using-data-on-disability-to-inform-inclusive-development

OHCHR. *SDG-CRPD Resource Package*. https://www.ohchr.org/en/disabilities/sdg-crpd-resource-package

RESOURCES ON PARTNERSHIPS WITH OPDS

CBM Global Disability Inclusion (2022) *'We have a key role now': Lessons learnt from partnerships with organisations of people with disabilities*.

Department of Foreign Affairs and Trade. *Creating a 'new business as usual': reflections and lessons on engaging with Disabled People's Organisations in development programming and humanitarian action.*

European Disability Forum and Sightsavers (2022) Nothing About Us, Without Us! Stories of Empowering Organisations of People with Disabilities.

RDI Network and CBM-Nossal Partnership for Disability Inclusive Development (2020) *Research for all: making research inclusive of people with disabilities.* Research for Development Impact Network.

Humanity & Inclusion (2011) Support to organisations representative of persons with disabilities.

GUIDELINES ON ACCESSIBILITY AND REASONABLE ACCOMMODATIONS:

DFAT. Accessibility Design Guide: Universal design principles for Australia's aid program. https://www.dfat.gov.au/about-us/publications/Pages/accessibility-design-guide-universal-design-principles-for-australia-s-aid-program

United Nations. Disability inclusive communications guidelines. https://www.un.org/sites/un2.un.org/files/un_disability-inclusive_communication_guidelines.pdf

United Nations. Disability inclusive language guidelines. https://www.ungeneva.org/sites/default/files/2021-01/Disability-Inclusive-Language-Guidelines.pdf

ENDNOTES

1. UN Intersectionality resource and toolkit
2. (United Nations 2006, Stubbs 2009, Dowse, Frohmader et al. 2016, Price and Goyal 2016, CBM 2019).
3. CBM 2019, other
4. (Edwards 2015, Grech and Soldatic 2016, CBM 2019).