



Practitioner  
Interest Forum  
Building Organisational  
Inclusion

Thursday 11th April  
9AM-1:00PM  
Melbourne



## Session 3 – Programmatic Inclusion

# ADDC Disability Focal Point network

Creating small groups of people who are working to raise the profile of disability inclusion within their own organisations and programs to share ideas, resources, challenges and strategies.

Register your interest with Kerryn via [kclarke@addc.org.au](mailto:kclarke@addc.org.au)

## Session 3 – Programmatic Inclusion

### **Organisational assessment tool**

Julie Smith, Senior Advisor – Program Quality, CBM Australia

# Organisational Engagement on Disability Inclusion

- a tool for fostering change

[cbm.org.au/our-resources](http://cbm.org.au/our-resources) to download

**Leadership and  
governance**

**Policies and  
Programs**

**Workforce**

**Working with other  
organisations**

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For each area – define what good disability inclusion looks like.

# Applying it to your organisation

## Six guiding questions

1. Does the organisation have policies, action plans or strategies that deal with people with disability?	2. Is the organisation accessible in practice (includes buildings, people, and policies)?	3. Does the organisation promote accessibility?
4. Were the policies, action plans and strategic plans formulated with input by people with disability?	5. Are people with disability meaningfully included in the organisation at all levels?	6. Does the organisation promote participation of people with disability?

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**strengths, challenges, areas for prioritisation**

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# Applying it to your organisation

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## ACTION PLANNING

4. Were the policies, action plans and strategic plans formulated with input by people with disability?

5. Are people with disability meaningfully included in the organisation at all levels?

6. Does the organisation promote participation of people with disability?



# CBM - Areas for tracking

- Technical Capacity on disability inclusion
- Accountability
- Political Will
- Inclusive Culture

CBM Australia: Organisational Assessment Scale- Benchmarking Disability

Completed by:

Date:

1.0	<b>Aspect 1 - Technical Capacity on disability inclusion</b>	0	1	2	3	4	U/K N/A	<b>Comments</b>
1.1	There is a person and/or division responsible for disability inclusion in the organisation (i.e. has time allocated to disability inclusion)							
1.2	Disability inclusion is incorporated into orientation/mandatory training programs for all staff (i.e. regular orientation to the rights of persons with disabilities and supported to work on inclusion)							
1.3	Disability inclusion analysis is built into all programs planning, implementation, and M&E procedures							
1.4	The organisation is partnering with other organisations that support technical capacity (i.e. DPOs, CBM, etc).							
1.5	All programs collaborate actively with DPOs and disability service providers (including government)							
1.6	The organisation is systematically offering orientation on the rights of persons with disabilities to their local partner organisations (i.e. capacity building)							

2.0	Aspect 2 - Accountability	0	1	2	3	4	U/K N/A	Comments
2.1	Data on disability and sex is collected in all programs and projects							
2.2	Disability awareness is included in job descriptions and/or in performance criteria for all staff in the organisation							
2.3	Disability inclusion from a rights-based perspective is a crosscutting issue in the organisation and is included in organisational strategy documents as a key issue for organisational effectiveness (e.g. strategy, annual reports, etc).							
	SUB TOTALS							TOTAL (Average

3.0	Aspect 3 - Political will	0	1	2	3	4	U/K N/A	Comments
3.1	Senior management are actively supporting and take responsibility for integration of disability inclusion across the organisation (incl. HR, corporate, programs, media and communications)							
3.2	HR are actively supporting the recruitment of people with disability to the workforce (i.e. affirmative action, such as job ads in disability networks)							
3.3	People with disabilities are represented at all levels of organisation, including in senior decision-making and governance positions							
3.4	The organisation is budgeting adequate financial resources to support disability inclusion, including to reasonably accommodate people with disabilities in the organisation and in its activities							
3.5	The organisation infrastructure is accessible (i.e. the whole workplace)							
3.6	The organisations information and communications are							

4.0	Aspect 4 - Inclusive Culture	0	1	2	3	4	U/K N/A	Comments
4.1	Disability inclusion issues are taken seriously and discussed openly by staff across the organisation							
4.2	People with disabilities are employed in the organisation							
4.3	Staff are encouraged to identify where reasonable accommodations will support their work							
4.4	There is an informal or formal mentoring program initiated in the organisation for people with disabilities							
	SUB TOTALS							TOTAL (Average)

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# What triggers change

- internal drivers – staff as change agents and champions
- shifts in the mandate of Australian development organisations towards development that is rights-based and reaches 'the most marginalised'
- increased awareness, training and education
- the need for compliance with donor requirements.

# Challenges

- a lack of awareness of disability inclusion in the wider organisation outside of programming;
- a perceived lack of commitment by senior management (including a lack of resource allocation to the issue);
- lack of skills and knowledge in how to implement disability inclusion actions and unclear pathway for change;
- time required to see real change in the field and incongruence with donor pressures; and
- low representation of people with disabilities in the development workforce.

# Enablers:

- a whole-of-organisation approach with senior management support;
- policies, structures and processes;
- dedicated roles;
- awareness raising and technical skill development;
- partnerships and collaboration; and
- allocation of time and resources.

[cbm.org.au/our-resources](http://cbm.org.au/our-resources) to download



# 10 days for 10 years

## Celebrating a decade of disability inclusion development

- Marking achievements in DID, particularly those led or made possible by Australian aid under the first and second *Development for All* strategies.
- Daily articles on ADDC website reflecting on the successes of DID practises by 13 ADDC member organisations, including Oxfam Australia, World Vision, TEAR, CBM Australia and Good Return.
- **Starting from Monday 29<sup>th</sup> April**