

# CARE Australia's Approach to Disability Inclusion

CARE Australia will pursue disability inclusion in programming through striving towards progressive realisation of four objectives that will contribute to one overall goal.



## Disability Inclusion Key Principles

The following principles are expected to guide all CARE Australia projects and programs. Further guidance relating to these principles is contained throughout the CARE Australia Disability Framework.

### Engage people with disability

- › Voices of people with disability are reflected in design processes, ongoing implementation activities, monitoring and evaluations.
- › People with disability are meaningfully included as part of the target group of projects.

### Network with other organisations and groups.

- › Organisations working in the area of disability, including Disabled People's Organisations, have been contacted and included in the project as appropriate.

### Assess activities to ensure they are accessible

- › All community consultations are conducted in a way that facilitates the full participation of people with disabilities (ie. through choice of physically accessible locations and provision of information in varied formats).

### Build in actions

- › Program designs incorporate actions to promote disability inclusion with corresponding indicators to monitor their implementation.

### Learn from our work

- › Data has been disaggregated by disability in baseline measures, ongoing monitoring mechanisms and evaluations.
- › Ongoing project reporting, particularly endline evaluations address how the project has impacted people with disabilities.
- › Formal and informal project feedback and complaints mechanisms are accessible to people with disabilities.

### Empower people with disability to know their rights and gain decision making roles

### Develop capacity on disability inclusion

- › CARE staff have received training on disability inclusive development practices and guidance from CA on disability inclusion within the project

**Goal:** CARE's development and humanitarian programs ensure the active participation and consideration of people with disabilities throughout the project cycle.

**Objective 1:** CARE staff have increased awareness of the importance of disability inclusion.

**Objective 2:** CARE staff<sup>1</sup> have developed an increased capacity to integrate disability inclusion in programming.

**Objective 3:** CARE staff have established partnerships and linkages in country to improve the context sensitivity of disability inclusive action.

**Objective 4:** CARE Australia program management processes and tools include a disability perspective to support mainstreaming of disability inclusion.

<sup>1</sup>By "CARE Staff" we mean both CARE Australia and Country Office staff.