

Improvement Analysis
CBM – Christian Blind Mission
November 2014

Evidence
The Panel encourages CBM to provide more evidence that described procedures and policies actually work in practice (e.g. how feedback from stakeholders, partners or staff has positively shaped decision-making or if staff training has been successful so far). It is suggested to look at the Panel’s generic feedback letter to this review round – No. 3 gives good examples on how to provide this kind of evidence.
Actions taken
Gender and Diversity (NGO4 & LA13)
The Panel supports CBM in investing further in evidence building on the intersectionality of gender and disability with other aspects of diversity. It would be interesting to know if CBM has got a specific policy in place and if they set any guidelines or targets that can be verified objectively in this regard. The Panel furthermore encourages setting targets for improved diversity within CBM’s governance and management in the next report.
Actions taken
Advocacy (NGO5)
The report provides convincing information with regard to including affected stakeholders in the policy formulation process through “self-advocacy” and ensuring that CBM’s messages are meaningfully based on the positions of the disability movement. However, information on a process for corrective adjustment of advocacy positions or exiting a campaign where necessary is missing and the Panel looks forward to more information.
Actions taken
Global Talent Management (LA12)
Although numbers have increased from 2012, the Panel would be interested to know if and how CBM plans to further improve the percentages for performance review (64%) and objective setting (77%) at the International Office and Regional and Country Offices. Moreover, the Panel looks forward to progress in regard to the described Competency Model which will help to identify structured development needs.
Actions taken