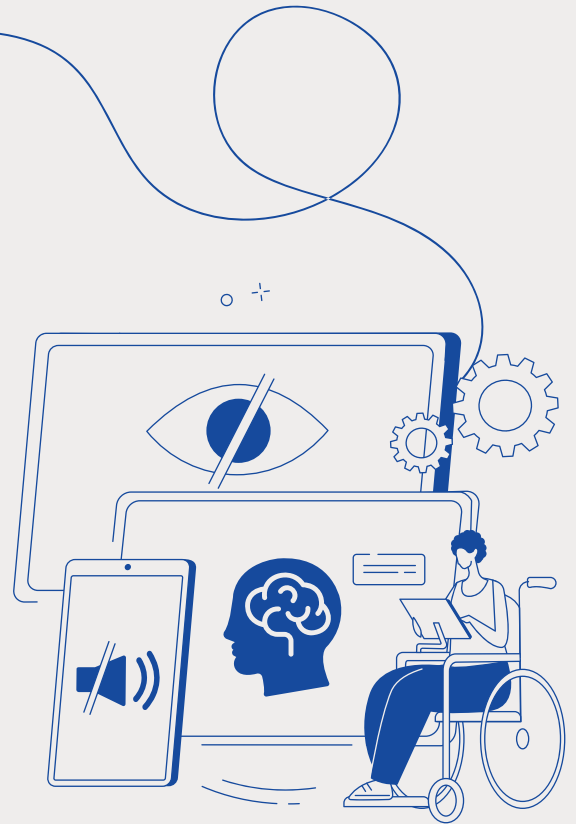


Paddle Pro Tip Sheet:

Navigating Disability Equity and Rights

This disability equity and rights tip sheet combines practical guidance with strategic priorities to support Australia-Pacific Partnerships Platform personnel in advancing disability equity and rights across all activities. It aligns with Australia's commitment to building a fairer, more equitable world where people with disability are valued members of the community with equal rights, dignity, and the support they need to participate in and benefit from equitable development outcomes

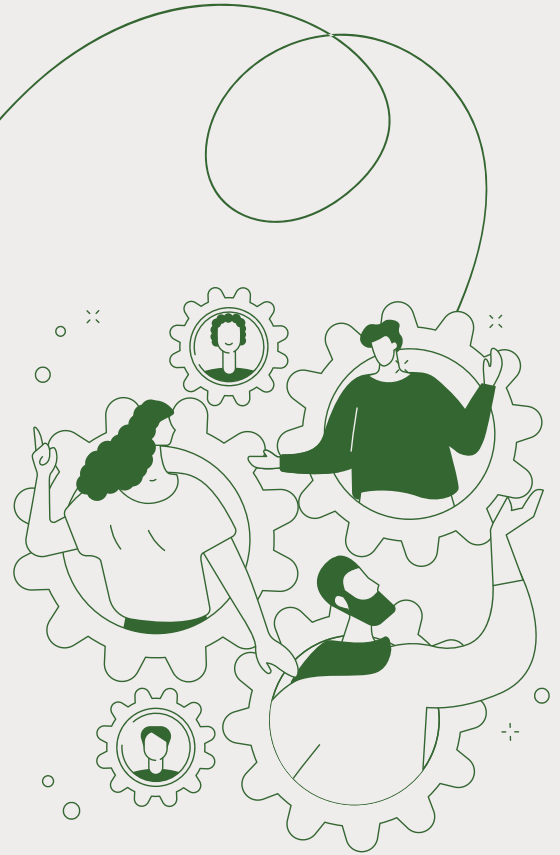
DISABILITY



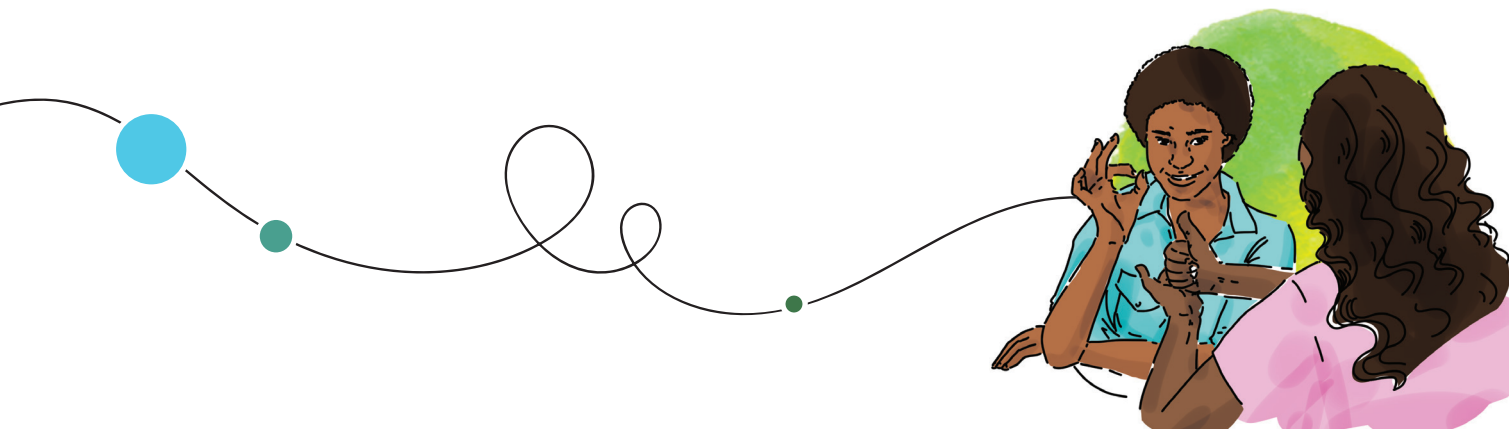
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| D | Drive equity and rights: Shift from advocating only for inclusion to advocating for inclusion, equity and rights. Work with people with disability to identify and remove barriers that hinder or prevent their ability to fully and equitably participate in development outcomes. |
| I | Invest in partnerships: Provide core funding and capacity building support to organisations of people with disability (OPDs). |
| S | Strengthen evidence: Support disability data collection, research and analysis to inform better policies and programs. Track performance against disability equity targets. |
| A | Advance accessibility: Promote universal design principles and reasonable accommodations across all programs, infrastructure and services. |
| B | Build inclusive budgets: Allocate budget (between 3%-5%) to ensure inclusivity and accessibility. Cover costs for participation of people with disability and their carers, including OPDs. Invest in assistive technology and support services. |
| I | Integrate twin-track approaches: Combine targeted disability initiatives with disability-responsive mainstream programs. |
| L | Lead through partnership: Support local leadership and decision-making. Enable OPDs to participate in national, regional and global discussions. |
| I | Implement safeguards: Establish robust mechanisms to protect and prevent harm to people with disability in all activities. In particular, the safety and protection of women and girls with disabilities. |

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| T | <p>Take intersectional approaches: Consider complexity of factors, such as age, gender and ethnicity, that interact with disability to create multiple forms of discrimination, and work to address multiple forms of discrimination including supporting diversity of contributions and voices within the disability community.</p> |
| Y | <p>Your actions matter: Take concrete steps to create lasting positive changes in the lives of people with disability by:</p> <ul style="list-style-type: none"> ➤ Conducting disability analyses either as discrete pieces, such as baseline assessments, situational analyses or as part of a broader gender equality, disability and social inclusion (GEDSI) analysis to inform identification of barriers, including approaches to addressing barriers and to ensure an investment does no harm and does not reinforce discrimination. ➤ Embedding disability equity in all aspects of program design, implementation and evaluation. ➤ Supporting partner governments to implement context-specific local solutions to address disability inequity and lack of disability rights. ➤ Promoting the preconditions for inclusion, including accessibility, assistive technology and support services. ➤ Allocating adequate resources for disability-inclusive social protection systems. ➤ Ensuring meaningful participation of people with disability in decision-making processes. ➤ Building partnerships with OPDs that amplify the voices of people with disability. ➤ Contributing to stronger evidence and data on disability equity. ➤ Proactively seeking to identify and remove barriers to effective access and participation of people with disability in development outcomes. ➤ Encouraging use of quantitative and qualitative data collection methods, including use of disability-disaggregated data when measuring and reporting on disability equity outcomes. ➤ Supporting climate-resilient and disability-responsive development. |

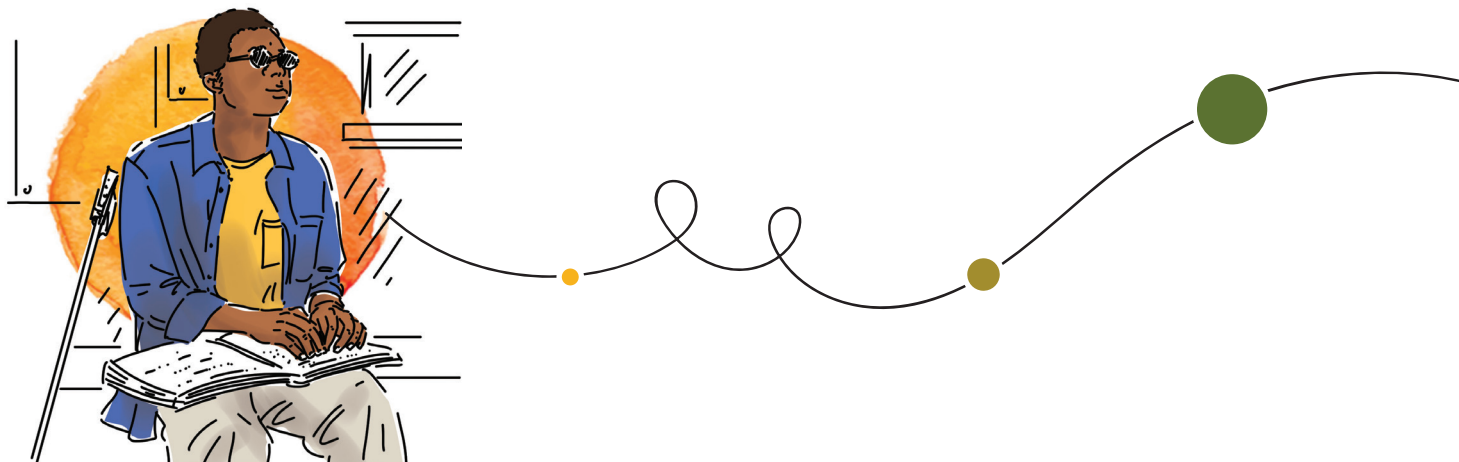
EQUITY AND RIGHTS



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| E | Enable participation: Support the preconditions for equity, including accessibility, assistive technology and support services. |
| Q | Quality partnerships: Build genuine, respectful long-term partnerships with OPDs based on mutual learning and shared goals. |
| U | Uphold human rights: Promote implementation of the Convention on the Rights of Persons with Disabilities (CRPD) principles. |
| I | Influence systems: Support reform of policies, laws and practices that create barriers for people with disability. |
| T | Transform attitudes: Challenge stigma and discrimination through awareness-raising and promotion of equity and disability rights. |
| Y | Youth engagement: Support young people with disability as leaders and decision-makers in their communities. |



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| R | Resource effectively: Ensure adequate funding for disability equity across foreign policy, development and humanitarian work. |
| I | Improve evidence: Strengthen disability data collection and research to inform policy and track progress. |
| G | Generate opportunities: Support economic empowerment and inclusive education initiatives. |
| H | Harmonise efforts: Coordinate with partners to maximise impact and avoid duplication. |
| T | Transform attitudes: Challenge stigma and discrimination through awareness-raising and promotion of disability equity and rights. |
| S | Support movements: Invest in disability rights movements and civil society organisations. |



Additional Resources

- Australia's International Disability Equity and Rights Strategy: Advancing equity to transform lives
- Inclusion Made Easy: A quick program guide to disability in development
- United Nations Disability-Inclusive Communications Guidelines
- Pacific Disability Forum Disability Inclusive Communication Guidelines
- Accessibility Design Guide: Universal design principles for Australia's aid program
- The definitive guide to disability inclusion in the workplace
- Reasonable Adjustments
- Workplace Adjustment Guidelines
- Creating an Accessible Microsoft Word Document
- Accessibility Toolkit
- Web Content Accessibility Guidelines (WCAG) 2.1
- ADDC, Australian Disability and Development Consortium



The Australia-Pacific Partnerships Platform supports Australia and partner Pacific countries as they continue working together to build a stable, prosperous and secure region. The Australia-Pacific Partnerships Platform provides Nauru, Kiribati, Tuvalu and other Pacific countries with program design and implementation support and a suite of flexible, fit-for-purpose services that support development investments in governance, stability and resilience. The Australia-Pacific Partnerships Platform is supported by the Australian Government and managed by DT Global.