



United Nations

Including people with disabilities

What we have done so far



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Introduction



The United Nations (UN) is an organisation made up of many countries working together. We work to make the world a safer and better place.



We want to include people with disabilities in all of the work we do.



Last year we made a plan to do this called the 'Disability Inclusion Strategy'.



This report explains:

- what we have done towards the plan so far
- some of the difficulties we've had and things that we can do better
- what happens next.



Why we want to include people with disabilities

Many people with disabilities are not being treated fairly.



They are not given a fair chance to:

- get an education



- have a health service



- get a job



- take part in things.



Including people with a disability is an important part of:

- making sure that everyone gets their human rights



- helping people to do more for themselves



- making sure people are safe.



We have made a promise to leave no one behind by 2030.



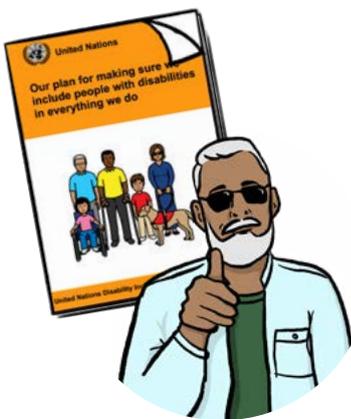
Leaving no one behind means making sure that every person has the chance to make the most of their lives.

This includes people with disabilities.



The Disability Inclusion Strategy

The Disability Inclusion Strategy was written in June 2019 after talking to people in all parts of the UN.



It is a plan for all parts of the UN to include people with disabilities in their work by:

- making everything accessible - this means making changes so that people with disabilities can take part



- involving people with disabilities in planning new work



- giving more jobs to people with disabilities



- training people about ways to include people with disabilities.



The plan was written together with people with disabilities and organisations that are run by people with disabilities.

What we have done so far



Progress across the different parts of the UN

We asked all parts of the UN about how they have been following the Disability Inclusion Strategy.



They were asked to check how they were including people with disabilities in these 4 areas:

1. Planning and managing work.



2. Making sure that things are accessible and speaking to people with disabilities about doing this in the best way.



3. Projects and making decisions about things.



4. Giving everyone a fair chance to get a job and learn new skills. Encouraging staff to understand more about disability by speaking to people with disabilities.



57 different parts of the UN told us about what they were doing to include people with disabilities in the 4 areas.

We found out that:



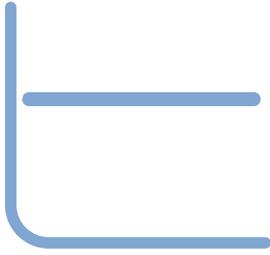
- a small few were doing everything they needed to do and even more to include people with disabilities



- quite a few were doing everything they needed to do, and nothing more yet



- around a third were doing some of the things they needed to do to include people with disabilities



- around half were not doing the things they needed to do.



What people told us

This was the first time that many staff in the UN had looked at how to include people with disabilities.



People told us:

- it's important to talk to people with disabilities about how to include them



- you need accessible places for people to stay so they can take part in conferences and events



- people without disabilities don't always realise that something isn't accessible to people with disabilities



- many people in the UN don't understand how to communicate with people with disabilities.



Keeping people safe

It is more difficult for people with disabilities in places where there is war or danger.



The parts of the UN that work to stop wars and keep people safe said they don't always work in a way that includes people with disabilities.



These parts of the UN are starting to look at ways to be more accessible and to include people with disabilities.



Plans

We asked all the different parts of the United Nations to make plans which explain how they are going to include people with disabilities more.



When you put all these plans together, you see that there is going to be a big change for people with disabilities in our Organisation.



Progress in UN countries

We made a scorecard to help different countries check how they were doing to include people with disabilities.



The scorecard was produced together with people with disabilities.



7 UN countries completed the scorecard.



We found that they are making a good effort to do things to include people with disabilities.



The scorecards will help more countries tell us how they are doing next year.

Progress across the whole United Nations



These are the things that we have done to include people with disabilities across the whole of the United Nations.

Overall



We have been:

- helping different parts of the UN work together to include people with disabilities



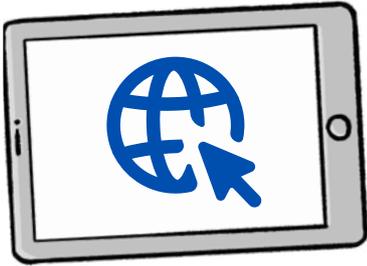
- asking senior managers to make sure staff understand how important the Disability Inclusion Strategy is



- offering support to all parts of the UN and UN countries when they check how well they are doing to include people with disabilities



- working with more organisations that are run by people with disabilities, for people with disabilities.



We have also set up a website in all the different UN languages.



The website includes accessible information in:

- Easy Read



- international sign language



- video messages.

Working together



Many different parts of the UN have been meeting together to look at what more they can do to include people with disabilities.



The UN's senior managers have been working together to do more to include people with disabilities.



The different parts of the UN have also been working together to do more.

Spending our money



We have been looking to find more money to spend on things we need to include people with disabilities.



We want to make sure that we do not buy things that stop people with disabilities from being able to take part.



Involving people with disabilities

We have been having meetings with people with disabilities.



We have been sharing information with organisations that are run by people with disabilities, for people with disabilities.



What we have learned

The Disability Inclusion Strategy is helping to make a big change across all parts of the UN.

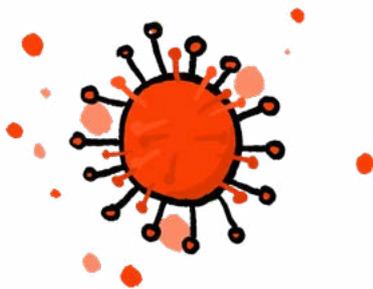


Some parts of the UN are already doing a lot of things to include people with disabilities. They now have a plan to follow so they can carry on doing even more.



Other parts have still got a lot to do. The strategy will help them to do these things.

Some of the difficulties we have had and things we can do better

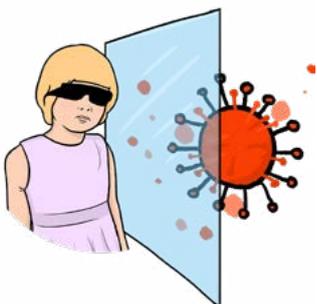


Coronavirus

We have all had to do things differently because of **Coronavirus**.



Coronavirus is a new illness that is spreading around the world. It affects your lungs and breathing.



We have included people with disabilities in our work to keep people safe from Coronavirus.



We have been making information about Coronavirus accessible to people with disabilities.



We have a group that checks we are including people with disabilities in our plans to get back to normal after Coronavirus.



Countries have been thinking about how to keep people with disabilities safe from Coronavirus.



Improvements

We have found that many parts of the UN want to do more to include people with disabilities.



Some parts have been slow to get started.



Some parts of the UN have told us they need more training about how to:

- speak to people with disabilities about what is best for them



- buy the right things that don't stop people with disabilities from taking part.

What happens next



The Disability Inclusion Strategy is already changing the way we think about people with disabilities.



We still need to:

- make sure the Disability Inclusion Strategy is included in the long term plans of the UN



- work more closely with organisations that are run by people with disabilities



- do more to make sure everybody understands that people with disabilities have the same human rights as everyone else



- check there is enough money to make the UN accessible to people with disabilities.



Reporting on how well we are doing

We will continue to follow the Disability Inclusion Strategy across all parts of the United Nations.



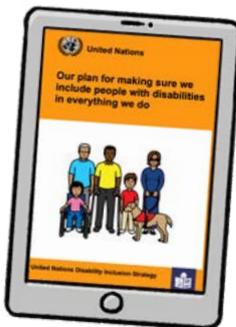
Every year we will write a report explaining how well we are doing.

For more information



For more information please go to the United Nations website:

www.un.org/en/content/disabilitystrategy/



To see an Easy Read version of the Disability Inclusion Strategy go to:

www.un.org/en/content/disabilitystrategy/assets/documentation/Easy_to_Read.pdf