



This document is meant to act as a prompt, helping you reflect on how effectively disability is mainstreamed in your project. It was drafted to support the Humanitarian Response Plan (HRP) vetting process and was adapted from the Disability Inclusion Lab Light for the World Project. If you would like to know further on inclusion tools and approaches you might consult the Washington Group on Disability: <https://www.washingtongroup-disability.com/>

Go through the following questions, consider them closely, and include the answers in your project proposal. Make sure you demonstrate a nuanced understanding of disability mainstreaming by critically contemplating the following key points:



Domain 1st: Governance

- Are your **strategic and operational documents disability-inclusive**?
- Are your vision and mission supportive to work on inclusion, and does your organisation have a written policy on **inclusion**?



Domain 2nd: Programme Management Practices

- Is program **data collected on disability**? Do needs assessments or baseline assessments consider the needs of boys, girls, women and men with disabilities, and other vulnerable groups? Through **inclusive consultations**? Conducting barrier analysis? Does your intake process include a question relating to any reasonable accommodations required for people with disabilities? Do persons with disabilities participate in all **planning, monitoring and evaluation** phases? How are people with different types of impairments consulted during the planning phase of the project? Through adapting assessment methods? Or engaging PwDs or representative groups? Are **needs of PwD integrated in Covid-19** contingency plans?
- Do you consult persons with disabilities to define **service location and service time**?
- What is the **percentage of beneficiaries with disabilities** that **participate** in regular projects? Are you **collecting Sex, Age and Disability Disaggregated Data** at all stages)?



Domain 3rd: Human Resources

- Is your **human resource policy** disability-inclusive and does it promote equal participation of all persons?
- Are **persons with disabilities working** in the organisation?
- Is **disability orientation for staff** organized?



Domain 4th: Accessibility

- Are service locations **accessible**? Is there **fixed transportation arranged, door to door or mobile health services** fixed for persons with very little mobility?
- Are services itself accessible to persons with disabilities?
- Are services **disability friendly**? Has project staff been educated in **barrier-free approaches**?
- Have staff members been trained on **non-discrimination** and how to **communicate with courtesy and dignity**, support or include persons with disabilities equally?
- Is **information on health service provision** and on health itself **adapted to diverse disabilities**?



Domain 5th: External Relations

- Are health specific outcomes and rights of persons with disabilities part of **advocacy, fundraising and communication plans**?