

## Disability Inclusion Policy for KFUK-KFUM Global (YGlobal)

### Purpose

The purpose of YGlobal's disability inclusion<sup>1</sup> policy is to guarantee that the organization is a fully accessible and inclusive organization that values disability as an expression of human diversity.

The policy will outline YGlobal's organizational commitment to the inclusion of persons with disabilities<sup>2</sup> and to uphold their rights and fundamental freedoms under national and international laws, including the United Nations Convention on the Rights of Persons with Disabilities (CRPD<sup>3</sup>).

### Scope of the Disability Inclusion Policy

This Policy highlights key concepts and guiding principles for Disability Inclusion and the important role each of us must play in translating the Policy into action. It will also form the basis of incorporating and committing to an intersectional approach to disability inclusion in all YGlobal's existing policies and guidelines, such as gender equality policy, recruitment policy, partnership policy, child protection policy, ethical guidelines, etc.

YGlobal's approach to Disability Inclusion means identifying, acknowledging and removing barriers to full and effective participation for PWDs both in YGlobal and within and across our programmes in Norway as well as the Global South.

### Guiding principles

- 1. Partnership:** Purposively PARTNER with those YWCAs/YMCAs that are either working or are keen to work with PWDs, specifically youth and women with disabilities, and their representative organizations and networks to improve technical capacity and ensure accountability to key stakeholders.<sup>4</sup>
- 2. Programme:** Design and deliver Disability Inclusive PROGRAMMES, where a) PWDs and their caregivers can equitably access, participate in, act as decision makers for, and benefit from our programs on an equal basis with others and b) PWDs are specifically targeted and supported to reduce their experience of exclusion and discrimination.<sup>5</sup>
- 3. Advocacy:** Promote, protect and uphold the rights of PWDs, particularly youth with disabilities, through ADVOCACY for sector-specific and cross-sectoral inclusive policies and laws at the local, national and global levels, particularly through YGlobal's Political

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<sup>1</sup> *Disability Inclusion* is to understand the relationships between how PWDs function and how they participate in society and in activities in day-to-day life. It means that all PWDs have full and fundamental rights and freedoms that place them as an integral part of society, and that they enjoy full and effective participation with and within their families, communities, and societies on an equal basis as those without disabilities.

<sup>2</sup> *Persons with disabilities* (PWDs) include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others. (UN CRPD)

<sup>3</sup> [Convention on the Rights of Persons with Disabilities \(CRPD\) | United Nations Enable](#)

<sup>4</sup> Refer to YGlobal's partnership policy.

<sup>5</sup> Refer to YGlobal's programme management handbook.

Units. Where it is possible, YGlobal will engage with DPOs to enable knowledge and resource sharing on areas, where the organization is lacking information.

4. **Workplace:** Create a diverse and disability accessible WORKPLACE that attempts to recruit PWDs both as staff and volunteers and build a workplace culture where staff and volunteers with disclosed or undisclosed disabilities feel supported and can effectively and safely carry out their duties.

### **Communication and Public Profile**

YGlobal ensures that the content shared on its social media platforms will be disability friendly. It is important that the voice of PWDs is heard in the public domain and at all levels of decision making. See guidelines for how to communicate in an inclusive way [here](#).

YGlobal ensures that all public representation of the organization reflects its commitment to the empowerment of PWDs, specifically youth with disabilities. This relates to what is shared in the media / social media – both content, visual images and whose voice is portrayed, as well as to physical representation at external meetings.

### **Budget and Procurement**

YGlobal ensures to develop disability inclusive organizational budget to support the above four guiding principles. This will include disability inclusive procurement of goods and services to cater to the needs of PWDs – both as staff and participants in YGlobal programmes.

### **Reporting**

YGlobal reports on PWDs in all its reports to donors and also evaluates these results in order to incorporate learning into the organization. From 2023, YGlobal will also attempt to disaggregate the statistics on PWDs not only by age and gender, but also by functional domains.

YGlobal has mechanisms for whistleblowing in case of non-compliance with policies.

### **Policy review**

This policy will be reviewed after every three years.

Approved by Board: XXXX 2022