

CBM Inclusion Policy Framework

Introduction

Inclusion is a CBM core value. CBM as an organisation advocating for disability-inclusive development can be expected to have a high degree of disability inclusion and robust mechanisms in place to ensure that the work we do is inclusive. This requires that not only are we implementing high quality development programmes that are inclusive of and accessible to people with disability but equally we are able to demonstrate and model inclusion in our day to day work practices across human resources (HR), finance and administration, as well as fundraising, communications and public relations.

Developing and demonstrating disability confidence is an integral part of CBM's journey to improve our practice of disability-inclusive development.

CBM intends to be accountable and demonstrate leadership in both:

- inclusive recruitment, retention and professional development of staff as well as
- regular monitoring of our day-to-day inclusive practice.

CBM is committed to leading in inclusiveness and strives to promote a disability inclusive workplace. We recognise the success of CBM depends upon its people, their diverse abilities, skills, languages, cultures and backgrounds. We acknowledge the value that people with lived experience of disability bring to CBM's work, advancing the rights and increasing the voice of people with disability, strengthening disability inclusive development and poverty alleviation.

As the foundation to our work, we believe that disability inclusion:

- recognises the valued contributions people with disability make to society; and
- asserts that the full participation of people with disability underpinned by a human rights based approach will result in their enhanced sense of belonging and in significant advances in the human, social and economic development of society.

CBM promotes disability inclusion

CBM acts in accordance with the UN Convention on the Rights of Persons with Disabilities and adheres to the federal legislation that impacts on the issue of disability in a domestic context. This policy builds on the CBM Code of Conduct and is consistent with our values, mission and professional standards.

Developing disability confidence

Throughout the organisation, CBM asserts a strong commitment to inclusive employment with alignment of CBM's human resources practice, recruitment standards and other human resources processes. We are building on our worldwide work delivering accessible and inclusive development interventions at the programme level.

CBM is committed to and seeks:

- the development of disability inclusive policy, strategy, standard and practice internally and across our programmes;
- measures to be taken to address attitudinal and environmental barriers that hinder the full and effective participation of people with disabilities on an equal basis with others;
- to provide disability awareness training across the organisation;
- to provide specific support to enable people with disability to participate on an equal basis with others; and
- the involvement of people with disability at all levels of CBM.

By building a reputation as a Disability Confident Employer that actively seeks out and hires skilled people with disability, CBM will be helping to positively change attitudes, behaviours and cultures, not just in our organisation but also in our networks and the communities in which we work.

As a Disability Confident Employer, we will:

- challenge attitudes towards disability
- increase understanding of disability
- remove barriers to people with disability in employment
- ensure that people with disability have the opportunities to fulfill their potential and realise their aspirations.

Programme Principles

In CBM's programmes and work practices, we apply the following principles to promote disability inclusion:

- awareness of disability and its implications – is the crucial first step in development of programmes becoming inclusive
- participation of people with disability – is essential for genuine empowerment and community change
- comprehensive accessibility – ensures that physical, digital, communication, policy and attitudinal barriers are both identified and addressed
- twin track approach – explicitly identifies specific actions for people with disability in conjunction with mainstream inclusion.