TIC project inclusion of persons with disabilities (PWDs) in MSF

WEBINAR 14 Oct. 2020

Let’s talk inclusion: Are we missing the most vulnerable groups?

https://disabilityinclusion.msf.org
https://disabilityinclusion.msf.org/elearning/

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PART1
Where are we on inclusion of PWDs in MSF?
What can we do?
What tools do we have?

PART2
Testimonies

Questions and discussion
Survey
Recognizing that persons with disabilities are often the most in need in regions where MSF works and that their exclusion may hamper our humanitarian identity and impartiality, MSF should:

- Initiate actions to develop its awareness on this risk of exclusion of persons with disabilities,
- Develop dialogue with organizations of persons with disabilities where/when possible,
- Take in account accessibility to persons with disabilities of our facilities and of our communication materials.

**IGA Motion 2016**

**MSF should**

- Develop awareness on the risk of exclusion of PWDs
- Contact DPOs
- Work on accessibility
TIC project Inclusion PWDs

2018-2020

OBJECTIVES

Kick-off the implementation of the motion

... through ...

providing tools, resources and support for MSF to become more inclusive of PWDs
Rationale of the project

Who are the patients who do not reach our services?

1. MED/OPS

PWDs are a vulnerable and excluded group

2. RH

The overall organization becomes inclusive

3. Identify & remove barriers

Recruit PWDs

4. RH

5. The overall organization becomes inclusive
Survey on inclusion in our projects
April 2018

International & national staff in mission in 2015-2017
239 Responses

60% of international staff &
80% of national staff
... agreed that ....

«We should have done more when it comes to inclusion of PWDs in my last assignment»
Portal & Newsletter
(ENG, FR, AR)

Tools
Experience-sharing
References

Total number of USERS: 4302
Total number of VISITS: 7308
From 142 (/196) countries globally!
(10.09.2018-27.09.2020)
**TOOL #1**

**Video (5’) & Guideline (ENG, FR, AR, SP)**

A tool to raise awareness in offices, projects and associations & guide on practical steps

[https://youtu.be/i4VerdEEOLO](https://youtu.be/i4VerdEEOLO)
6 keys for Inclusion of Persons with Disabilities in MSF missions

Key 1 - Learn about the risk of exclusion of persons with disabilities and raise awareness; starting with your colleagues and your teams

The main barrier to inclusion are attitudes: negative attitudes often based on wrong assumptions, prejudices, beliefs and stigmas.

Key 2 - Use “Universal Design” when building facilities, make them friendly for wheelchair-users

It is cheaper to make facilities accessible in the design phase than to adapt them afterwards. Think about this when launching a new construction project. Take reconstruction after a natural catastrophe as an opportunity to re-build in a more accessible way. Think about wheelchair users and promote slopes, adapted toilets, large enough doors and free passages.

Key 3 - Use two ways of communication (Audio & Visual) in your awareness campaigns

To reach a broader audience, think accessible communication. During an awareness-raising campaign, think two-ways of communicating: visual and audio – text and sound.

Key 4 – Contact and collaborate with Disabled People’s Organizations (DPOs)

Contact and collaborate with Disabled People’s Organizations. They can give great insights to how MSF supported facilities and services can be made more accessible for persons with disabilities. They offer a channel to reach persons with disabilities and to spread information and job offers.

Key 5 – Open your recruitment to persons with disabilities

Why not recruit persons with disabilities to your staff? We often have a lot of prejudice about what persons with disabilities can and cannot do. More-over, they may help us better understand the needs of persons with disabilities. They may have practical additional skills, like knowing sign language. It is as easy as stating “persons with disabilities are encouraged to apply”

Key 6 – Include concerns of and for persons with disabilities in your needs assessment and overall project process

At every stage of the project and particularly during the assessment phase, keep inclusion in mind and include persons with disabilities throughout the overall process. Having partner DPO or/and persons with disabilities in the team can be very helpful!
TOOL #2
eLearning Course
(ENG)

A 90’ individual course for everyone in MSF to go further on inclusion of PWDs & to open reflection on inclusion at large

Stats (27.09.2020): > 525 users

https://disabilityinclusion.msf.org/elearning/
Also available on TEMBO & OCA L&D Academy!
Barrier Analysis

Attitudinal
Physical
Communication
Institutional
Next steps

- Do the eLearning course

- Use the video in associative like executive to:
  - Raise awareness
  - Promote the eLearning
  - Kick-off discussions & action

The TIC project can be a support
Thank You!

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