

# **How can we live up to our promises of inclusion and non-discrimination?**

**Presentation for ICSC  
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# Introduction

- The international advocacy department at CBM
- Inclusion – who?
- Guiding principles
- Inclusion – how?
- CBM practices
- CBM guidance
- Q & A

## **Our department**

- The international advocacy department
- Fully accessible office in Brussels
- 7 out of 8 members of staff are persons with disabilities
- Reasonable accommodation enables staff to work on an equal basis
- Department are leaders in diversity and non-discrimination

# Social inclusion – who?



- Often referred to as 'most marginalised' groups such as:
- Persons with disabilities
- Indigenous people
- Women and children
- People living with HIV/AIDs
- Refugees

# Guiding principles



The UN Convention on the Rights of Persons with Disabilities as the basis of our work

## **Principles:**

- Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;

# Guiding principles



- Non-discrimination;
- Full and effective participation and inclusion in society;
- Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- Equality of opportunity; Accessibility;
- Equality between men and women;
- Respect for the evolving capacities of children with disabilities

## **Inclusion – how?**

- Adapting systems: organisational mainstreaming
- Addressing barriers to accessibility
- Accessible environments
- Accessible training
- Participation of excluded groups
- Inclusion and HR policies
- Inclusive programmes, research, M&E

- IAA department – attitudes, built environment, recruitment, reasonable accommodation
- IT & comms: website, software, publications
- Programmes: voice and participation – a key strategic objective of CBM; inclusive policies and programmes
- Training: assessment centre



## CBM guidance

- Accessibility – guidance + technical support
- [http://www.cbm.org/article/downloads/54741/CBM\\_Accessibility\\_Manual.pdf](http://www.cbm.org/article/downloads/54741/CBM_Accessibility_Manual.pdf)
- Language and image guidelines
- Training fundraisers
- Training at assessment centre
- Inclusion made easy

<http://www.cbm.org/Inclusion-Made-Easy-329091.php>

**Thank you**