Brien Holden Foundation
DISABILITY INCLUSIVENESS POLICY

POLICY

Introduction

Disability is an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations. Thus, disability is a complex phenomenon, reflecting an interaction between features of a person's body (impairment) and features of the society (social and environmental barriers) in which he or she lives.[1]

People with disability face many barriers to full participation in society and are likely to face an increased risk of social exclusion. This may include being unable to access education, health services, earn a living or participate in decision-making. Social exclusion is a major contributor to the level of poverty which people with disability experience, particularly those who live in developing countries.

Disability inclusiveness means ensuring that everyone is included in society rather than excluded. Social inclusion for persons with disabilities is based on the social model of disability and involves breaking down the barriers in society that prevent their full participation in society. This focuses on rehabilitation and equal opportunities for all persons with disabilities and centres on the key aspects of health, education, livelihood, social and empowerment.

Our position

Disability inclusiveness is highlighted as being key to implementing the Foundation's 2016-2020 strategy, and we ensure our program strategies reflect it to establish the Foundation as a stakeholder in the disability sector. We align our approaches to the broader strategies for inclusion to strengthen our engagement with the development sector. This helps us in mainstreaming our work and influence. We aim to foster linkages with organisations and forums that strongly believe in the implementation of UN Convention on the Rights of Persons with Disabilities (UNCRPD).

Being important members of a society all persons with disabilities have the right to be included in the activities and decision making that affect any society. It is important to involve them at the time of developing a project or program strategy to ensure their interests are protected, and to tackle stigma and discrimination.

The rehabilitation of persons with disabilities is an essential driver for poverty alleviation and human development. Persons with disabilities constitute an estimated 20% of the world's poorest. Denying persons with disabilities access to health, education and employment greatly constrains their opportunities to gain independence and skills, often leaving them isolated and unable to contribute to their own self-fulfilment or their communities' drive for development. Given access to education and rehabilitation, persons with disabilities have the chance to be active and engaged citizens.

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[1] World Health Organisation. The International Classification of Functioning. *Disability and Health*. Geneva, 2001.

Collaboration among key stakeholders such as Governments, non-state actors, and communities is essential to combat exclusion. The cross-sectoral collaboration among health, education, and rehabilitation can play a pivotal role in promoting a more cohesive environment for inclusive development. [2]

Incorporating disability inclusiveness in our work

We advocate with governments, other key stakeholders and at appropriate forums for the commitment of disability inclusiveness and the protection of the rights of people with disabilities, especially concerning low vision services the Foundation offers.

We partner with stakeholders at various levels to address the concerns of policy, planning and implementation to ensure a co-ordinated effort. We closely liaise with disability organisations and disabled persons' organizations when developing projects to ensure their opinions and suggestions are captured in the project design.

We embrace the Universal Design recommendations and ensure that all our offices and infrastructures are disable friendly, and the various programs we support are accessible to all.

We support the Global Campaign for Education and believe that education cannot be delivered without making a concerted effort to include children with disabilities.

Throughout our project cycle management framework, we consider disability. The project design process creates an opportunity to evaluate and determine the project strategy and work plan, whereby we try to ensure inclusiveness is incorporated and reflected in our country strategic plans, and project design and management plans.

The Foundation undertakes and supports programme and policy research, to develop an evidence base for advocacy and programme design in the disability field.

The Foundation documents, promotes and share experiences in the disability sector at local, national and international levels, These are also shared with key stakeholders to bring them in line with cultural practices, social norms and the economic system of their society.

References:
Disability Rights Fund: http://www.disabilityrightsfund.org/resources.html
Include Everybody campaign on disability and MDGS: http://www.includeeverybody.org/
International Disability and Development Consortium (IDDC): http://www.iddcconsortium.net/joomla/
International Information Support Centre for introductory CBR resources and manuals:
http://asksource.ids.ac.uk/cf/keylists/keylist2.cfm?topic=dis&search=QL_DISCBR05
The Lancet special issue on disability http://www.thelancet.com/themed-disability
United Nations Enable for details of the UNCRPD and on the MDGs and disability: http://www.un.org/disabilities/
World Health Organization (WHO)
Disability and rehabilitation team: http://www.who.int/disabilities/en/
MDGs and disability: http://www.who.int/disabilities/media/events/idpdinfo031209/en/print.html
CBR matrix: http://www.who.int/disabilities/cbr/CBR%20MATRIX%202008%20update.pdf
WHO, ILO and UNESCO CBR Joint position paper 2004: http://www.who.int/disabilities/cbr/en/
United Nations Development Programme
http://www.undp.org/content/undp/en/home/ourwork/povertyreduction/focus_areas/focus_inclusive_development
http://www.inclusivedevelopment.net/
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[2] World Health Organisation. Disability and Rehabilitation. http://www.who.int/disabilities/care/en/ (Accessed 6 June 2016)

Document Control

Date	Revision Description	Approved by Board	Next Review
October 2017	Updated by: Global Operations Officer Reviewed By: Global General Manager	October 2017	October 2020
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