

Identifying barriers that block equal participation of disabled people in development projects

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A Research Programme

- To encourage disabled people's involvement in the various undertakings of the Wales Africa Sector.
- By identifying:
 - a) factors that impede and support disabled people's inclusion
 - b) the value to individuals, groups and organisations of including disabled people
 - c) how much potential interest there is amongst Welsh disabled people in participating in Wales Africa activities
 - d) what things might motivate a disabled person to engage with the Sector
 - e) what potential there is for Wales Africa Partnerships to involve and incorporate the skills and expertise disabled people have to offer

The Charity Model of Disability

An early way that people understood disability

How accessible is my organization?

- A thorough analysis of every aspect of an organization must be necessary to ensure accessibility and inclusion. Just a few examples:
 - **Are our human resource policies and practices accessible?**
 - Do we have policies ensuring that the recruitment process is accessible to persons with different disabilities?
 - Do we have policies and resources which ensure that provision of *reasonable accommodation*, allowing persons with disabilities to work in our organization?
 - **Are our information and communication systems accessible?**
 - Is our website accessible?
 - Is sign language interpretation available?
 - Are documents available in Braille?
 - **Are our physical facilities accessible?**
 - Are our buildings, office spaces, facilities accessible?

Disabled Person Perspective

Two discussion groups – 10 mins.

Group 1

- Using the Social Model from the perspective of a disabled person:
 - a) Prioritise the barriers that a disabled person may identify when asked about their inclusion in the Wales Africa sector's development work
 - b) Identify what things might motivate a disabled person to engage with the Sector

Group 2

- Using the Human Rights Model from the perspective of a disabled person:
 - a) Prioritise the barriers that a disabled person may identify when asked about their inclusion in the Wales Africa sector's development work
 - b) Identify what things might motivate a disabled person to engage with the Sector

Institutional Perspective

Two discussion groups – 10 mins.

Group 1

- Using the Social Model from the perspective of a partnership organisation:
 - a) Prioritise the barriers that a partnership organisation may identify when asked about including a disabled person in their development work
 - b) Identify what things might motivate a partnership organisation to engage a disabled person

Group 2

- Using the Human Rights Model from the perspective of a partnership organisation:
 - a) Prioritise the barriers that a partnership organisation may identify when asked about including a disabled person in their development work
 - b) Identify what things might motivate a partnership organisation to engage a disabled person