

## How do we get from here to there?

# PRACTICAL GUIDELINES ON DISABILITY INCLUSIVE PROGRAMMING

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## PREPARATION

- Ensure disabled people with different impairments can participate in community development by assessing environmental and attitudinal barriers.
- Engage with disabled people locally. Try to find out if there are any representative organisations of disabled people (DPOs). If unsure about whether your plans are accessible, ask DPO representatives for advice.
- Consider employing local disabled people in your programme. They're more likely to identify and encourage others to participate.
- Identify and support disability champions at all levels within national offices, sectoral, departmental, programme and project teams.

## PROGRAMME

- Separate data on participants by disability as well as gender, to measure inclusion. Break this down further into common impairments to improve monitoring. The easiest way is to add a box stating disabled alongside male and female. This can be expanded on with type of impairment.

- Ensure questions on any issue (income level, coping strategies, school attendance, health status, HIV awareness, etc.) that are put to non-disabled people are also put to a minimum number of disabled people (at least 10% of total interviewees). This will build up a picture of whether the situation is the same or different for disabled and non-disabled people.
- Ensure inclusion of disabled people in any objective follows through into relevant indicators, outcomes, outputs, activities, budgets and evaluation. Insert additional columns in tables for disability checklists.

## ACCESS

- Ensure a standard line for costs of disability access/ inclusion within all budgets as a fixed percentage (2-5%) of activities or overall costs to cover interpreters, guides, transport, production of material in alternative formats, adaptations to premises, etc. If this is labelled 'inclusive support costs', it will benefit many other vulnerable people (elderly, pregnant women, PLWHA). Make inclusion an integral part of the budget.

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## MONITORING

- Ask some key questions. Are disabled women, men, girls and boys specifically included in this programme/strategy/activity? How are they included? Is their participation measured on a regular basis and in periodic evaluations? Is their inclusion adequately resourced? Are there any barriers to their participation and if so, how can these be overcome?

## WORKING

- Establish the numbers of disabled people in the area from the outset. If this isn't possible, use national disability statistics or the World Health Organisation (WHO) global figure of 10% as the minimum target. The percentage of disabled people in any programme or consultation should aim to at least match – and arguably exceed – the estimated percentage in the community.
- When carrying out mapping exercises of local community-based organisations, NGOs, INGOs, etc., ensure you ask questions about DPOs, self-

help groups of disabled people or others working on disability – so you get a good sense of existing activities and resources.

- Carry out resource mapping of disability services to establish links for referrals of support. Find out if there are community-based rehabilitation (CBR) programmes, as you may be asked for help in providing these. The emphasis is on helping people to access aids, appliances or services which can be the first step towards participation – this in itself is not inclusion.
- Include disabled people and disability issues in mainstream development while at the same time deploying targeted interventions to support and build capacity among disabled people and DPOs.
- Ensure diversity of disabled people (women, men, girls and boys with mobility, hearing, visual, intellectual and multiple impairments).
- Partner with DPOs to identify and engage disabled people, and address local issues. Consider ways of supporting their advocacy efforts.