

Dear Disability Inclusion friends, colleagues and allies!

Please find below an overview of our **July & August 2022** highlights on Disability Inclusion.



(Photographer: Tamara Hiasat. In the Photo: WFP Food Distribution site in Duma, Syria. WFP employees discussing accessibility issues.)

- 1 A farewell message to DED Amir Abdulla:** The DI Team would like to extend a warm thank you to Amir Abdulla for his dedication and support in leading the disability inclusion Portfolio. In June 2022, Amir retired after spending 31 years working for WFP. Employees from across the globe have been extending their gratitude and [farewell messages](#) for his distinguished service. Joyce Luma has now been appointed to take over as chair of the Disability Inclusion Steering Committee (DISC). If you are interested in learning more about Amir's passion for disability inclusion, listen to his episode on the [Beyond Labels podcast](#).

Reports, Guidance and other Tools:

- 2 First Chapter on SDG2 in the UN Disability & Development Report:** As part of WFP's partnership with Trinity College Dublin, a chapter attributed to SDG2 will be featured in the UN Disability and Development Report for the first time. The chapter has just been finalized and submitted for external review and involved data gathering for the qualitative and quantitative analysis of different SDG targets. This data was validated in internal consultations with the [WFP Disability Inclusion Network](#) and external consultations with UNICEF, IFAD and FAO. The Final Report will be released by mid-2023.

- 3 How to integrate Disability Inclusion into your CSP?** In light of the new wave of Country Strategic Plans (CSPs) coming up in September, consult our updated [checklist tool](#) which assists you with the integration of disability inclusion in your CSP. This tool provides cross-cutting thematic programme guidance along with concrete examples to support disability-inclusive CSP development!

- 4 Are you interested in how funding can be better used for disability inclusion?** WFP was invited (alongside UNHCR and ICRC) to take part in a joint study commissioned by the Ministry of Foreign Affairs of Finland [on the use of unearmarked funding for disability inclusion in humanitarian action](#). The main findings were presented at the [Good Humanitarian Donorship \(GHD\) High Level Meeting](#). While the Report showcases the positive progress WFP has made on Disability Inclusion, we, together with UNHCR and ICRC, still have a long way to go on further implementing Disability Inclusion and sustaining progress in the long run.

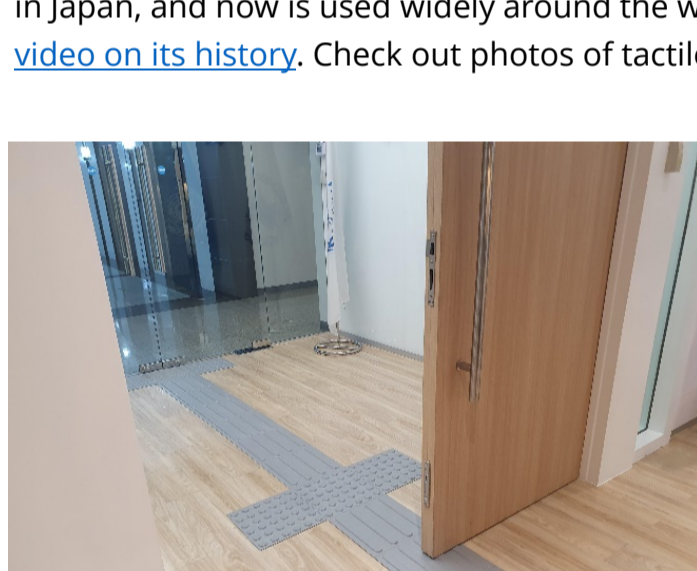
- 5 How to ensure that the goods and services we procure are accessible?** Remember that WFP has a free service available for you to use! Just send your specifications to WFP_Accessibility_Review@wfp.org and an accessibility expert will revert within 48 hours and help you ensure that what you procure will be accessible to persons with disabilities. Multiple requests have already been submitted by WFP employees across various departments. Examples of such requests include the review of an LTA for x-ray machines and walk-through metal detectors; the review of office supplies tender; the review of TOR for learning/educational projects; the review of food packaging specifications. Check out the [short clip](#) to learn more.

Good Practices

- 6 Best Practice from the Inclusion Team of WFP Cox's Bazar:** A training on **Accessibility for People with Disabilities in the Rohingya camps** - which involved persons with disabilities in the capacity building process - was organized in collaboration with the WFP Self-Reliance team to carry out accessibility audits on the facilities in the camps. The training took place in June/July and involved 60 people, combining basic ideas of inclusion with hands-on participation in accessibility audits. The three-day intensive programme aimed to identify barriers to accessibility, provide knowledge about inclusive communication and designing and implementing accessible infrastructure, and identify roles responsibilities needed to ensure accessible facilities. As a result of this training, a number of audits will be conducted which will engage OPDs and other representatives of persons with disabilities in the camp. A summary of key learnings, findings and recommendations will also be developed. This showcases a concerted effort to use advocacy with other actors and the government to improve accessibility! For more details, please reach out to [Sraboni Biswas](#), focal point for DI in Cox's Bazar.

- 7 WFP India CO engages with UN Country Team (UNCT):** On 15 July, the India CO team and RBB DI Advisor held a session with UN Agencies to share the work of the India CO around the study on food and nutrition security and access for persons with disabilities. Likewise, some of the broader learnings from the RBB DI Initiative were also presented and discussed. The session was organized by the Resident Coordinator Office (RCO) who leads the UNCT. The meeting was chaired by WFP India Country Director who is the acting RCO. For more information, please reach out to [Aradhana Srivastava](#) (focal point for disability inclusion in WFP India CO).

- 8 Accessibility Improvements at WFP RBB Office:** RBB is the pilot region for disability inclusion and as part of the region's commitment to accessible facilities, the RBB team worked with a specialized company to install tactile strips and tiles in the office. Tactile paving was first invented in Japan, and now is used widely around the world. You can learn more about tactile paving in [a video on its history](#). Check out photos of tactile paving below!



(Photo: Joan Agoya and Niranchana Singto. In the Photos: Newly installed tactile strips for accessibility in RBB.)

DI Missions:

- 9 HQ DI Senior Advisor Kavita Brahmhatt's missions to Lebanon and Syria:** Kavita Brahmhatt went on a short mission to WFP Lebanon and WFP Syria to understand the current needs of both offices and assist in finding ways forward to integrate DI strategically within their programmes and operations. In Syria, she focussed on General Food Distributions and Cash-Based Transfers, working with these teams, and Protection and AAP colleagues, to kick-start practical ways in which DI could be practically implemented. Both Country Offices showed excellent commitment to DI, with staff well trained, well sensitized and very motivated to move forward on this important issue!

- 10 Joint WFP/TCD Mission to Sri Lanka:** In June 2022, as part of the disability inclusion Initiative in RBB, a joint WFP/Trinity College Dublin (TCD) mission to Sri Lanka was organized to train the government on disability inclusion and disability data. WFP and TCD led a workshop for the Department of Census and Statistics (DCS) to train 35 of their officers. The main objectives of this training were to train enumerators on how to collect data accurately, approach sensitive questions, collect reliable and quality information on difficulties, measure the quality of the data DCS collects from the census and provide knowledge of other countries' experiences. The DCS will finalize a training module and engage with CO and OPD representatives to roll this out to census personnel. Learn more in the [Concept Note](#) or by watching [a short video](#) about the trip which is also available [with audio description](#).

Trainings:

- 11 WFP Digital Accessibility Course delivered by RBB:** Part of WFP becoming an inclusive and accessible organization is that we make the documents we work on accessible to all. In July, RBB has delivered an open training on digital accessibility where the participants learned the necessary **skills and knowledge to make office documents accessible** (including Word, Excel, and PDF documents). More than 80 participants registered, and this course has now been successfully completed by more than 250 people (which also requires participants to complete homework assignments where they can practice what they have learned in (course)). This course is highly regarded by the participants who rate it with an overall score of 9.1 (out of 10). **98% of participants** say that their knowledge and skills have been increased and that they can apply the learnings in their job. The July course was recorded and all course materials are [available on WFPGo](#) for anyone interested in learning more about digital accessibility and what each one of us can do to make WFP a more inclusive organization. If you are interested in learning more about this course or having a session for your own office or team, please contact alexanderfelix.blecken@wfp.org or the DI Team!

- 12 Are you interested in learning more about inclusive workplaces?** Global Disability Inclusion and Merger experiences [created a report](#) from data collected for over a decade about the attitude and experiences of employees with disabilities. The report reveals that **employees with disabilities are having a far less favorable experience at work than their non-disabled counterparts** and these significant differences are far greater than other diversity groups, such as gender, race and sexual orientation. To work towards more inclusive workplaces, you can use this [inclusive workplaces toolkit](#) from Inclusion International, which is focused on intellectual disabilities, or take part in a free 10-hour [Employing Abilities at Work certificate program](#) from Society for Human Resources Management (SHRM)!

Other interesting initiatives:

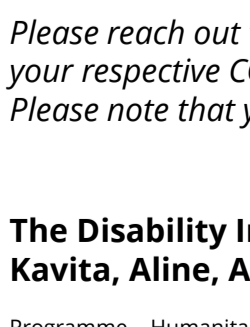
- 13 We are pleased to announce a new initiative to support WFP programmes teams!** This effort will help HQ, RBs, and COs to engage directly with organisations of persons with disabilities (OPDs). CBM Global Inclusion Advisory Group (IAG) who run our WFP DI Helpdesk, is partnering with the African Disability Forum (ADF), an OPD network with members in 44 African countries, to foster relationships at a regional, national and local level and to enable OPDs to provide advisory services to strengthen. These services could include facilitating training or community consultations; strengthening DI in AAP and M&E processes; or conducting accessibility audits of programme sites and information materials. This is also an opportunity for ADF and their members to develop their understanding of the WFP mandate and programming. If you are interested to know more about this initiative, please contact [Angela Kohama](#) or submit a request directly to the [DI Helpdesk](#).

Thanks for all your continuous efforts in making disability inclusion a reality at WFP. Stay tuned for further monthly updates!

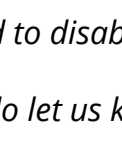
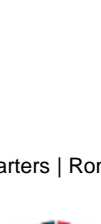
Please reach out to us if you would like to share any updates, stories, best practices related to disability inclusion in your respective COs/RBs in one of our monthly DI Newsletters. Please note that you are on our internal mailing list. If you wish to be removed from this, do let us know.

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