DISABILITY REFERENCE GROUP – IASC Community of Practice
Work Plan January 2026- December 2027

Principles and process

- The workplan reflects/is aligned with the TORs of the DRG 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 will be reviewed in DRG meetings every quarter
- 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, and through providing a platform for learning exchange and sharing good practice. This work stream has an operational focus, aiming to affect change at field level.

Mechanism for delivery

This work stream is coordinated by a dedicated working group, led by Aline Bazerly, International Rescue Committee; and Laura Masuch, CBM-International

Key priorities

- Developing and piloting a learning module/ product on the collection and use of disability data in humanitarian contexts, to support humanitarian actors to implement existing guidance and standards;
- Organize regular learning exchanges led by WS1 members, based on pre-identified priority topics, e.g. Disability-Inclusive Cash and Voucher Assistance (iCVA), meaningful OPD participation in the humanitarian system/ HNRP processes, Disability-inclusive advocacy and policy;
- Look for opportunities for joint advocacy events led by WS1 members, with a focus on promoting the disability-data learning module in mainstream events;

Cross-cutting considerations: WS1 will be looking at improving collaboration and identification of synergies between the different workstream, especially with WS3 co-leads and members.

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

Objectives

The scope of workstream 2 is to engage with and influence global humanitarian mechanisms and processes to support the meaningful integration of disability inclusion. This workstream is contributing to existing policy, strategy, 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.

<u>Mechanism for delivery</u>

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.

<u>Key priorities:</u>

- Integrate disability inclusion in IASC processes and products
  - Where possible, contribute to conversations on how disability inclusion can be explicitly reflected in discussions and decision making in IASC processes. This includes sharing key messages in advance of relevant IASC meetings
  - Review relevant new IASC products, such as tools and guidance
  - Convene or participate in regular exchanges with other associated entities (Gender Reference Group, MHPSS Reference Group) to formulate joint messaging and identify other opportunities for collaboration
- Coordinate a stock take of the IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action, to identify progress made and remains gaps and challenges. Establish a time-bound advisory group to oversee the stock take and engage a consultant to support the work
- Produce a report on the impact of funding cuts and policy shifts on the capacity of DRG members to deliver disability inclusive humanitarian action
- Convene a dialogue with local and national OPDs on the Humanitarian Reset, with a view to identifying key actions needed to facilitate their participation in Reset-related decision making processes in countries. Use the outcomes from this dialogue as a basis for influencing localization efforts under the Humanitarian Reset
- Conduct a review of the impact of the Humanitarian Reset on disability inclusion in humanitarian action

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

<u>Objectives</u>

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 enabling dialogue between OPDs and humanitarian to exchange experience and learning and co-create concrete recommendations for advancing disability inclusive humanitarian action.

Mechanism for delivery

This work stream is coordinated by a dedicated working group, led by Maroua Ben Said, International Disability Alliance; and Marcie Roth, World Institute on Disability

The workstream proposes to convene one meeting approximately every six weeks.

Topics will be:

- OPD-driven
- Aligned with localization and the humanitarian reset
- Selected based on strategic relevance and emerging opportunities
- Designed to maximise impact per engagement

Critical topics for bi-monthly or quarterly meetings will be agreed in advance to facilitate structured dialogue between OPDs and humanitarian actors.

Key priorities

1-Women with Disabilities in Humanitarian Leadership

Strengthening leadership, participation, and representation of women with disabilities within:

- OPDs
- Humanitarian coordination bodies
- Committees and platforms
- Consultations and monitoring mechanisms

This includes advancing dialogue on how humanitarian systems can better integrate gender-disability intersectionality within localization processes.

2- Inclusion & Protection in Humanitarian Action

Making visible — and addressing — the consequences of the invisibility of women with disabilities in humanitarian responses, particularly regarding:

- Equitable access to services
- Violence prevention and GBV response
- Protection frameworks
- Integration of disability rights in response planning

3- Knowledge & Evidence Strengthening

Exploration of how evidence can strengthen OPD visibility and engagement in humanitarian mechanisms

- The workstream will primarily prioritize learning, exchange, and knowledge-sharing, rather than systematically producing advocacy products.
- Based on demand and capacity, facilitate consultation with OPDs on new humanitarian policy, strategy and tools.

Work stream 4: Strengthen coordination mechanisms for disability inclusion in countries

Objectives

This work stream aims to provide a global platform to support structures in place at country level to coordinate disability inclusion in humanitarian action. These 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.

Mechanism for delivery

This work stream will be led by co-chairs, with a view to acquiring resources to put in place more sustained mechanisms for delivering on key priorities, such as a dedicated community of practice.

Key priorities:

- Disseminate key learning from discussions in the community of practice for country level coordination on disability inclusion, for dissemination among disability and humanitarian networks
- Develop a resource repository for country level mechanisms for coordination on disability inclusion in humanitarian response
- Establish an ongoing community of practice to bring together members of country level mechanisms for coordination on disability inclusion, for joint learning and exchange
- Advance disability inclusion in the Humanitarian Programme Cycle (HPC), including through engagement with relevant actors

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
- Organizing monthly DRG meetings, including to identify topics of interest to members and engaging speakers. Facilitating a space in monthly meetings for members to exchange views and share experiences
- Convening an annual meeting to take stock of progress made and agree on strategic priorities for the Group
- Managing quality assurance of DRG products, including review of products that will be branded with the DRG logo
- Designing and maintaining mechanisms for meaningful and active participation by DRG members. This may include maintaining a menu of options for member contributions, establishing regional sub-networks, depending on consultation with members
- 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
- Organizing events and other communications to advance the mandate of the DRG
- Leading ongoing engagement with members states and donors, including by participating in meetings of the Geneva-based Group of Friends on disability inclusive humanitarian action, and through timely and proactive outreach to key 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
- Coordinating DRG participation at Humanitarian Networks and Partnerships Week (HNPW) and other humanitarian forums to sensitize humanitarian actors on disability inclusion and resources available to support their work

- Coordinating DRG participation at Conference of States Parties (CoSP) to the CRPD and other disability rights- related events to 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
- 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
- Arranging opportunities for engagement with other networks to promote cross learning and exchange. This may include exchanges to share experience with networks such as climate actors and emergency responders
- Disseminating existing DRG resources, such as the definition of local and national OPDs and the GBV Pocket Guide annex on disability inclusion. Developing new tools and resources only in response to clear demand and when resources allow- in this case new resources will normally be developed by an existing or new/ time-bound working group