



**Chief Executives Board
for Coordination**

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Summary of deliberations

Addendum

United Nations Disability Inclusion Strategy 2.0 (2026-2030)

I. Introduction

1. Persons with disabilities – more than 1.3 billion people worldwide, representing over 16 percent of the global population¹ - continue to face systemic exclusion across multiple sectors, including education, employment, access to health and social protection. Realization of the rights of persons with disabilities remains uneven despite broad ratification of the Convention on the Rights of Persons with Disabilities. These disparities are compounded by intersecting factors such as gender, age, race, ethnicity and indigeneity, as well as the disproportionate impacts of poverty, climate change, natural disasters and armed conflict, all of which deepen inequalities and hinder the achievement of the Sustainable Development Goals.

2. The United Nations Secretary-General António Guterres recognized that the United Nations system lacked a coherent and comprehensive approach to disability inclusion² in its support to Member States. Disability inclusion was not systematically embedded across United Nations development, human rights, humanitarian, and peace and security core areas of work. Accessibility barriers persisted in physical environments and digital platforms and representation of persons with disabilities in the workforce was limited.

3. Collectively, these challenges underscored the need for institutional transformation to ensure that the United Nations could lead by example and deliver on its commitment to full and effective inclusion of persons with disabilities. The United Nations Disability Inclusion Strategy (UNDIS) was launched by the Secretary-General in 2019 to provide a foundation for sustainable and transformative progress on disability inclusion in the United Nations, reaffirming that the realization of the rights of persons with disabilities is an inalienable, integral and indivisible part of all human rights and fundamental freedoms.³

4. UNDIS established the highest levels of system-wide commitment within the United Nations, articulating a clear vision for disability inclusion and creating an institutional framework for the United Nations to support Member States in the implementation of the Convention on the Rights of Persons with Disabilities, the 2030 Agenda for Sustainable Development, United Nations Security Council resolutions and other international agreements. More recently, UNDIS has been central to the integration of disability inclusion in United Nations system-wide initiatives such as UN 2.0, and responds to Member States' call for improved disability inclusion and accessibility in the Pact for the Future.

5. Monitoring UNDIS implementation through its accountability framework has shown steady, year on year progress from a low baseline.⁴ The accountability framework indicators outline the requirements for progressive implementation, which United Nations entities and country teams report on annually. In 2024, entities met 42 per cent of UNDIS requirements, improving from only 16 per cent in 2019. Likewise country teams met 46 per cent of requirements in 2024, in a significant improvement from 14 per cent in 2020.

¹ World Health Organization. 2022. Global report on health equity for persons with disabilities. Available at: <https://www.who.int/publications/i/item/9789240063600>

² The term “disability inclusion” refers to the meaningful participation of persons with disabilities in all their diversity, the promotion and mainstreaming of their rights into the work of the Organization, the development of disability-specific programmes and the consideration of disability-related perspectives, in compliance with the Convention on the Rights of Persons with Disabilities. See annex for definitions of key terms.

³ CEB/2019/1/Add.6. UNDIS was endorsed by the United Nations System Chief Executives Board for Coordination at its first regular session of 2019.

⁴ Report of the Secretary-General on Disability Inclusion in the United Nations System: Summary of Progress 2019-2024. 2025. Available at: https://www.un.org/sites/un2.un.org/files/undis_report2024-en.pdf

6. Five years into UNDIS implementation, an independent system-wide evaluation was carried out by the UN System-Wide Evaluation Office. The evaluation concluded that UNDIS had been catalytic in advancing disability inclusion across the United Nations system; however, progress remained uneven and had not yet reached the level of ambition envisioned.⁵ The evaluation recommended a revision of UNDIS and its accountability framework, identifying priority areas for improvement in the next iteration.

7. UNDIS 2.0 replaces the first UNDIS and responds directly to the evaluation findings and recommendations. Developed through a consultative process engaging disability inclusion focal points in 79 United Nations entities, four employee resource groups representing employees with disabilities, and eleven external stakeholders, UNDIS 2.0 will serve as a strengthened tool for the United Nations system, entities and country teams to promote disability inclusion. Key changes in UNDIS 2.0 include the following:

- The policy document structure is improved, with articulation of a long-term vision, a theory of change, strategic priorities, and cross-cutting principles to provide renewed guidance.
- The updated accountability framework includes three new indicators on resource tracking, digital accessibility and disability data and evidence.
- Tailored learning, training, and knowledge management have been strengthened across multiple indicators where an improved understanding of disability and accessibility is necessary for quality implementation of disability inclusion.
- Alignment between entity and country team implementation has been strengthened.
- Systematic mainstreaming of disability inclusion across United Nations programmes, explicit links to the Sustainable Development Goals, and partnerships, including consultations with organizations of persons with disabilities, for better delivery of results have been strengthened.
- Complementarity with other United Nations system-wide strategies such as the System-wide Action Plan on Gender Equality and the Empowerment of Women and the System-wide Youth Strategy, has been enhanced.

II. Theory of change

8. Persons with disabilities continue to face persistent barriers that limit their full and effective participation in society, lead to exclusion from development, increase the risk of human rights violations, and result in disproportionate impacts of emergencies, disasters, and armed conflict. Before the establishment of UNDIS, the United Nations system lacked a coherent, system-wide approach to disability inclusion. This gap contributed to limiting the Organization's ability to deliver on its mandates across all pillars, resulting in persons with disabilities being left behind and unable to fully contribute to, or benefit from, UN actions.

9. **Approach:** UNDIS 2.0 applies a comprehensive, twin-track approach that mainstreams disability inclusion across all United Nations policies, operations and programmes, while also implementing targeted measures to address barriers and advance equality and inclusion of persons with disabilities. UNDIS 2.0 brings together

⁵ UN Sustainable Development Group System-Wide Evaluation Office. 2025. Evaluation of the United Nations Disability Inclusion Strategy. Available at: <https://www.un.org/system-wide-evaluation-office/en/evaluation-united-nations-disability-inclusion-strategy>

a system-wide policy and an accountability framework for United Nations entities and country teams, structured around five strategic priorities.

10. **How change happens:**

- **Inputs and activities:** UNDIS 2.0 establishes a common framework for disability inclusion, providing policy direction, technical guidance, and accountability tools. United Nations entities and country teams embed disability inclusion into strategic plans and evaluations, create disability-specific policies, and strengthen focal point networks. Operational improvements include implementation of accessibility, reasonable accommodation, inclusive procurement practices, and workplace policies that support the recruitment, retention and advancement of persons with disabilities. Programmatic changes involve mainstreaming disability inclusion across programmes and projects, including Cooperation Frameworks, and improving disability-disaggregated data collection and results reporting. Communication and training help drive cultural change and build technical capacity across the system.
- **Outputs:** These efforts result in strengthened institutional readiness, with policies adopted, systems operationalised, and employees better equipped to advance disability inclusion. Consultation with persons with disabilities through their representative organizations, becomes more systematic. Accessibility and reasonable accommodation are increasingly institutionalized as standard operational practices, and disability inclusion is mainstreamed more consistently in programming and communications.
- **Outcomes:** Taken together, these changes enable the United Nations to apply a coherent and systematic approach to disability inclusion, aligning actions across the system on strategic priorities. Internally, the United Nations becomes a more inclusive and accessible employer, with a higher representation of persons with disabilities and a work culture that values diversity and ensures a respectful, accessible environment. Externally, United Nations programmes advance disability inclusion across all sectors, support Member States in implementing the Convention on the Rights of Persons with Disabilities and promote meaningful participation of persons with disabilities, in all their diversity, in decision-making, ensuring inclusion in development and responses to emergency, disasters and armed conflict. Enhanced data systems enable continuous monitoring of progress, while strengthened partnerships with civil society, including organizations of persons with disabilities, and other key stakeholders, expand impact.
- **Impact:** Over time, these transformations support the full and effective participation of persons with disabilities on an equal basis with others, advancing human rights and accelerating progress toward the Sustainable Development Goals. The United Nations enhances its institutional knowledge of disability inclusion and positions itself as both an employer of choice for persons with disabilities and a global leader in advancing disability-inclusive development, humanitarian action, and peace and security.

11. **Assumptions and enablers:** Success relies on strong leadership, adequate resourcing - including personnel and budget allocations - effective coordination mechanisms, and sustained engagement with organizations of persons with disabilities. Partnerships, capacity development, and continuous knowledge-sharing are essential for scaling results and ensuring sustainability.

12. **Risks:** Progress may be hindered by insufficient resources, weak institutional anchoring, or tokenistic engagement with organizations of persons with disabilities. These risks can be mitigated through clear governance structures, time-bound action

plans, transparent reporting, and ongoing investments in accessibility, capacity, and partnerships.

III. Vision statement

13. The United Nations is committed to promoting disability inclusion, confronting the pushback on human rights and equality, and ensuring that the rights of persons with disabilities are respected in the evolving global context of digital transformation, climate change and increased armed conflict. UNDIS 2.0 aims for more effective and consistent delivery of disability-inclusive results across the work of the United Nations on sustainable development, human rights, humanitarian action and peace and security. It leverages UN 2.0 initiatives on data, digital technology, innovation, and behavioral science to strengthen its institutional capacity on disability inclusion.

14. Through UNDIS 2.0, the United Nations will redouble efforts, through its policies, programmes and partnerships to support Member State implementation of the Convention on the Rights of Persons with Disabilities and enable evidence-driven programming that advances the rights of persons with disabilities. Operationally, it will also enhance accessibility of the Organization and measurably increase the proportion of persons with disabilities working across the United Nations system.

IV. Strategic priorities 2026-2030

15. The United Nations will deliver transformative change on disability inclusion in five interconnected strategic priority areas that address structural inequalities faced by persons with disabilities. By 2030, the United Nations aims to achieve the following goals:

(1) **Leadership:** Through leadership and key steps in results-based management - such as strategic planning, tracking of resources allocated to disability inclusion, data and results disaggregated by disability, sex, and age, disability-inclusive evaluations, and investments in disability expertise and coordination - disability inclusion is implemented across the United Nations system more effectively, efficiently and comprehensively.

(2) **Inclusive programming and results:** Global, regional and country level programming, including in Cooperation Frameworks, deliver results that advance the rights and inclusion of persons with disabilities through mainstreaming disability inclusion and disability-targeted programmes.

(3) **Accessible organization:** Core facilities and services, digital assets and systems, information, communication, conferences, and events are accessible to persons with disabilities. All forms of accessibility are progressively improved through universal design in planning, sustainable budgeting, and accessibility requirements in renovations and procurement.

(4) **Enabling work environment and inclusive workforce:** The United Nations work environment is enabling and inclusive to persons with disabilities through equitable employment practices and reasonable accommodation, inclusive and rights-based communication as well as continuous capacity building and learning on disability inclusion.

(5) **Partnerships:** Representation, meaningful engagement, and consultation with persons with disabilities - through their representative organizations, employee resource groups, associations and other groups representing United Nations employees with disabilities - are strengthened in operational and programmatic

planning, implementation, and monitoring. Scaling up disability inclusion is leveraged through productive partnerships with key stakeholders, including Governments.

V. Cross-cutting principles

16. These cross-cutting guiding principles apply to UNDIS 2.0 implementation across all the strategic priorities and ensure quality implementation of disability inclusion:

(1) **Alignment with the Convention on the Rights of Persons with Disabilities:** UNDIS 2.0 is grounded in the United Nations Charter and the Convention on the Rights of Persons with Disabilities. In practice, this means designing programs with rights holders at the center, protecting dignity, and mitigating potential risks to human rights.

(2) **Twin-track approach:** UNDIS 2.0 combines the mainstreaming of disability inclusion in policies and programmes with targeted initiatives and actions that remove specific barriers faced by persons with disabilities, to achieve their inclusion, empowerment and full realization of their human rights.

(3) **Accessibility by design:** Accessibility in all its forms - physical, digital, information and communication accessibility - is a requirement for disability inclusion and must be built in from the start to maximize cost-effectiveness. Grounded in universal design, the key principle of usability ensures that accessibility is effective, inclusive, and responsive to persons with disabilities.

(4) **Co-creation with persons with disabilities through their representative organizations:** Engaging with persons with disabilities in all their diversity, through their representative organizations, early on and continuously in design, delivery and monitoring, while ensuring communication on consultation outcomes, informs decision-making and leads to effective results.

(5) **Intersectionality:** Programming, analyses and data account for intersectionality, such as between disability and gender, age, race, ethnicity, indigeneity, displacement, socioeconomic status etc., so that no person is left behind.

(6) **Safeguarding:** Addressing root causes such as stigma and biases associated with disability and removing barriers to equal participation helps mitigate risks of human rights violations and discrimination. Accessibility for persons with disabilities to use safeguarding tools such as reporting, feedback, and complaint mechanisms is central to prevention of and addressing sexual exploitation and abuse.

VI. Governance and coordination

17. High-level leadership, guidance and support will be provided by senior leadership of the Executive Office of the Secretary-General. The Disability Inclusion Team will function as a secretariat, conducting monitoring and coordination and providing technical support for the implementation of UNDIS 2.0. In addition, the Team will strengthen implementation of specific UNDIS 2.0 areas within the United Nations Secretariat.

18. Entities will nominate focal points to participate in the UNDIS focal point networks that serve as a system-wide mechanism for coordination, peer learning, and implementation support. The networks will be coordinated by the Disability Inclusion Team.

19. The Inter-Agency Support Group on the Convention on the Rights of Persons with Disabilities will strengthen its communication and coordination capacities and pay particular attention to supporting the adequate implementation of the entity accountability framework.
20. The Development Coordination Office will, in collaboration with the Disability Inclusion Team and regional offices, support effective disability inclusion at the regional and country team levels through, inter alia, Common Country Assessments, Horizon Scans, United Nations Sustainable Development Cooperation Framework guidance and accompanying documents and the Management and Accountability Framework, taking into account future changes following the systemwide evaluation on progress towards a "new generation of United Nations country teams".
21. Collaboration with the United Nations Global Disability Fund is envisaged, in particular in the context of joint United Nations programming and the capacity development of United Nations staff.
22. The United Nations Sustainable Development Group and the Inter-Agency Standing Committee will maintain disability inclusion as a standing agenda item. The Disability Inclusion Team will periodically prepare a progress report on UNDIS implementation to be submitted to the High-level Committee on Management, the High-level Committee on Programmes and the United Nations Sustainable Development Group for their review, in the context of their respective mandates.

VII. Accountability and monitoring

23. The United Nations will be held accountable for UNDIS 2.0 implementation through annual reporting on the two complementary parts of its accountability framework: the entity accountability framework and the country team accountability scorecard.
24. Entities and country teams will conduct annual reporting through self-assessment against the indicators and requirements on a progressive scale of missing, approaching, meeting and exceeding requirements. The rating "meets requirements" is the minimum to which all United Nations entities and country teams should aspire, and they should also commit to exceeding requirements over time. A "missing" rating should be given in cases where entities and country teams are not carrying out activities relating to the indicator, and "not applicable" should be given when the requirements of the indicator are not relevant. The indicator framework will be accompanied by technical guidance and examples of good practices to support implementation. The technical guidance will be updated as required, and will set out clearly how to rate entity performance.
25. Entity and country team implementation of UNDIS 2.0 will be overseen by the respective senior leadership and coordinated through designated focal points among each entity and country team. Entities and country teams will appoint custodians, who will have primary responsibility for meeting or exceeding requirements for specific indicators in their area of expertise (e.g. strategic planning, evaluation, human resources) and establish internal mechanisms to ensure rigorous and accurate reporting. If entities and country teams do not meet or exceed requirements, they will develop remedial actions setting out their plans, timeline and responsible custodians for improving performance.
26. The Disability Inclusion Team will monitor UNDIS 2.0 implementation through review and analysis of the annual reports submitted by entities. Country team annual reports will be reviewed and analysed by the Disability Inclusion Team and the

Development Coordination Office. Data from UNDIS 2.0 implementation will be included in the monitoring and reporting of the Quadrennial Comprehensive Policy Review, among other mandated reports to Member States.

27. A review or evaluation of UNDIS 2.0 implementation will be conducted in 2030, to assess progress and address potential gaps, as well as to align with the Post-Agenda 2030 on Sustainable Development.

VIII. Entity accountability framework

STRATEGIC PRIORITY 1: LEADERSHIP

Indicator 1 Leadership

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Implementation of entity disability-specific policy, strategy or entity-wide action plan is reviewed by senior leadership annually, with remedial action taken as needed.	Implementation of entity disability-specific policy, strategy or entity-wide action plan is reviewed by senior leadership annually, with remedial action taken as needed.	Implementation of entity disability-specific policy, strategy or entity-wide action plan is reviewed by senior leadership annually, with remedial action taken as needed.
	Tailored learning and/or training resources are available to entity senior leadership.	Tailored learning and/or training resources are available to entity senior leadership.
		Performance evaluation of entity senior leadership, regional directors and heads of country offices, as relevant, include accountability on disability inclusion.

Indicator 2 Strategic planning

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Entity commitment to targeted and mainstreaming of disability inclusion is reflected in results statements, indicators, or equivalent, in the entity's main strategic planning document.	Entity commitment to targeted and mainstreaming of disability inclusion is reflected in results statements, indicators, or equivalent, in the entity's main strategic planning document.	Entity commitment to targeted and mainstreaming of disability inclusion is reflected in results statements, indicators or equivalent, in the entity's main strategic planning document.
	The overall results framework, or equivalent, in the entity's main strategic planning document includes disability, sex,	The overall results framework, or equivalent, in the entity's main strategic planning document includes disability, sex,

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
	and age disaggregation of baseline, indicators and targets.	and age disaggregation of baseline, indicators and targets. Entity budget includes resource allocation for disability inclusion

Indicator 3

Disability-specific policy/strategy/action plan

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
A policy, strategy or entity-wide action plan on disability inclusion is in place and is aligned with the entity's main strategic document.	A policy, strategy or entity-wide action plan on disability inclusion is in place and aligned with the entity's main strategic document.	A policy, strategy or entity-wide action plan on disability inclusion is in place and is aligned with the entity's main strategic document.
The policy, strategy or entity-wide action plan on disability inclusion addresses intersectionality in line with the United Nations system-wide strategies such as the System-wide Action Plan on Gender Equality and the Empowerment of Women, and the System-wide Youth Strategy.	The policy, strategy or entity-wide action plan on disability inclusion addresses intersectionality in line with the United Nations system-wide strategies such as the System-wide Action Plan on Gender Equality and the Empowerment of Women, and the System-wide Youth Strategy.	The policy, strategy or entity-wide action plan on disability inclusion addresses intersectionality in line with the United Nations system-wide strategies such as the System-wide Action Plan on Gender Equality and the Empowerment of Women, and the System-wide Youth Strategy.
	The policy, strategy or entity-wide action plan on disability inclusion demonstrably contributes to the entity's mandate, programmes and operations, and where applicable, to relevant Sustainable Development Goals targets.	The policy, strategy or entity-wide action plan on disability inclusion demonstrably contributes to the entity's mandate, programmes and operations, and where applicable, to relevant Sustainable Development Goals targets. Entity provides an update at least once a year to the governing body, or equivalent, on the implementation of policy, strategy or entity-wide action plan on disability inclusion and implements remedial action as needed.

Indicator 4

Institutional set-up

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Entity coordinates a focal point network on disability inclusion that includes all relevant departments and meets at least twice a year.	Entity coordinates a focal point network on disability inclusion that includes all relevant departments and meets at least twice a year.	Entity coordinates a focal point network on disability inclusion that includes all relevant departments and meets at least twice a year.

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
<p>Applicable to entities with regional and/or country offices: Entity coordinates a focal point network that includes its regional or country offices and meets at least twice a year.</p>	<p>Applicable to entities with regional and/or country offices: Entity coordinates a focal point network that includes its regional or country offices and meets at least twice a year.</p>	<p>Applicable to entities with regional and/or country offices:: Entity coordinates a focal point network that includes its regional or country offices and meets at least twice a year.</p>
	<p>Applicable to all: Entity has at least one employee with substantive expertise on a human rights-based approach to disability, and a dedicated proportion of the employee's time is allocated to disability inclusion in their terms of reference or workplan.</p>	<p>Applicable to all: Entity has at least one employee with substantive expertise on a human rights-based approach to disability, and a dedicated proportion of the employee's time allocated to disability inclusion in their terms of reference or workplan.</p>
		<p>Applicable to all: An entity with over 200 employees has a dedicated disability inclusion unit/team.</p>

Indicator 5 Resource tracking

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
<p>An entity-wide tracking system for monitoring resource allocations for disability inclusion, and/or resource usage, is being developed.</p>	<p>An entity-wide tracking system for monitoring resource allocations for disability inclusion, and/or resource usage, is in place.</p>	<p>An entity-wide tracking system for monitoring resource allocations for disability inclusion, and/or resource usage, in place and is made mandatory.</p>
	<p>Training on the application of the resource tracking system is offered at least once a year.</p>	<p>Training on the application of the resource tracking system is offered at least once a year.</p>
		<p>Resource allocations to disability inclusion, and resource usage, are monitored and reported to senior leadership at least once a year.</p>

Indicator 6 Disability data and evidence

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
<p>Entity generates knowledge and evidence (e.g. analyses, research, reviews, best practices), including analyses with intersectional lenses, to inform evidence-based practices</p>	<p>Entity generates knowledge and evidence (e.g. analyses, research, reviews, best practices), including analyses with intersectional lenses, to inform evidence-based practices</p>	<p>Entity generates knowledge and evidence (e.g. analyses, research, reviews, best practices), including analyses with intersectional lenses, to inform evidence-based practices</p>

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
for inclusion of persons with disabilities.	for inclusion of persons with disabilities. Entity integrates data and information on persons with disabilities into its significant/flagship reports and publications.	for inclusion of persons with disabilities. Entity integrates data and information on persons with disabilities into its significant/flagship reports and publications. Entity produces reliable data on persons with disabilities in line with its mandate, to inform global, regional or national level decision-making that advances progress towards commitments, including the Sustainable Development Goals.

Indicator 7 Evaluation

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Evaluation guidelines contain guidance on how to address disability inclusion.	Evaluation guidelines contain guidance on how to address disability inclusion. Disability inclusion is mainstreamed effectively throughout the evaluation process and reflected in the terms of reference, inception and evaluation report(s).	Evaluation guidelines contain guidance on how to address disability inclusion. Disability inclusion is mainstreamed effectively throughout the evaluation process and reflected in the terms of reference, inception and evaluation report(s). Meta-analysis of evaluation findings, conclusions and recommendations relating to disability inclusion is performed at least every three years or an independent evaluation of the disability inclusion policy, strategy or entity-wide action plan is conducted at least every five years.

STRATEGIC PRIORITY 2: INCLUSIVE PROGRAMMING AND RESULTS

Indicator 8

Programmes and projects (applicable to entities that implement external-facing programmes)

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Entity adopts a guidance note, or equivalent, on mainstreaming disability inclusion at all stages of the programme/project cycle, including in joint programmes.	Entity adopts a guidance note, or equivalent, on mainstreaming disability inclusion at all stages of the programme/project cycle, including in joint programmes.	Entity adopts guidance note, or equivalent, on mainstreaming disability inclusion at all stages of the programme/project cycle, including in joint programmes.
The guidance note, or equivalent, establishes minimum requirements for mainstreaming disability inclusion and integrates intersectionality.	The guidance note, or equivalent, establishes minimum requirements for mainstreaming disability inclusion and integrates intersectionality.	The guidance note, or equivalent, establishes minimum requirements for mainstreaming disability inclusion and integrates intersectionality.
	Training opportunities and resources on disability inclusive programming are made available.	Training opportunities and resources on disability inclusive programming are made available.
	Entity systematically uses information gained from consultations with organizations of persons with disabilities on programming for developing both disability-targeted and mainstreamed programmes and projects.	Entity systematically uses information gained from consultations with organizations of persons with disabilities for developing both disability-targeted and mainstreamed programmes and projects.
		Entity establishes a percentage target for programmes and projects that mainstream the minimum requirements for disability inclusion, and meets the target.
		Entity demonstrates documented results for persons with disabilities, beyond participation and access, from programmes where disability inclusion has been mainstreamed.

Indicator 9

Country programme documents (applicable to entities that implement country level programming)

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Guidance on country programme documents, or equivalent country	Guidance on country programme documents, or equivalent country	Guidance on country programme documents, or equivalent country

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
programming planning tool, includes minimum requirements for mainstreaming disability inclusion.	programming planning tool, includes minimum requirements for mainstreaming disability inclusion. At least 25 per cent of country programme documents, or equivalent country programme tool, include analysis on persons with disabilities and corresponding integration of disability inclusion in the results framework.	programming planning tool, includes minimum requirements for mainstreaming disability inclusion. Over 50 per cent of country programme documents, or equivalent country programme tool, include analysis on persons with disabilities and corresponding integration of disability inclusion in the results framework.

STRATEGIC PRIORITY 3: ACCESSIBLE ORGANIZATION

Indicator 10 Physical accessibility

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Baseline assessment on physical accessibility has been completed and an action plan on physical accessibility, including for emergency evacuation procedures, is in place and is based on prioritization of the assessment findings and consultation with organizations of persons with disabilities.	Baseline assessment on physical accessibility has been completed, and an action plan on physical accessibility, including for emergency evacuation procedures, is in place and is based on prioritization of the assessment findings and consultation with organizations of persons with disabilities. The action plan is integrated in the entity's planning and budget document(s) and progressively implemented.	Baseline assessment on physical accessibility has been completed and an action plan on physical accessibility, including for emergency evacuation procedures, is in place and is based on prioritization of the assessment findings and consultation with organizations of persons with disabilities. The action plan is integrated in the entity's planning and budget document(s) and progressively implemented. A review/assessment of progress in implementing accessibility is undertaken at least every three years and remedial actions are planned for addressing gaps.

Indicator 11 Digital accessibility

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
A baseline digital accessibility assessment has been completed for, at a minimum, prioritized public-facing digital assets (e.g. websites, applications/platforms, documents), with	A baseline digital accessibility assessment has been completed for, at a minimum, prioritized public-facing digital assets (e.g. websites, applications/platforms, documents with WCAG 2.1/2.2 AA serving as	Digital accessibility assessments are conducted on a recurring basis for prioritized public-facing and internal-facing digital assets using a consistent approach with WCAG 2.1/2.2 AA serving as the

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
WCAG 2.1/2.2 AA serving as the minimum benchmark for compliance.	<p>the minimum benchmark for compliance.</p> <p>Baseline digital accessibility assessments have been completed for internal-facing, prioritized enterprise systems, applications, and platforms, and aligned with established international accessibility standards.</p> <p>Findings from the digital accessibility assessments are prioritized and integrated in the entity’s planning and budget document, and progressively implemented and tracked.</p>	<p>minimum benchmark for compliance.</p> <p>Findings from the digital accessibility assessments are prioritized and systematically integrated in the entity’s planning and budget document, and progressively implemented, tracked, and reported, with defined ownership and oversight.</p> <p>Accessibility requirements are integrated into digital asset development, change management, and support lifecycles.</p>

**Indicator 12
Accessibility in conferences and events**

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirements</i>
Guidance and minimum requirements for accessibility and reasonable accommodation in conferences and events are adopted.	<p>Guidance and minimum requirements for accessibility and reasonable accommodation in conferences and events are adopted.</p> <p>Resources on accessibility of conference services and facilities, including accessibility of information and communication, are made available to all personnel.</p>	<p>Guidance and minimum requirements for accessibility and reasonable accommodation in conferences and events are adopted.</p> <p>Resources on accessibility of conference services and facilities, including accessibility of information and communication, are made available to all personnel.</p> <p>A quality control mechanism for implementing the minimum requirements is in place.</p>

**Indicator 13
Procurement**

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Procurement policies require that relevant goods and services acquired are accessible and do not create new barriers, and ensures that procurement processes are accessible.	Procurement policies require that relevant goods and services acquired are accessible and do not create new barriers, and ensures that procurement processes are accessible.	Procurement policies require that relevant goods and services acquired are accessible and do not create new barriers, and ensures that procurement processes are accessible.

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Procurement policies promote the inclusion of disability-inclusive suppliers in the procurement process.	Procurement policies promote the inclusion of disability-inclusive suppliers in the procurement process. Training and/or targeted guidance on accessibility and the role of procurement in advancing accessibility are made available to relevant personnel involved in procurement processes.	Procurement policies promote the inclusion of disability-inclusive suppliers in the procurement process. Training and/or targeted guidance on accessibility and the role of procurement in advancing accessibility are made available to relevant personnel involved in procurement processes. The inclusion of disability-inclusive suppliers in the procurement process is documented through procurement cases and/or supplier engagement.

STRATEGIC PRIORITY 4: ENABLING WORK ENVIRONMENT AND INCLUSIVE WORKFORCE

Indicator 14 Employment

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
The entity's employment policy/strategy and other human resources related policies/strategies include provisions to attract, recruit, retain and support the career development of employees with disabilities.	The entity's employment policy/strategy and other human resources related policies/strategies include provisions to attract, recruit, retain and support the career development of employees with disabilities.	The entity's employment policy/strategy and other human resources related policies/strategies include provisions to attract, recruit, retain and support the career development of employees with disabilities.
Staff/personnel engagement surveys enable the analysis of results disaggregated by disability to inform inclusive employment practices.	Staff/personnel engagement surveys enable the analysis of results disaggregated by disability to inform inclusive employment practices. Entity demonstrates concrete actions to implement the employment policy/strategy.	Staff/personnel engagement surveys enable the analysis of results disaggregated by disability to inform inclusive employment practices. Entity demonstrates concrete actions to implement the employment policy/strategy. The number of persons with disabilities entering the organization is tracked, complying with confidentiality and data protection principles.

*Approaches requirements**Meets requirements**Exceeds requirement*

Reported satisfaction levels between staff with disabilities and the general staff body have improved.

Indicator 15 **Reasonable accommodation**

*Approaches requirements**Meets requirements**Exceeds requirement*

A reasonable accommodation policy/strategy has been adopted and the policy/strategy, accompanying guidelines and standard operating procedures have been disseminated to all personnel annually.

Training on reasonable accommodation is available for managers and supervisors.

A reasonable accommodation policy/strategy has been adopted and the policy/strategy, accompanying guidelines and standard operating procedures have been disseminated to all personnel annually.

Training on reasonable accommodation is available for managers and supervisors.

An adequate funding mechanism, with clear and confidential mechanisms to track reasonable accommodation requests, are in place.

A reasonable accommodation policy/strategy has been adopted and the policy/strategy, accompanying guidelines and standard operating procedures have been disseminated to all personnel annually.

Training on reasonable accommodation is available for managers and supervisors.

An adequate funding mechanism, with clear and confidential mechanisms to track reasonable accommodation requests, are in place.

Entity has an impartial and confidential appeal mechanism for reasonable accommodation in place, and disseminates information on the mechanism to all personnel.

Indicator 16 **Capacity development for staff**

*Approaches requirements**Meets requirements**Exceeds requirement*

Entity-wide learning and/or training opportunities on disability inclusion are recommended to personnel at all levels.

Entity-wide learning and/or training opportunities on disability inclusion are mandatory for personnel at all levels.

Successful completion of learning/training activities and use of available learning resources on disability inclusion are tracked and reported to senior leadership annually.

Entity-wide learning and/or training opportunities on disability inclusion are mandatory for personnel at all levels.

Successful completion of learning/training activities and use of available learning resources on disability inclusion are tracked and reported to senior leadership annually.

Entity engages with external actors, such as organizations of persons with disabilities, disability-specific

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
		networks or organizations, for staff capacity development activities.

Indicator 17 Communication

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Guideline(s)/procedures ensure that communications reflect a human-rights based approach to disability.	Guideline(s)/procedures ensure that communications reflect a human-rights based approach to disability.	Guideline(s)/procedures ensure that communications reflect a human-rights based approach to disability.
The entity communications strategy and/or plan integrates disability inclusion in mainstream communications.	The entity communications strategy and/or plan integrates disability inclusion in mainstream communications.	The entity communications strategy and/or plan integrates disability inclusion in mainstream communications.
	Entity senior leadership champion disability inclusion in internal and external communications.	Entity senior leadership champion disability inclusion in internal and external communications.
		Entity conducts a broad-reaching communication initiative on disability inclusion or collaborates in an inter-agency group/network communications initiative on disability inclusion at least every two years.

STRATEGIC PRIORITY 5: PARTNERSHIPS

Indicator 18 Consultation with persons with disabilities

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Guidelines for consultation with organizations of persons with disabilities are in place, and address intersectionality (i.e. intersections of disability with e.g. gender, race, age, ethnicity, indigeneity), and are disseminated across the entity annually.	Guidelines for consultation with organizations of persons with disabilities are in place, and address intersectionality (i.e. intersections of disability with e.g. gender, race, age, ethnicity, indigeneity) and are disseminated across the entity annually.	Guidelines for consultation with organizations of persons with disabilities are in place, and address intersectionality (i.e. intersections of disability with e.g. gender, race, age, ethnicity, indigeneity) and are disseminated across the entity annually.

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
	Entity demonstrates at least annual consultations, including sharing consultation outcomes, with persons with disabilities in all their diversity through their representative organizations and/or employee resource groups, at headquarters level.	Entity demonstrates at least annual consultations, including sharing consultation outcomes, with persons with disabilities in all their diversity, through their representative organizations and/or employee resource groups, at headquarters level. Entity senior leadership and/or executive board conduct at least annual or biennial consultations with organizations of persons with disabilities and employee resource groups representing persons with disabilities, and demonstrates how consultation outcomes inform senior leadership decisions.

Indicator 19

Joint initiatives

<i>Approaches requirements</i>	<i>Meets requirements</i>	<i>Exceeds requirement</i>
Entity has an active role in an inter-agency disability-targeted joint initiative.	Entity has an active role in an inter-agency disability-targeted joint initiative. Entity demonstrates documented output(s) of a disability-targeted joint initiative.	Entity has an active role in an inter-agency disability-targeted joint initiative. Entity demonstrates documented output(s) of a disability-targeted joint initiative. The entity disability-targeted joint initiative demonstrates results that contribute to the Convention on the Rights of Persons with Disabilities, Sendai Framework for Disaster Risk Reduction 2015-2030, Security Council resolution 2475, or other international agreements on the rights of persons with disabilities.

Annex

Key concepts and definitions

Persons with disabilities	Persons with disabilities 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 (Convention on the Rights of Persons with Disabilities, art. 1)
Organization of persons with disabilities	Organizations comprising a majority of persons with disabilities—at least half of their membership – and governed, led and directed by persons with disabilities (CRPD/C/11/2, annex II, para. 3). Such organizations should be rooted in, committed to and fully respectful of the principles and rights recognized in the Convention (CRPD/C/GC/7, para. 11)
Disability inclusion	The meaningful participation of persons with disabilities in all their diversity, the promotion of their rights and the consideration of disability-related perspectives, in compliance with the Convention on the Rights of Persons with Disabilities
Mainstreaming disability inclusion	A consistent and systematic approach to disability inclusion in all areas of operations and programming
Twin-track approach	Integrating disability-sensitive measures into the design, implementation, monitoring and evaluation of all policies and programmes (i.e. mainstreaming strategies) and providing disability-specific initiatives (targeted action) to support the empowerment of persons with disabilities. The balance between mainstreaming strategies and targeted support should be tailored to address the needs of specific communities, but the overall goal should always be to integrate and include persons with disabilities in all aspects of society and development (E/CN.5/2012/6, para. 12)
Convention on the Rights of Persons with Disabilities-compliant	Policies and practices that follow the general principles and obligations underlined in the Convention, as well as the standards of the Committee on the Rights of Persons with Disabilities in their interpretation of the Convention
Discrimination on the basis of disability	Any distinction, exclusion or restriction on the basis of disability that has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation (Convention, art. 2)
Universal design	The design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. “Universal design” shall not exclude assistive devices for particular groups of persons with disabilities where this is needed (Convention, art. 2)
Accessibility	Ensuring that persons with disabilities have access, on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and

Reasonable accommodation	communications technologies and systems, and to other facilities and services open or provided to the public, both in urban and in rural areas (Convention, art. 9) Necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms (Convention, art. 2)
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