



Disability inclusion policy

1. Introduction

Motivation Australia recognises the inherent worth and dignity of all people and acknowledges the rights of people with disabilities to participate in all aspects of social, economic and political life on an equal basis with others. Motivation Australia endorses and upholds the United Nations Convention on the Rights of Persons with Disability (UNCRPD). The purpose of the UNCRPD is to:

'...promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms of all persons with disabilities, and to promote respect for their inherent dignity'.ⁱ

This *disability inclusion policy* represents Motivation Australia's organisational commitment to disability inclusive development and promoting the full and meaningful participation of people with disabilities as partners and beneficiaries of our programmes. This policy accords with and acknowledges the UNCRPD, the Incheon Strategy¹, the Australian Government's Development for All 2015-2021 Strategy², and the Pacific Regional Framework for the Rights of Persons with Disabilities.

Motivation Australia's mission is to strengthen locally led and sustainable health, disability, rehabilitation and assistive technology sectors. Motivation Australia acknowledges that there are various barriers which may influence and limit access to services for people with disabilities. We recognise that some people with disabilities are affected by intersecting drivers of marginalisation and exclusion, including but not restricted to race, religion, ethnicity, indigeneity, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class and socio-economic status and this can compound and amplify the disadvantages that they experience. For example, women and girls, children, the elderly, and those who live further from service providers may experience heightened disadvantage relative to other people with disabilities. We also recognise that some people who experience disabling health conditions do not identify themselves as living with a disability and we respect the self-identity of such people.

Motivation Australia supports a twin track approach to disability inclusive development: we see value in both implementing programmes targeting people with disabilities, and various activities which promote the mainstreaming of disability into all development programmes.

2. Definitions

For the purpose of the policy, the terms below are defined as per Article 2 of the UNCRPD:

Disability	Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.
Reasonable accommodation	Necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.

¹ Incheon strategy: <https://www.maketherightreal.net/incheon-strategy>

² DFAT statement of extension: <https://www.dfat.gov.au/development/topics/development-issues/disability-inclusive-development/disability-inclusive-development>

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Disability inclusive development.

According to the United Nations, **Disability inclusive development** means that all stages of **development** processes are **inclusive** of and accessible to persons with **disabilities**. It requires that all persons be afforded equal access to education, health care services, work and employment, and social protection, among others. Core principles of disability inclusive development include awareness, participation, non-discrimination, accessibility and universal design, gender equity and the twin track approach.

For the purpose of this policy, the following terms are also defined as stated:

Motivation Australia personnel	Personnel includes all employees, consultants, contractors, interns and volunteers. Volunteers include professional volunteers, students or any other person who has entered into a volunteer contract with Motivation Australia.
Motivation Australia representatives	Representatives includes all personnel and members of Motivation Australia's Board of Governors.

3. Scope of policy

This policy applies to all Motivation Australia personnel and representatives.

4. Purpose

The purpose of Motivation Australia's *disability inclusion policy* is to:

- 4.1 Demonstrate Motivation Australia's commitment to recognising and promoting the rights of people with disabilities in accordance with the UNCRPD, both within the organisation and across all programmes we support and implement.
- 4.2 Provide guidance for Motivation Australia personnel, representatives and programme partners in following the principles of disability inclusive development and creating and maintaining an inclusive and accessible organisation.
- 4.3 Promote the full and meaningful participation of all people with disabilities and ensure the inclusion of people with disabilities as both agents of change and beneficiaries of our programmes, activities and services.

5. Guiding principles

The principles underpinning Motivation Australia's *disability inclusion policy* include:

- 5.1 People with disabilities have the right to access opportunities and engage in full and meaningful participation on an equitable basis with others.
- 5.2 Effective disability inclusive development requires that people with disabilities take an active and central role in decision making and are empowered as agents of change.

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- 5.3 People with disabilities are a diverse group of people, and this diversity must be respected and considered when planning and implementing disability inclusive development.
- 5.4 Women and girls with disabilities frequently face additional barriers to participation, and it is necessary to account for this through gender sensitive approaches to development.

6. Policy

- 6.1 Motivation Australia commits to disability inclusive development within our organisation, through our partnerships with other organisations, and within the programmes that we implement.

Within Motivation Australia

- 6.2 Within our organisation, Motivation Australia will:
 - Provide equal employment opportunities through disability inclusive recruitment processes (see also *equal employment opportunity and anti-discrimination policy*)
 - Provide reasonable accommodations to enable the employment and engagement of people with disabilities
 - Provide a work environment free from discrimination
 - Monitor membership of the Board of Governors with a view to ensuring that people with lived experience of disabilities participate fully in the organisation’s governance
 - Ensure accessibility and reasonable accommodation is fully considered when planning and hosting events
 - Ensure that all communication materials, electronic or otherwise, are accessible to people with disabilities to the extent possible
 - Develop the capacity of personnel to deliver disability inclusive development, through provision of regular, appropriate training, support and other resources
 - Regularly monitor and critically evaluate the extent to which the principles of disability inclusive development are followed and upheld by Motivation Australia.

Through partnerships

- 6.3 To promote disability inclusive development through partnerships, Motivation Australia will:
 - Recognise our obligation to ensure that, wherever reasonably possible, partner organisations support a disability inclusive and rights-based approach to development
 - Support partners to understand and follow principles of disability inclusive development and, in particular, consult meaningfully and regularly with service users
 - Encourage and enable our partners to provide equal employment opportunities for people with disabilities particularly women with disabilities and, where possible, support partners to provide reasonable accommodation.
 - Wherever possible, develop partnerships with disabled persons’ organisations or their equivalent in each of the major contexts of our work, empowering them to exercise leadership of programmes and/or take a meaningful role in planning, implementation, monitoring and evaluation.
 - Work with partner organisations to identify and overcome barriers to disability inclusion in mainstream services.

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Through programmes

- 6.4 To promote disability inclusive development in our programmes, Motivation Australia will:
- Promote and contribute to the progressive realisation of the UNCRPD and the Incheon Strategy
 - Support Pacific Region partners to implement the Pacific Framework for the Rights of Persons with Disabilities (2016-2025) and to advance its vision of *'an inclusive, barrier free and rights-based society for men, women and children with disabilities which embraces the diversity of all Pacific people'*
 - Ensure that programme development processes are premised on the active and meaningful engagement of people with disabilities both as individuals and through the most relevant disabled persons' organisations (DPOs) or equivalent, having regard to the diversity of people with disabilities and disabling health conditions
 - Where appropriate, and at the request of DPOs or their equivalent, work with DPOs to develop their capacity to represent and promote of the rights of people with disabilities
 - Ensure reasonable accommodation of people with disabilities such that they can participate in and benefit from our programmes and be effectively and meaningfully engaged
 - Contribute to more effective data collection – disaggregated, at a minimum, by age, gender, rural/urban, and impairment – that enables monitoring of equity of access to service provider partners and builds evidence of service effectiveness
 - Disaggregate data collected about Motivation Australia's direct services (e.g. training, workshops, mentoring, consultations, etc) by, at a minimum, age, gender, and disability with a view to maximising participation in these activities by people with disabilities
 - Bring a lens of intersectionality to ensure that people with disabilities who experience compounding disadvantage can enjoy equal access to programmes and services
 - Protect the dignity and privacy of people with disabilities (See also *privacy policy* and *ethical use of images and stories policy*).

7. Responsibility

It is the responsibility of the CEO to ensure adherence to this policy.

8. Related documents

Document no.	Title
POL-0001	Child safeguarding policy
POL-0002	Gender equity and women's empowerment policy
POL-007	Equal employment opportunity and anti-discrimination policy
POL-0015	Ethical use of images and stories policy
POL-0022	Privacy and security policy
POL-0011	Transparency and accountability policy

ⁱ UN General Assembly. (2007). *Convention on the Rights of Persons with Disabilities: Article 1. Resolution / adopted by the General Assembly, 24 January 2007.*

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