

# Five years in: The United Nations Disability Inclusion Strategy

The United Nations is committed to building a more inclusive, accessible and sustainable organization for all.

The United Nations Disability Inclusion Strategy, launched in 2019, provides a comprehensive roadmap with concrete benchmarks, to take action to assess and address barriers to the full inclusion and meaningful participation of persons with disabilities in all their diversity, and to measure progress across all areas of our work.

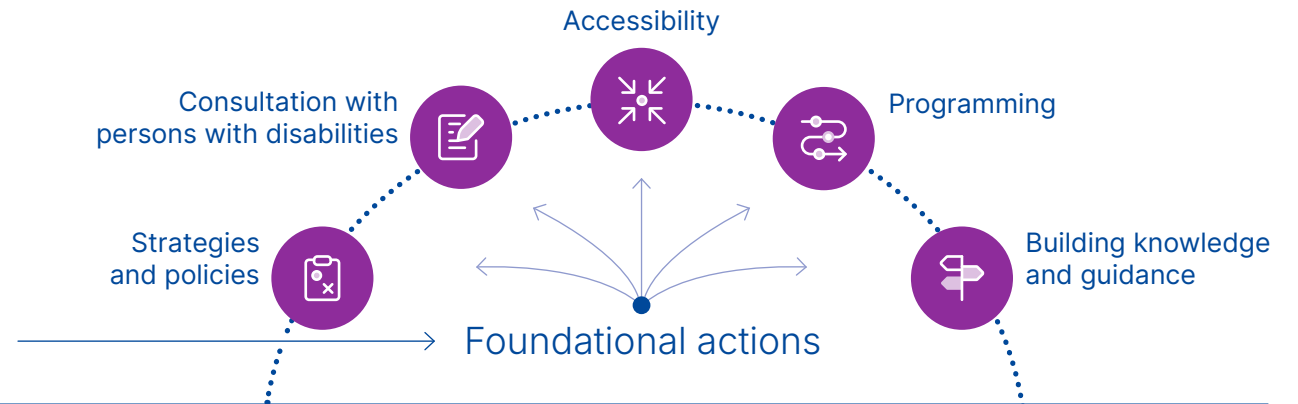
Since 2019, the UN system has made significant strides across our programmes and operations, at headquarters, regional and country levels. Yet there is still much more to be done.

The decline in entities and country teams missing requirements points to foundational actions, such as the adoption of policies, strategies and guidance.

While shortfalls in some critical areas – notably, accessibility, procurement, human

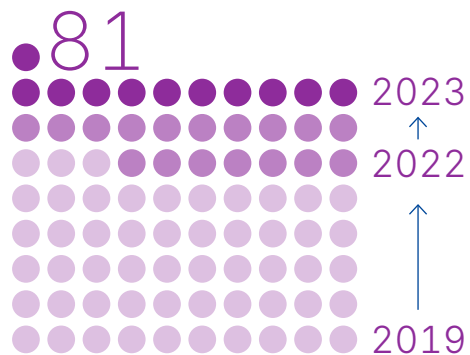
resources and capacity development – are constraining progress overall, there has been an increase in entities and country teams meeting or exceeding requirements, including by operationalizing guidance, implementing policies and strategies, and mainstreaming disability inclusion throughout the programming cycle.

While country teams' progress slowed between 2021 and 2022, as much disability-inclusive programming in response to COVID-19 was not sustained, 2023 saw renewed momentum.

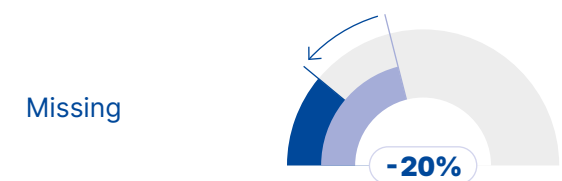


## Progress in Strategy implementation 2019 — 2023 Based on annual reporting by entities and country teams

### Entities



### UN Country Teams



Entities and country teams assess their progress using a five-point grading system: missing requirements, approaching requirements, meeting requirements, exceeding requirements and not applicable.

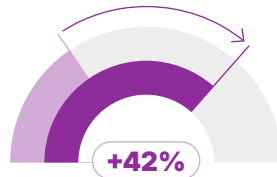
# What does it take to achieve a **disability-inclusive United Nations system?**

## Consulting persons with disabilities

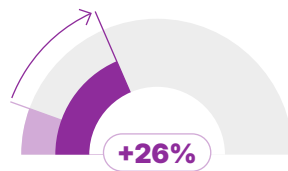


There is no disability inclusion without the active involvement and meaningful participation of persons with disabilities and their representative organizations, in all their diversity. Systematic engagement with persons with disabilities around the world helps to ensure that the UN's work is informed by realities on the ground.

Entities consult with persons with disabilities on disability-specific issues



Entities consult persons with disabilities on broader issues, as well as disability-specific issues

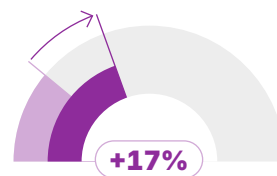


## Improving accessibility

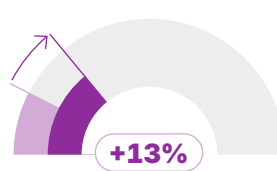


Accessibility is a precondition for the inclusion of persons with disabilities in every aspect of the UN system – including premises, digital systems, communications, events and procurement. It requires investments in physical and digital infrastructure, as well as day-to-day efforts, as part of mainstream work culture and processes.

Entities are implementing an accessibility action plan, policy or strategy



Entities have established reasonable accommodation policies and have identified sources of funding

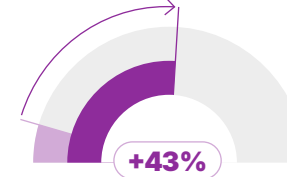


## Prioritizing disability inclusion

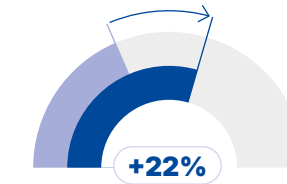


Progress happens only if disability inclusion is made a priority. By mainstreaming disability inclusion in all areas of its work – across programming and operations, from headquarters to the field – the UN can both become a better employer and work more effectively to leave no one behind.

Entities are implementing a disability-specific policy, strategy, or action plan



UNCTs are mainstreaming disability inclusion in their Cooperation Frameworks with governments

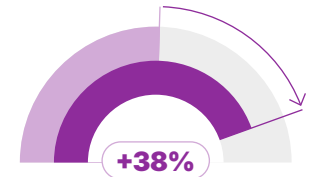


## Coordinating, collaborating and building knowledge on disability inclusion

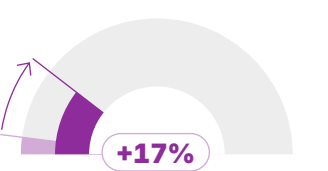


Mainstreaming disability inclusion requires widespread understanding of disability – and of what works to surmount barriers. This takes dedicated expertise, platforms to share knowledge and drive concerted action, and efforts to make disability inclusion a core capacity of all staff.

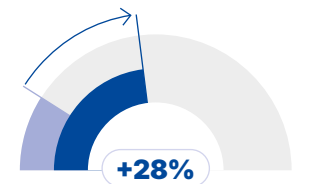
Entities have made training materials and resources on disability inclusion available to all staff



Entities have made training on disability inclusion mandatory



UNCTs have established a country team-wide coordination mechanism on disability inclusion



To learn more about progress in the Strategy's implementation, visit: [www.un.org/disabilitystrategy/sreport](http://www.un.org/disabilitystrategy/sreport)