



Disability Mainstreaming: Impact through a catalytic approach

An overview of CBM Global's Inclusion Advisory Group



Inclusion Advisory Group is an initiative
of CBM Global

Preface

Disability Mainstreaming: Impact through a catalytic approach

CBM's Inclusion Advisory Group strives for a more inclusive and equitable world where people, organisations and institutions actively practice and promote inclusion and where everyone enjoys their human rights.

We exist to help others to put inclusion into practice.

This overview showcases the work of the Group's Australian team between 2014 and 2019.

What we do

In partnership with the disability movement, we work with governments, UN agencies, development banks, management contractors and international NGOs to strengthen inclusion in their policies, programs and practices.

In Australia, we have been providing support to the Australian Government's aid program through DFAT and other partners since 2008.

We help to create change in organisations and institutions by providing technical assistance, change facilitation, capacity strengthening and by sharing evidence of what works.

Our advice to others is informed by and amplified through CBM's global program presence and advocacy.

How we achieve change



We seek out opportunities for **catalytic impact**



We offer **localised advice** backed up by **collective wisdom**

We are both **strategy driven** and **client responsive**

We are **consistent** in approach yet **adaptable** to context



We seek to **draw on** and **complement** CBM's programs and advocacy



We **work with others** to tackle bigger problems than we could alone

CBM's Inclusion Advisory Group

People with disabilities face barriers to participation and access to healthcare, education, work, political and community life. People with disabilities are at greater risk of living in poverty, and those in poverty run a greater risk of disability.

Rights are enshrined in the UN Convention on the Rights of Persons with Disabilities. The 2030 Agenda for Sustainable Development, which has wide international support, commits to 'leave no one behind'.

CBM's Inclusion Advisory Group works to influence others in the international development and humanitarian sectors to actively practice and promote inclusion and diversity in line with these commitments.

In collaboration with the disability movement, we bring technical expertise in disability and development. We work directly with organisations to show how commitments can be operationalised – at a program, policy or organisational level level.

When we can influence others to practice inclusion we have much wider impact than we could alone – and many more people with disabilities can benefit from, and contribute to, development in their communities and societies.



▲ Contributing to inclusive development: Working alongside Indonesian Organisations for People with Disabilities, we supported a DFAT-funded Women's Empowerment Program to explore strategies to include women with disability-training in Yogyakarta, 2018.

Supporting the Disability Movement - Key Partners

CBM's Inclusion Advisory Group actively models inclusion by engaging and working closely with people with disabilities and their representative organisations – Organisations of Persons with Disabilities (OPDs) – in our advisory work. We value the expertise and lived experience of people with disabilities and aim to align with the mantra of the disability movement, “nothing about us without us.”

“Without CBM we would not be where we are today. CBM was really able to broker the partnerships and open up the doors for us, and it is through CBM's engagement that we have gained these new opportunities.”

Pacific Disability Forum CEO on the Australian Humanitarian Partnership Program

OPDs tell us that CBM ‘opens doors both ways’, linking them with new organisations and amplifying their messages, while also strengthening their capacity to engage effectively. This means that there are stronger OPDs working more strategically for change.

“In Bangladesh, if we raise our voice alone, the development partners do not hear us. But if another partner introduces us, like CBM, they listen to us”.

OPD representative, Bangladesh

Examples of support to OPDs include:

- We supported the **Pacific Disability Forum (PDF)** to position strategically in the DFAT-funded Australian Humanitarian Partnership (AHP) through our role in 3 of the 5 NGO consortia since 2018. With our assistance, **PDF now leads its OPD members in the Pacific** to work with others in the humanitarian system to ensure people with disabilities are not left behind in emergencies and disaster preparedness.
- We worked with the **World Federation of the Deaf** in 2016 to support their human rights advocacy.
- We work actively with the **International Disability Alliance, and the International Disability and Development Consortium** to strengthen capacity and OPD networks.
- We have worked with **Ra'Es Hadomi Oan** in Timor-Leste since 2014, together providing training on health, accessibility and women's issues.
- We have engaged the **PNG Association of Disabled Persons** to work with us advising a range of development organisations and government departments in PNG since 2015.
- We have worked with **Transforming Communities International (TCI-Asia)** to support connections between psychosocial disability advocates in Asia and the Pacific.
- We supported OPD members from Asia and the Pacific to attend conferences, ministerial consultations and advocacy events with Australian development organisations. These have helped OPDs to have more influence with their governments as policies and programs are developed, ensuring that people with disabilities are not overlooked.

Working with Pacific Organisations of Persons with Disabilities

The Pacific Disability Forum (PDF) is a regional peak body representing 35 OPDs. CBM is a long-time partner of PDF, with a current five year agreement that focusses on supporting strategic planning, joint involvement in regional disability inclusion training, exploring community based support options for people with psychosocial disabilities, and disaster risk reduction planning.

Community Based Inclusive Development

CBM has worked with PDF to focus on Community Based Inclusive Development (CBID) approaches and how they can be applied in the Pacific. Pacific OPDs will now have a much more targeted focus when engaging with their governments about ensuring that mainstream social services address disability. While much work remains ahead, CBM's CBID approach is viewed by PDF as an important step towards ensuring positive changes reach people with disabilities 'on the ground' across the Pacific.



Disability Inclusive Disaster Preparedness

CBM also supported PDF to position and respond as a key go-to organisation for NGOs doing disaster preparedness work in the Pacific, as part of DFAT's Disaster Ready Program. As a result, coordination will be tighter and people with disabilities will be less likely to be overlooked by agencies responding to disaster. The OPD Capacity Building Program, which is a component of Disaster Ready, is working with national OPDs from Fiji, PNG, Solomon Islands, Timor-Leste and Vanuatu to better link with Australian NGO disaster response programs. PDF acknowledged that CBM's collaborative approach has enabled new partners to engage with PDF, as well as build the capacity of PDF to work more effectively with more organisations.

▲ CBM supports Pacific OPDs with advice about how to best connect with government and aid donors. Many members of OPDs across Pacific countries have little formal education - CBM's advice in planning and strategising supports people with disability and their representative organisations in practical ways.

Supporting NGOs to do Disability Inclusive Development better

Harnessing the resources of others in the aid sector

CBM's Inclusion Advisory Group has supported Australian-based International NGOs to promote and practice disability inclusion through funding opportunities, advocacy initiatives, project implementation, contractual agreements and other strategic platforms.

“The Partnership with CBM Australia has built the capacity of UNICEF Australia to provide effective support to country offices. In the past, disability inclusion was seen as an ‘add on’ but is increasingly incorporated into program design and budget.”

UNICEF feedback (2019)

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Contracts
with NGOs
in 2019

Examples of significant organisations with which we have partnered include:

Plan International Australia – we have provided technical support on project designs, policy, and strategy development since 2010. Together we published a key publication on collecting disability data, the “Plan-CBMA Data and Disability Practice Note”, which is referenced widely. Currently, CBM is part of a Plan-led consortium within the Australian Humanitarian Partnership.

World Vision Australia – a 4-Year (2014-2018) Civil Society WASH fund agreement for our technical support to support WVA's inclusive water and sanitation programs in Zimbabwe, Sri Lanka, and PNG. This has continued with the DFAT-funded Water for Women program (2018 – 2022). We advise on disability inclusion in a Sri Lanka livelihoods program, and have provided disability training to the WV PNG tuberculosis program.

WaterAid – a focus on the Civil Society WASH fund in PNG and Timor-Leste (2014-17) trialling integrated approaches to gender and disability inclusion, and support to their Cambodia program. We provide input to their work in Timor-Leste under the current 4-year Water for Women program (2018 – 2021).

Oxfam Australia – we have supported the development of a Disability Inclusion policy and implementation plans, and an agency-wide capacity needs assessment and capacity development delivery that included their Asian offices. We supported Oxfam's research in Vanuatu on the effects of Cyclone Pam on people with disabilities, and support their humanitarian responses through the Australian Humanitarian Partnership. We collaborate on work around disability inclusive budgeting.

Australian Lutheran World Service – a partnership in 2012-14 led to wider international organisational commitment through the Lutheran World Federation's regional disaster risk reduction network. In 2018-19, we supported mapping and action planning work with the PNG Church Partnership Program, and advice on assessing their disability work in Nepal.

UNICEF Australia – since 2015, we have worked to strengthen disability mainstreaming in UNICEF programming. This includes piloting early intervention programs for children with disabilities in PNG, and Lao programs. UNICEF is now promoting the scale up of work in the Pacific. We support UNICEF with inclusive water and sanitation approaches in schools in Fiji and Nepal.

CARE Australia – we have supported CARE to develop organisational policies on disability inclusion, and have worked with them in DFAT's Water for Women program, integrating Gender and Social Inclusion capacity development into projects in PNG and Bangladesh. We reviewed CARE's inclusive approaches to the Indonesia Tsunami response in 2018.

SNV Netherlands Development Organisation – a 4-year partnership through the Water for Women program (2018–22) focussing on inclusive approaches in a regional project, and input to their Bhutan, Laos and Nepal programs.

RedR – a 3-year partnership from 2017 to improve disability inclusion in RedR’s work deploying Australian experts to help communities plan, prepare, and recover from crises and conflict.

Australian Volunteers International – we have supported AVI over many years. In 2019, we supported a volunteer trainer working at the Inclusive Education Resource Centre at the University of Laos, to improve support to students with vision impairments. We are advising on the ways the Australian Volunteers Program could increase the number of volunteers with disabilities, and how all volunteers could better promote disability inclusion.

Caritas Australia – we reviewed the organisation’s Disability Inclusive Development Guidelines which will have implications on all program work.

The Fred Hollows Foundation – we are supporting a review of key programming and public engagement approaches, as an organisational disability inclusion plan is developed.

TEAR Australia – we have had many years working formally and informally with TEAR to improve inclusion in policy and programs. We worked with our UK team to review Tearfund UK’s work on disability inclusion in 2019, to highlight good practice that could be improved and integrated with advocacy opportunities.

Australian Red Cross – in 2016 we reviewed inclusion in Red Cross’s response to Cyclone Haiyan, and gave technical support to National Societies in Asia.

Our support to the partners of International NGO ranges from project based technical inputs through to high level whole of organisation capacity strengthening.



< Our advisors supported organisations to better respond to the needs of people with disabilities, as they implement water and sanitation projects - in Nepal and Zimbabwe.



Influencing the Australian Government

Our Impact to date – Working with the Australian Government

CBM has been a strong advocate for disability inclusion to be better considered in the aid program, and was a key driver toward the Australian Government's aid program developing its first disability strategy – Development for All – in 2008. This has been catalytic to prompting greater attention to disability inclusion across the whole development sector, in Australia, and internationally. Since 2008, CBM has been contracted by DFAT's Disability Inclusion Section (DIS) to provide technical advice to support implementation of the Development for All strategies. We have worked alongside DIS to build the capacity of DFAT staff and implementing partners and to provide tailored and targeted advice and training that will support effective disability inclusion. These contracts, totalling \$7.1 million, have been delivered in collaboration with the Nossal Institute for Global Health at the University of Melbourne.

“With the technical expertise and networks of CBM and the resources and international standing of DFAT, it has helped build understanding and capacity within DFAT and its key stakeholders in the Indo-Pacific region – thereby increasing the reach of the Australian aid program, the quality of life of people with disability and their contribution to economic development”.

DFAT-CBM Partnership Independent Evaluation Report (2014)

Help Desk for Disability Inclusion Advice

As part of our support to DFAT, we maintain a technical advisory Help Desk through the **DID4All website** platform. This allows us to respond to specific requests from any section of the government's aid program. Advisors have reviewed policies and plans from places as diverse as Kenya, Myanmar and Samoa. Our advice ranges from technical and targeted input about the principles of universal design for dimensions of an accessible toilet, to policy advice to education ministries to ensure children with disabilities have access to education, or recommendations to ensure no one is left behind in emergency responses. Over the years, the complexity of what we are asked to advise on has increased – as DFAT's knowledge and response to disability becomes more sophisticated. Requests for technical advice through the Help Desk have increased year on year.

516 Help
Desk Advisory
Tasks between
2014 - 2019.



◀ CBM Global Advisory Group workshop meeting with representatives from the UK, Germany, Switzerland, Australia, 2019.

Country Level Advice

Our advisors visit Australian Embassies and High Commissions (Posts) in developing countries, and provide targeted support to the Australian aid program in that country. This includes brokering relationships with the local disability movement, providing training and sitting down with teams and implementing partners to discuss opportunities and provide tailored advice to strengthen inclusion within programming, public diplomacy, and communications.

Between 2014-19, we made 44 visits to DFAT Posts in 23 countries. Indonesia, Timor-Leste, Fiji, PNG, Tonga and Kiribati have received more intensive support. In 2019, the aid investment for these six countries was \$830 million.

What this has led to:

Australian Posts now actively consider and promote disability inclusion in the development and humanitarian programs that they fund – from food security planning, to gender programs, to law and justice reform. Organisations funded through the Australian aid program know that disability has to be considered and addressed in a way that aligns with the CRPD. Our support, alongside input from local OPDs, shows them how to do that appropriately.



▲ We supported the strengthening of disability inclusive approaches for the Australia Awards Program (2019).

“A common theme from evaluation feedback is that it has had better than expected outcomes in terms of facilitating in-country technical collaboration on disability inclusive development through DFAT Posts”.

DFAT-CBM Partnership Independent Evaluation Report (2014)

Australia as a Global Leader

Ways we have supported global leadership

CBM's Inclusion Advisory Group has been supporting the Australian Government to become a global leader in disability inclusive development.

Starting with advocacy, then working collaboratively with the Australian Government through successive technical partnerships, we have worked with the government to take the promotion and practice of disability inclusion to the whole Australian aid sector and the world.

We can point to 85 different initiatives where we have supported DFAT to show leadership in disability inclusive development globally, including:

- By **taking a lead in international fora:** Over the past decade DFAT has drawn on CBM to support their work in global fora. CBM support DFAT with learning and discussion pieces as they engage with the **Global Action on Disability (GLAD)** Network which brings together international aid donors to share expertise, coordinate action and funding to promote disability inclusion globally. A key theme that DFAT promotes in these forums with global partners is the need for increased focus on OPD capacity building.
- By **advising other governments on disability strategies and policies**, in coordination with DFAT.
- By **influencing the broader aid program implementation and performance reporting cycle** to ensure that inclusion is considered across all Australian government aid investments. This enables DFAT to speak from their own experience when advocating to others.
- By **contributing to stronger global policy development and guidance** on disability inclusion. We have worked with DFAT to shape how disability issues are framed and addressed within global fora. We have developed and reviewed global training programs, position papers, reviews and strategies.

What this has led to: Increased opportunities for DFAT to influence the global narrative on disability inclusion.



▲ CBM Australia is acknowledged as being a key influencer in moving the Australian Aid program to be more disability inclusive.

Supporting global leadership on disability inclusive development

Our partnership with DFAT provides a robust approach and model of capacity building to support disability inclusion within Australian Aid investments.

DFAT continues to use the partnership with CBM and Nossal to influence other development partners, and build on the evidence and credibility it has developed at the global and regional level on disability inclusive development, humanitarian action and human rights.

DFAT has brokered CBM's advisory support to strengthen disability inclusion with some of its multilateral partners, such as the Asian Development Bank, World Bank-Indonesia and the World Food Program. A greater commitment to disability within these types of organisations creates truly catalytic change due to their influence and reach.



▲ CBM has been involved in assessing the situation of people who are deaf in the Pacific. In Vanuatu, there is no formal sign language, and our analysis has found that deaf children are significantly impacted by a lack of access to education. CBM's advisory and analytical work has supported the government of Vanuatu to understand the different needs of people with disability as they work to develop a National Disability Policy.

DFAT's partnership with CBM is seen as an "essential enabler for accessing quality disability inclusive technical assistance and capacity building support".

Development for All: Evaluation of progress made in strengthening disability inclusion in Australian Aid (2018).

Practical Advice in Major International Programs

The potential for wider influence

There is great potential for wider influence by working with multilateral programs being implemented through Asian and Pacific governments. Our recent work with the World Bank shows how a disability inclusion approach can be brought to scale through a national program.

World Bank and Indonesian Government address disability inclusion in water supply program.

In 2016, we were engaged to provide advice to the Indonesian Government's Community Water Supply and Sanitation – Penyediaan Air Minum dan Sanitasi Berbasis Masyarakat (PAMSIMAS) program. Funded by the World Bank and DFAT, this water supply program has to date enabled 7 million people to have improved access to water and sanitation.

Our work aimed to foster high level support for disability inclusion in the World Bank. We developed a training package on inclusive WASH in Indonesia. Importantly, we brought in two local OPDs to support this training: the Centre for Improving Qualified Activity in Life of People with Disabilities (CIQAL) and the Organisasi Handicap Nusantara (OHANA).

Starting with a trial of 59 villages in 2017, the program identified 6,060 people with disabilities and addressed their water and sanitation needs. This approach is now being embedded as the program continues to target 15,000 new villages. In 2018, CBM trained PAMSIMAS staff who will in turn train 4,000 village level Water and Sanitation facilitators.

This led in 2018 to the installation of accessible public water taps in 1,949 villages, and sanitation facilities in 1,100 schools, benefitting over 12,500 people with disabilities. Features included sloping floors, brightly coloured hand rails, and public taps that can be more easily turned on and off by all.

The World Bank is using the PAMSIMAS program as an example of a successful pilot for disability inclusion. There is now huge potential for disability inclusion to be adopted in their other programs. The Government of Indonesia has adopted this model, which is now mandatory for all future public funded infrastructure programs.



▲ CBM seeks out opportunities to influence government and UN Programs to better consider disability inclusion, and works alongside the Disability Movement to provide the needed technical advice.

Our work in this area has included:

- Support to inclusive development capacity building with Timor-Leste **Partnership for Human Development (PHD)**, which has a \$120 million budget (2016 – 2021) and aims to improve living standards in Timor-Leste.
- Technical assistance to consortium partner World Vision Australia and consortium partners including the Bureau of Meteorology, Field Ready, and Habitat for Humanity under the \$50 million **AHP Disaster READY program**. The program is Australia's largest ever investment in disaster preparedness in the region.
- Fostering OPD linkages and improved disability inclusion planning for the MAMPU program – the Australia-Indonesia Partnership for Gender Equality and Women's Empowerment, managed by **CoWater Segema**.
- Delivering disability inclusion training to the Governance for Development Program, implemented in Timor-Leste by **Cardno**.
- Identifying entry points to influence fund management on disability inclusion reporting as part of the **Water for Women** contract management by the consulting company **GHD Group**.
- Reviewing disability inclusion in the **Australian Sports Commission for Development's** initiative in the Pacific.
- Analysis to inform **Cardno's** design and further reviews of a Pacific-wide Labour Mobility Assistance Program in 2016, and design of a disability inclusive pilot program to be implemented in Vanuatu.

Building the Body of Evidence

Research, reviews and presentations for learning

CBM's Inclusion Advisory Group has contributed to deepening the evidence base about disability inclusive development. There are both intentional and opportunistic learning outcomes, documenting learning as we go, as well as commissioning research.

We oversee the Australian government funded DID4All website with links to resources on disability inclusive development.

See www.did4all.com.au

50 +
Resources,
guidance notes,
case studies
developed since
2011 on disability
inclusion. See
[cbm.org.au/our
resources](http://cbm.org.au/our-resources)

Guidance for others to better address disability inclusion

- Disability and Water, Sanitation and Hygiene 2012–2019: Resources developed from CBM's work ensuring that water, sanitation and hygiene programs are accessible to people with disability.
- Organisational Engagement on Inclusion, a tool that helps organisations to capture a snapshot of progress towards disability inclusion, 2018.
- Disability Inclusive Disaster Risk Reduction Report, which shares CBM and partner experience in implementing disability inclusive, community based disaster risk reduction in Bangladesh, 2018.

- Participation for All – a poster summarising learning around attitudes towards disability and how these can be challenged, 2017.
- Self Help Groups and disability inclusion – how self-help groups are supported to be functional, inclusive and sustainable, 2017.
- CBM-Plan International Australia publication: Data and Disability Practice Note, identifies principles, practices and approaches that can help guide agencies to effectively collect and analyse data, and use this to strengthen disability inclusion with programs, 2015.
- “Inclusion Made Easy in Eye health”, ways to make eye programs accessible for all, 2014.

Pieces to influence policy – leading to better practice

Leave No One Behind Policy Papers:

- Mobilising for inclusion: Collaboration between governments, organisations, communities and individuals to realise the rights of people with disabilities, with case studies from Cameroon, Bangladesh and the Philippines, 2019.
- Inclusion of People with Disabilities in the 2030 Agenda for Sustainable Development, with case studies from Vanuatu and India, 2018.
- Gender equality, disability inclusion and leadership with case studies from Vanuatu, Cambodia and India, 2017.
- With the Nossal Institute, ‘Pacific Indicators for Disability Inclusive Education’, research to develop a set of contextually specific indicators for disability-inclusive education in the Pacific and guidelines for their implementation, 2013-2016.
- A paper on the intersection between disability and sexual orientation, gender identity and expression, and sex characteristics, 2019.
- Input to build inclusion into Community Eye Health curricula of the International Council of Ophthalmology, covering training in 138 countries, 2015.



▲ CBM’s advisory work helps ensure that organisations are better able to include children with disability in their programs.

- Report on building capacity for disability inclusive disaster response and recovery, using experiences from Cyclone Pam in Vanuatu, with Oxfam Australia, 2016.
- Research on the experiences of Timorese women with disability of maternal and child health services, undertaken with OPD Ra'Es Hadomi Oan. This led to further engagement by the Timor government and DFAT to ensure more focus on disability in health service delivery.
- Situation analysis of children with disability in Cambodia – CBMA and Nossal Research for UNICEF –to strengthen inclusion of children with disability in policy and programming, 2016.
- Analytical papers on emerging DID themes: the collection and use of disability data; improving inclusion of people with psychosocial disability; how to best support CRPD ratification in the region; and how to better include people with a disability in economic empowerment programs, 2014.

Educating and informing – leading to more awareness

- Community Based Inclusive Development (CBID) Infographic posters with detailed explanations and 5 case studies, 2019.
- Disability and unpaid care work, a report that looks at the impact of unpaid care work on disability inclusive programming, 2019.
- Meta evaluation 2015 – 2017, learning from 26 evaluations of projects undertaken by CBM Australia.
- Influencing government – A poster and report that looks at the different ways that CBM partners seek to influence government, 2016.
- Case studies on 15 ways in which CBM works with Disabled People's Organisations, and from this distilled key learnings about approaches, 2015.



Australian Government

Department of Foreign Affairs and Trade



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MEMBER

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