REFERENCE GROUP ON INCLUSION OF PERSONS WITH DISABILITIES IN HUMANITARIAN ACTION

Work Plan January 2024- December 2025

Principles and process

- The workplan reflects/is aligned with the TORs of the Reference Group as well as system-wide priorities and opportunities.
- The workplan is a living document that will evolve over time and will be revised periodically based on needs and opportunities.
- The workplan is owned by the whole DRG membership.
- The workplan will be the basis for resource mobilization efforts and external DRG communications.

Cross cutting priorities across all work streams

- Foster participation and leadership by OPDs (both a dedicated work stream and a cross cutting priority).
- Reflect intersectionality, including consideration of gender and age.
- Ensure more marginalized and at-risk groups with disabilities are included (including people with intellectual and psychosocial disabilities).

Mechanisms for coordination

- In order to promote effective coordination across all workstreams of the DRG, co-chairs will convene regular coordination meetings, including:
  - Update meeting between DRG co-chairs and working group leads for each work stream at least three times per year.
  - Coordination meeting between DRG co-chairs and all working group leads at least three times per year.

Work stream 1: Operationalize the *IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action* and other relevant guidelines and frameworks for disability inclusive humanitarian action through technical support for implementation

Objectives

This work stream will support the implementation of global guidance on disability inclusive humanitarian action (including the IASC Guidelines), through adapting and developing tools and operational guidance and building the capacity of humanitarian actors. This work stream has an operational focus, aiming to affect change at field level.

During 2022-23, the main deliverables under this work stream were:

- 7 modules of face-to-face learning materials finalized and widely disseminated, available in English, Arabic (Syrian), Ukraine (review of French and Spanish versions), with first adaptation to food security and protection.
- Collaboration on 6 modules of E-learning on disability inclusive humanitarian action by WG 1 with HI (lead) was finalized and modules are online in English and French.
- Call for good and promising practices (C4GPP) was launched on applying the IASC Guidelines, and its 'Must do actions', 19 good and promising practices were documented and several learning opportunities for participants were inbuilt in the process; deliverables available: report (graphic recording, briefs) of all 19 practices available, as well as 19 individual briefs/ practice; in status of finalization: 3 more in-case studies of the best practices.

During 2024- 25, these deliverables will be built on, to maximize the impact of the DRGs collective work.

Key priorities

Objectives	Actions
Further development and dissemination of learning materials & establishing a repository and learning exchange (by language, sectorial adaptations)	**Through working group 1:** • Finalization of three in-depth case studies of best practices • Dissemination of learning materials & good and promising practices (19 briefs, 3 in-depth case studies, forthcoming) • Follow up on uptake of good & promising practices, as well as learning modules to review modules and process/products of C4GPP (19 case studies) • Development of module 8 on quality data collection, use and analysis (based on feedback, if funding is acquired)

	• Fundraising for next work ideas (2nd call for good and promising practices, translation of DRG Modules into further languages, etc.) • Establishment of learning exchange between members on use, adaptation and integration of learning modules as well as good & promising practices, as well as other topics requested in link with learning and capacity development • Through learning exchange, production of briefs and/or how-to notes on discussed topics **Through the project 'delivering on commitments to disability inclusive humanitarian action'**: • Engage a specialist on disability inclusive humanitarian action to be deployed to emergencies. Deliver capacity strengthening activities for technical support mechanisms in the humanitarian system (such as cluster help desks), based on an assessment of capacity strengthening needs and priorities

Work stream 2: Mainstream inclusion of persons with disabilities across global processes, including priority areas of the IASC work plan

Objectives

The scope of workstream 2 is to engage with and influence global humanitarian mechanisms and processes and support the meaningful integration of disability inclusion as part of strategic objectives and outputs.

This workstream is not producing stand-alone materials but rather contributing to existing policy, guidance and tools development processes in the humanitarian system. Priority areas of engagement have been selected based on their system-wide relevance; potential impact at global and country level; and value- add of DRG engagement, in order to maximize impact.

Due to the nature of this work stream, in addition to the priorities set out below it is also important that this work stream is responsive to any emerging opportunities to contribute to broader processes and further embed disability inclusion into key humanitarian processes.

This work stream will be led by co-chairs, with support from focal points where identified. Focal points will help determine, in consultation with DRG co-chairs, the most effective mechanism for facilitating DRG engagement. This may include establishment of time-bound working groups, delivery of information/ consultation sessions and/ or linking identified DRG members with relevant expertise/ knowledge with external processes.

Objectives	Actions
Integrate disability inclusion in IASC processes and products	• Where possible, contribute to conversation on how disability inclusion can be explicitly reflected in new IASC structure • Ensure DRG is active and visible engagement in new IASC structure
Ongoing engagement with members states and donors	• Keep member states informed of developments regarding disability inclusive humanitarian action • Explore opportunities for engagement on shared policy concerns/ commitments • Identify any fundraising opportunities to support DRG activities
Engagement with GLAD Network	• Integrate humanitarian issues in GLAD discussions and work
2025 Global Disability Summit	• Maintain attention to commitments made to disability inclusive humanitarian action and support collaboration on delivering commitments • Support new commitments as needed on disability inclusive humanitarian action
Participation at Humanitarian Networks and Partnerships Week (HNPW) and other humanitarian forums	• Sensitize humanitarian actors on disability inclusion and resources available to support their work • Expand membership of the DRG, especially by mainstream humanitarian actors • Disseminate DRG products
Participation at Conference of States Parties (CoSP) to the CRPD and other disability rights-related events	• Sensitize states, OPDs and disability- focused organizations on the situation of persons with disabilities in humanitarian contexts and engage these actors in promoting the rights of persons with disabilities affected by humanitarian emergencies • Expand membership of the DRG, especially by OPDs • Disseminate DRG products
Engagement with the global Cluster system	• Expand membership of and participation in the DRG by mainstream humanitarian actors
Increase engagement with mainstream humanitarian actors (NGO and UN)	• Expand membership of the DRG by mainstream humanitarian actors
Strengthen disability inclusion in the HPC	*New area of work* • Build closer links with the Disability Advisory Group (DAG) to support the work of strengthening

	disability inclusion in HNO/HRP processes and improve engagement of OPDs in these processes

In addition to these areas of work, the DRG will engage in other areas of work, such as through presentations and discussions at monthly DRG meetings.

Work stream 3: Support participation and leadership by OPDs in humanitarian action

Objectives

Workstream 3 underpins and strengthen all the work of the DRG. The overall goal of workstream 3 is to increase participation and leadership of OPDs in humanitarian action and to increase opportunities for partnerships between humanitarian actors and OPDs.

Workstream 3 will work towards this goal by deepening the access to knowledge and confidence of OPDs to engage in humanitarian action and creating more open spaces for trustful discussions and relationship building between OPDs and humanitarians on how to create opportunities for more inclusive humanitarian action. This workstream will also advance participation by OPDs in the DRG more broadly.

Key priorities

Objectives	Actions
Facilitate joint learning between OPDs and humanitarian actors	**Through working group 3:** • Agree on critical topics for bi-monthly/ quarterly meetings to advance dialogues between OPDs and humanitarian actors, with a focus on localization and AAP. • Synthesize learning on the topics agreed to produce learning/advocacy briefs or tip sheets depending on the outcome of discussions/ relevance to issues agreed. Share learnings in key events such as COSP and HNPW. • Pursue funding opportunities for 3 Bridge Article 11 trainings for OPDs and humanitarian actors in Latin America, Anglophone Africa countries and South East Asia. **Through the project 'delivering on commitments to disability inclusive humanitarian action'**: • Deliver in-depth capacity sharing between OPDs and humanitarian actors through a series of

| | trainings. |
| | • Provide small grants and targeted support to local and national OPDs to strengthen their capacity to engage in humanitarian action. |

Work stream 4: Supporting Coordination Mechanisms for Disability Inclusion in Countries

Objectives

This work stream aims to provide a global platform to support mechanisms in place at country level to coordinate disability inclusion in humanitarian action. These mechanisms often take the form of working groups bringing together local OPDs, NGOs and UN entities to work together on strengthening disability inclusion in the response.

Key priorities:

Objectives	Actions
Strengthen capacity on country level coordination of disability inclusive humanitarian action	**Through the project 'delivering on commitments to disability inclusive humanitarian action**: • Establish a community of practice for country level coordination mechanisms to advance dialogue and learning through peer exchange addressing concrete areas of work such as engagement in HPC processes, including needs assessment, response planning and monitoring. • Document key learning from discussions in the community of practice, for dissemination among disability and humanitarian networks. • Develop a resource repository, including self-paced online learning, for country level mechanisms for coordination on disability inclusion in humanitarian response.

Role of DRG co-chairs

The role of DRG co-chairs is to provide leadership and support to delivery of the DRG workplan, including through:

- Promoting coordination between working group leads/ focal points and identifying synergies across the work plan.
- Quality assurance of DRG products, including review of products that will be branded with the DRG logo.
- Expanding membership of the DRG with a view to engaging members with the expertise, knowledge, connections and commitment to support the DRG mandate and work plan deliverables. This includes supporting participation by OPDs in the DRG.
- Ensuring that the DRG website is maintained as a space for sharing of resources and for connecting DRG members.
- Ensuring that the monthly DRG newsletter is developed and disseminated as a product for information share among disability and humanitarian actors.
- Strategic communication with other actors in the humanitarian system to ensure that the DRG work plan can be implemented effectively and is connected with broader system- wide processes.
- Donor engagement with a view to securing support for work plan implementation.
- Organizing events and other communications to advance the mandate of the DRG.
- Identifying opportunities within the broader humanitarian system to strengthen disability inclusion through DRG engagement.