



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/>

<https://disabilityinclusion.msf.org/COVID-19.html>

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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



It can cost less than 1% of the total construction cost if accessibility is planned from the outset.



IGA Motion 2016

MSF should

- ✓ Develop awareness on the risk of exclusion of PWDs
- ✓ Contact DPOs
- ✓ Work on accessibility

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.*

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



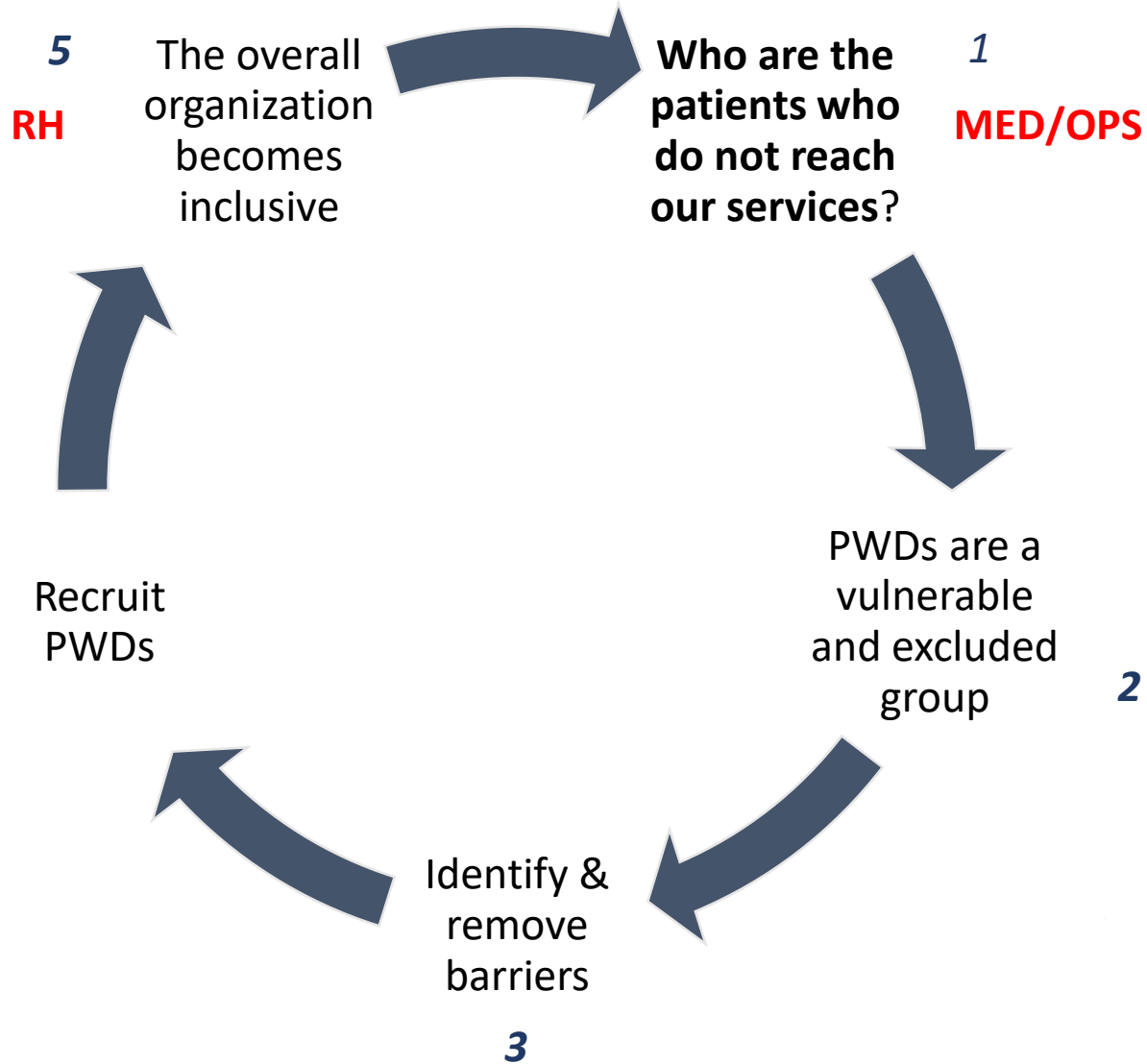
Inclusion of Persons



Médecins Sans Frontières (MSF) has launched the **Transformational Investment Capacity (TIC)** to tackle the most pressing medical and humanitarian challenges around the world.

Investing in **material capital and human resources** to improve our ability to deliver urgent lifesaving care both

Rationale of the project





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»



Resources ▾

Languages ▾

About us

Contact us

Home

Inclusion of Persons with Disabilities

Information and tools to promote and implement inclusion of persons with disabilities in Humanitarian Action

↓ START HERE



Portal & Newsletter (ENG, FR, AR)

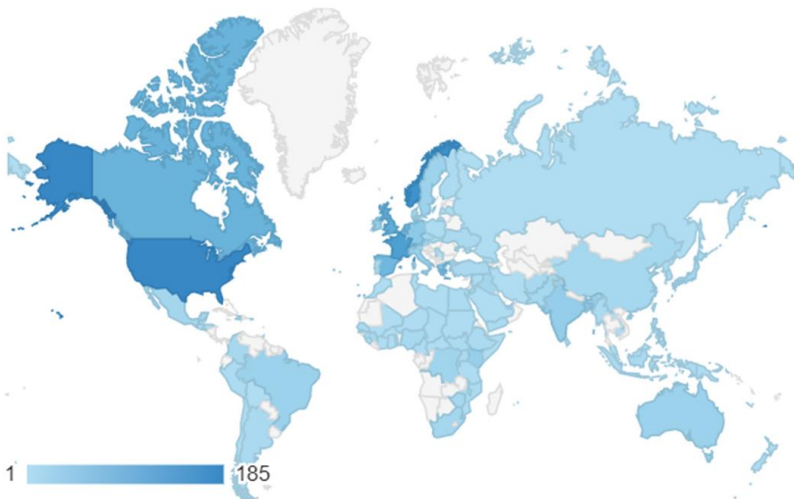
Tools Experience-sharing References

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>



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if accessibility is planned from the outset.

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!

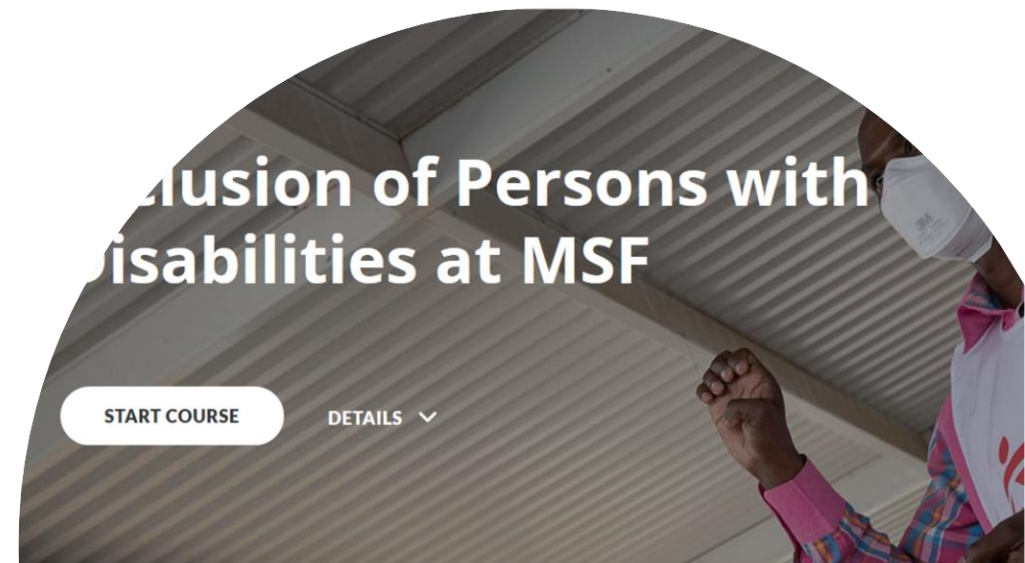
TOOL #2
eLearning Course
(ENG)

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!



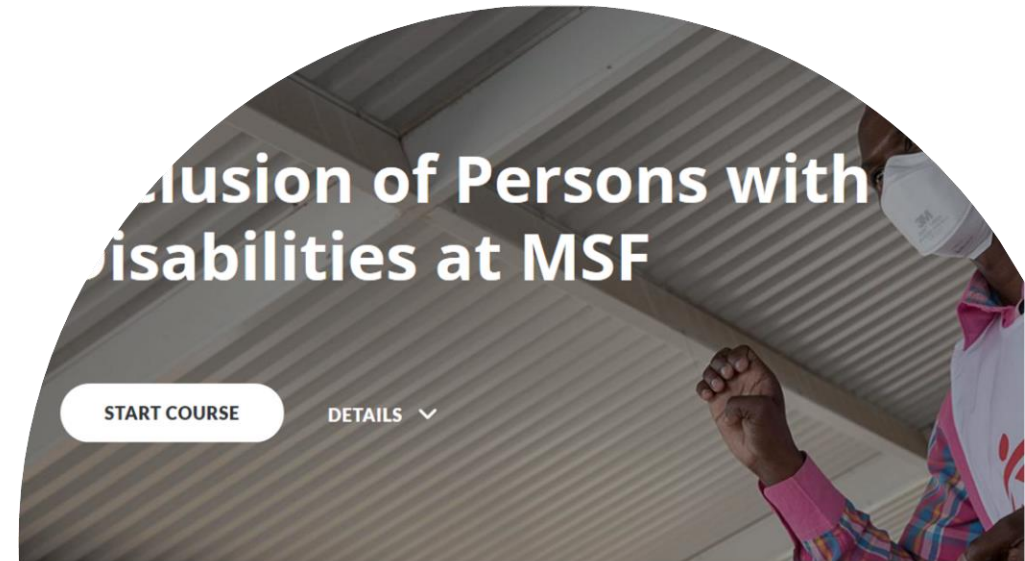
Barrier Analysis

Attitudinal

Physical

Communication

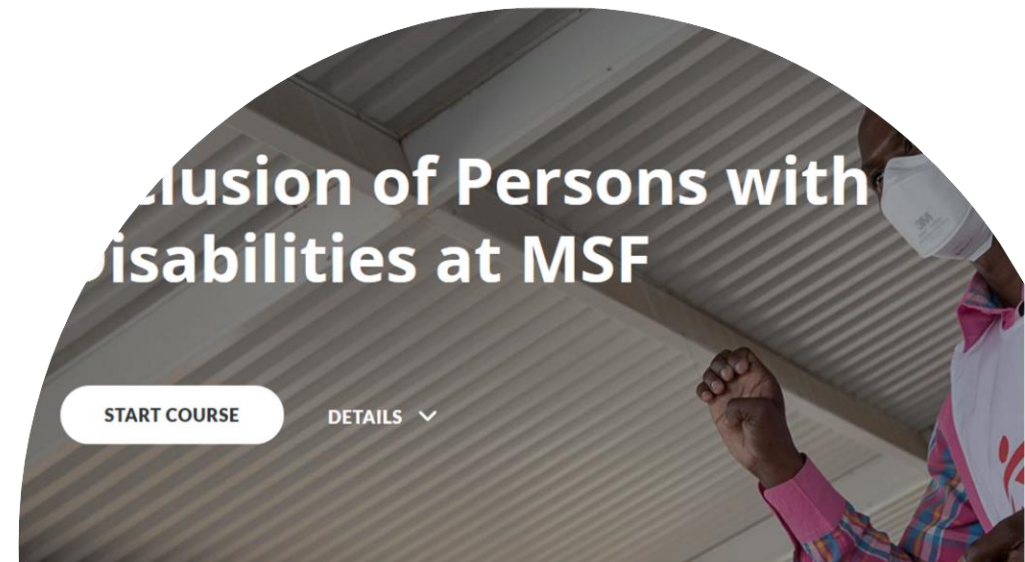
Institutional



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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