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# Learning from the RBB DI Initiative

Wednesday 13 April 2022 DIWG

# Overview

- Over February, RBB initiated a learning piece with support from HQ and the WFP Disability Inclusion Helpdesk.
- The purpose is to identify key learnings of the regional DI Initiative to date.
- This has involved engagement of 39 stakeholders to date.
- Stakeholders have included RBB senior leaders, programmatic and support function teams, focus and non-focus countries, partners, consultants, and OPD representatives.

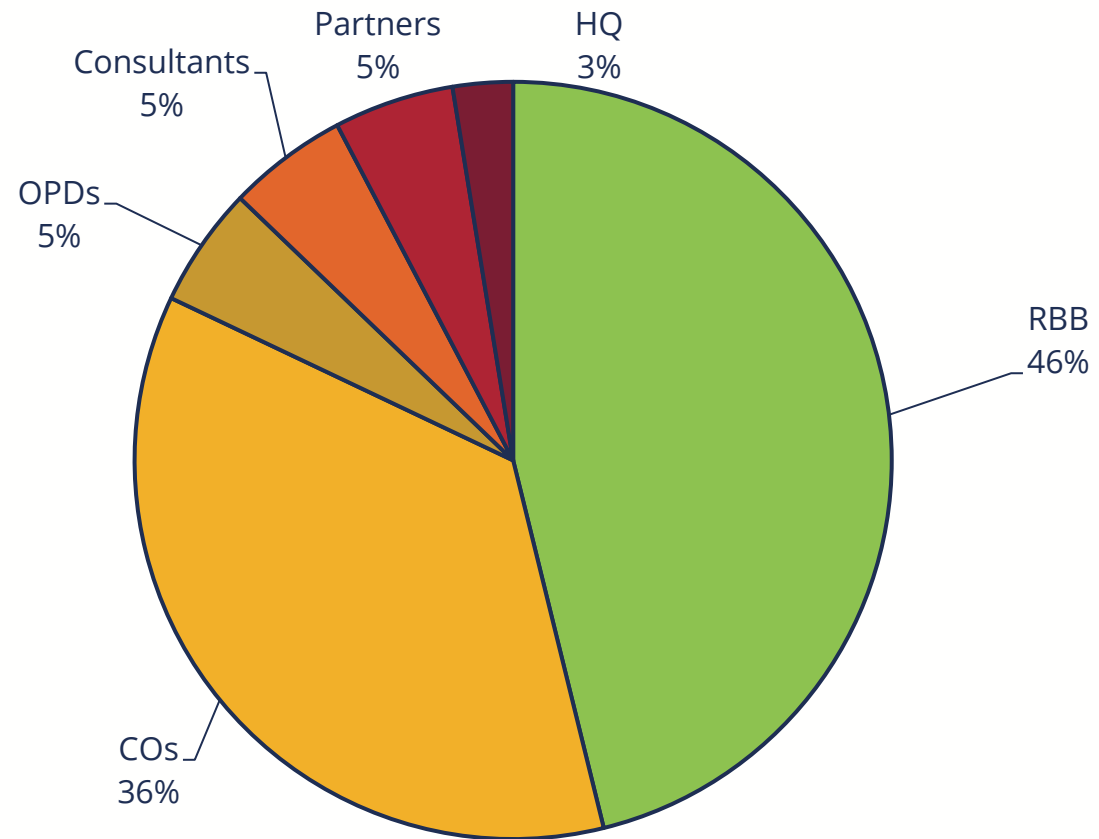
*“How often in the UN do you end up with something where, what did we get, 15 of our 17 countries started to do disability inclusion. We only had pilot countries.”*

# What did we ask?

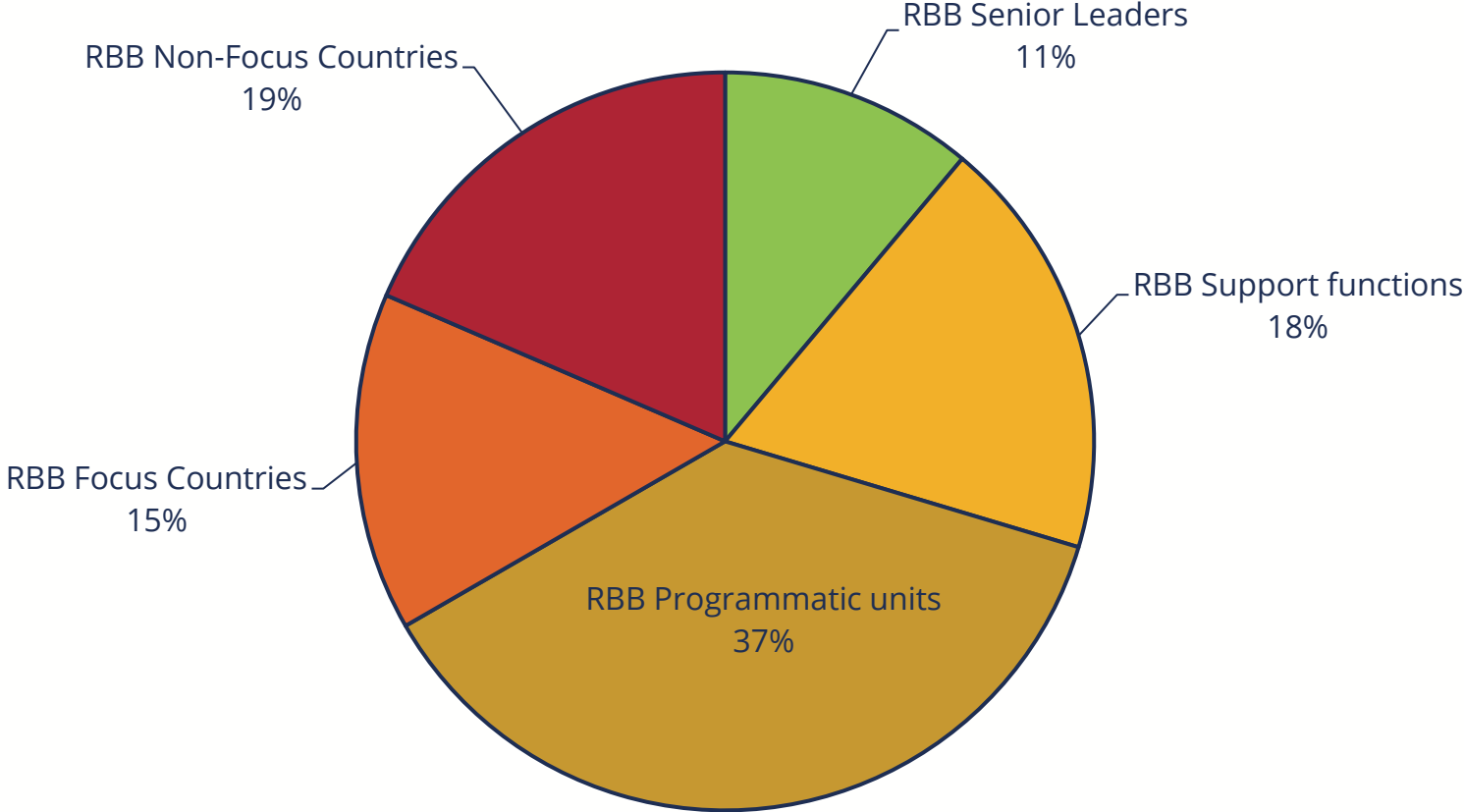
We asked staff to reflect on:

1. Their level of engagement with the DI Initiative and what DI activities they have been engaged in.
2. What has worked well in actioning disability inclusion, including what approaches and factors enable success?
3. What has not worked well? What has been most challenging? What barriers have been experienced in undertaking or progressing disability inclusion?
4. What needs to be considered in future?
5. In general, what is your view of disability inclusion at WFP?

# Who participated?



# Breakdown of RBB interviews



# Fundamental enablers

1. **Leadership** commitment and consistent messaging.
2. **Organisation-wide approach.** Not just programmatic, but support functions as well.
3. **Access to advisors and resources** to support capacity, build confidence, to collaborate and create
4. **Engagement and consultation with OPDs, partners, and consultants**
5. **Having a top down, bottom-up approach:** reality for COs and the corporate guidance

# Leadership

- From the start made disability inclusion a priority.
- Messaging has been consistent, visible, and strong.

*'Senior management push I think really that's key to success in any new initiative especially for WFP.'*

# The Approach

- The approach to disability has been an organisation-wide approach. This has included support functions alongside programmatic units. A holistic approach.
- Learning from other initiatives has helped shape the Asia-Pacific approach.
- Approach has focused on changing mindsets.

*'I think WFP has set up this topic much better, much more exposure than other UN organisations. There's lots of excellent elements we put in place.'*



# Access to advisors and resources

- Essential to have DI advisor in RBB and HQ.
- WFP has had a strong DI team from the start of the pilot.
- Strong in-house expertise is ensuring that the initiative is visibly a home grown initiative.
- Advisors with networks to connect WFP staff to the disability movement and OPDs.
- Establishing an advisory group is critical.

*'The advisory group has been an important part of that. And I would advise any region to get an advisory group together to steer, advise and to teach us. Having that up and organizations with people with disabilities is absolutely critical.'*

# OPD, partner and consultant engagement

- OPD collaboration progressing, ensuring 'nothing about us, without us'.
- Working with OPDs has involved consultations and networking, conducting accessibility audit of COs, and mapping exercises
- OPDs have reflected to date, it has been a positive experience engaging with WFP.
- Support of DFAT on the RBB DI initiative, but also working locally with COs.
- Bringing in experts and specialised consultants when needed.
- Having the right partnerships in place such as Trinity College Dublin and CBM Australia.

*'The investment in engaging expertise I think as being really spot on by that I mean Trinity College, CBM and the disability inclusion advisors.'*

# Top-down, bottom-up approach

- HQ level guidance, policy, strategy is critical at the CO level. COs listen to HQ mandates.
- Not all guidance is applicable to every CO. Though the minimum standards and expectations for all COs would be useful.
- Need to work with COs to frame and contextualise guidance.

*'The corporate standards and reporting can be difficult...even some of the corporate indicators that we're supposed to report on annually don't work for us.'*

# Challenges

1. Position of disability inclusion sitting in the programmatic unit, when disability inclusion needs to be considered organisationally to impact organisational culture.
2. Perception of disability inclusion as 'just another protection issue'.
3. Length of the initiative and dedicated supports. Timeframe for the initiative is ambitious.
4. Growing inclusion portfolio, capacity of teams and the challenges for staff in these positions.
5. Lack of clarity or guidance on some areas, such as WGQs and OPD contracting.

*'As an evolving concept, disability increasingly encounters barriers in terms of stigma and discrimination that requires to be responded to promote effective inclusion beyond vulnerability, protection and programmatic intervention/targeting.'*

# What are questions and concerns arising from colleagues?

1. What is our vision for disability inclusion beyond the initiative?
2. What are we committing to in terms of adapting our programs, in terms of partnerships with OPDs, in terms of our own systems, and so on?
3. Is the initiative being a little bit too much driven by individuals who are passionate about it?
4. What needs to be considered after this year to continue the momentum of the initiative activities?
5. Where can we further integrate intersectional approaches? How can the cross-cutting teams further progress the inclusion portfolio together?

# THANK YOU

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