



**Inclusive  
Futures**



**Easy  
Read**

# Including women and girls with disabilities

What we have learned



Easy read version of: Be Inclusive:  
Including women and girls with  
disabilities in development and  
humanitarian projects

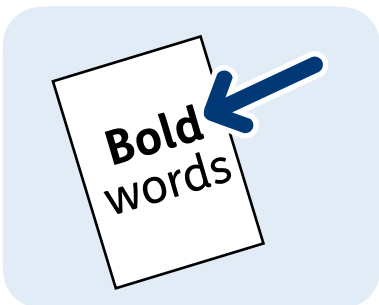
# Easy Read



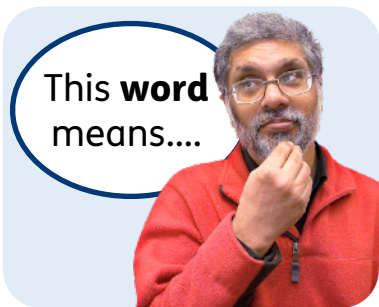
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



This Easy Read booklet uses easier words and pictures. You may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker.



These are words that some people will find hard. When you see a bold word, we will explain it in the next sentence.



[Blue and underlined](#) words show links to websites and email addresses. You can click on these links on a computer.

# What is in this booklet

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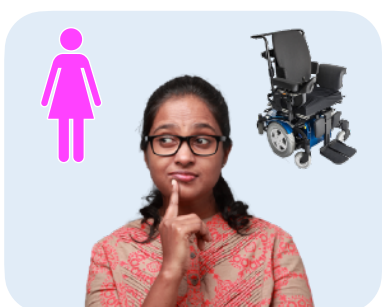
# About this booklet



Inclusive Futures is an organisation that works to make things fairer for people with disabilities around the world.



We know that women and girls with disabilities deal with lots of challenges.



They deal with extra challenges because they are both a woman and disabled.



We have been looking into how we include women and girls with disabilities in our projects so that they can get into schools, hospitals and jobs.



This booklet will tell you what we have found out.

# Women and girls with disabilities



1 in 5 women in the world have a disability.

Through our projects, we want to:



- Help women with disabilities have the chance to work and get jobs.



- Help girls with disabilities have the chance to go to school.



- Help women and girls with disabilities get healthcare.



We also want our projects to challenge the views some people have about women and girls with disabilities.

# What we found out - good things



We have been looking into how we include women and girls with disabilities in our projects.



These are some good things we are doing that we will carry on.

## ✓ Asking women and girls with disabilities what is important to them



It is important that we ask women and girls about what issues are important to them.



This helps us know what to focus our projects on.

## ✓ Supporting women and girls with disabilities to make decisions in projects

We support women and girls with disabilities to:



- Decide what work should be done in projects.



- Tell us what is working and what isn't working in the project.



- Tell us what needs to change in the project.



We support women and girls with disabilities to do these things by including them in:



- The planning of projects.



- Group meetings which are led by a professional - women and girls with disabilities will be asked questions about the project.



- Boards and committees - these are important groups of people that make bigger decisions about the work in projects.



## Keeping women and girls with disabilities safe



Women and girls with disabilities need extra support to stay safe.



We make sure that all of our projects keep women and girls with disabilities who are taking part safe.

To keep women and girls with disabilities who are taking part in projects safe we:



- Make sure they know nearby support services.



- Train our staff to know how to keep women and girls with disabilities safe.

To keep women and girls with disabilities who are taking part in projects safe we also:



- Make sure they know how to report any problems or issues.



- Make sure we put aside some of our money for any activities that have to do with keeping women and girls with disabilities safe.

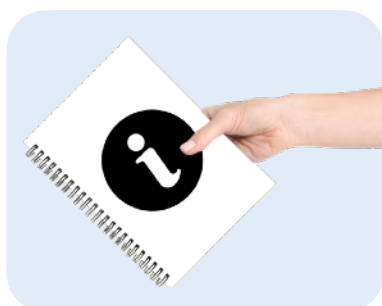
# What we found out - things to change



These are some things that we are changing



## Collecting extra information



We collect information about the women and girls with disabilities who take part in our projects.



For example, we find out how many women and girls with disabilities take part in a project.

But we used to not collect any information that tells us about:



- Who they are and what their lives are like.



- The women and girls with disabilities who cannot take part in the project, and why.



We are now collecting information that tells us more about the women and girls with disabilities in our projects.



This will help us better meet the needs of women and girls with disabilities.



## Supporting the places where women and girls with disabilities get information

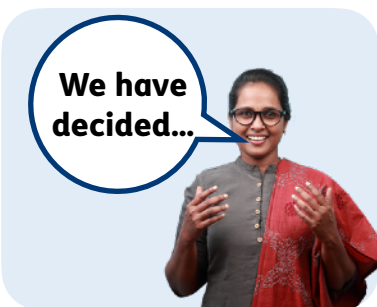


We found that some of the disability groups and organisations we are working with do not include women and girls with disabilities very well.

This makes it harder for:



- Women and girls with disabilities to have leadership roles in projects.



- Women and girls with disabilities to make decisions in projects.



- The organisations to focus on issues that are important to women and girls with disabilities.

We are now:



- Working harder to include women and girls with disabilities in our projects.



- Working with disability groups and organisations that focus on women and girls with disabilities.



- Working with disability groups and organisations that are run and led by women.



- Making spaces where women and girls with disabilities who are taking part in a project can come together.





## Working with families

We found that the families and carers of women and girls with disabilities either:



- Helped and encouraged them to take part in a project.



- Stopped them from taking part in a project.



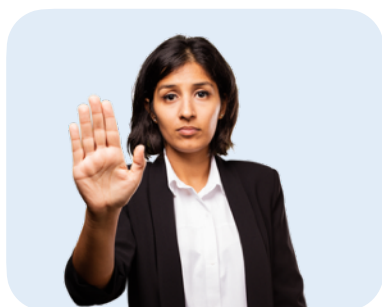
We are now making sure we work with the families and carers of women and girls with disabilities.



We give families and carers the confidence to support their family member taking part in our projects.



# What we found out - things to stop



These are some things that we are going to stop doing.

## ✘ Assuming taking part will improve lives



We found that sometimes, even when women and girls with disabilities join a project, their lives do not improve.



We often assume that if someone joins a project, their life will be improved by the end of the project.



We now understand that supporting women and girls with disabilities to join a project is just the first step.

We then need to make sure the project:



- Supports women and girls to complete the project.



- Focuses some of its work on the issues that women and girls with disabilities deal with.



- Sets aside money to spend on things that women and girls with disabilities need to take part, like wheelchairs.

## ✘ Short-term training about disability



As part of our work, we want to challenge and change what some people think about women and girls with disabilities.



One way we can do this is by giving **short-term training** that teaches people about including everyone.



**Short-term training** is training that happens over a few days.



We found that while short-term training is a good start, it does not fully change the views some people have.



We are finding other ways to change people's views about women and girls with disabilities, over a longer amount of time.

We now focus on changing the views important people have about women and girls with disabilities, like:



- The families of women and girls with disabilities.



- People with important jobs, like doctors and teachers.



- People who work in government.

## ✘ Only letting some people take part in projects



Some of our projects are only for certain people.



But we did not think about how this would affect women and girls with disabilities.



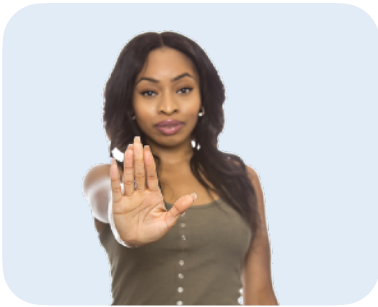
For example, one of our projects in Kenya was for people with disabilities who made a certain amount of money from working.



We did not think about how women in Kenya often make less money than men from working.



This meant lots of women with disabilities could not take part in this project.



We want to make sure things like this don't happen again.



We now think about the issues women and girls with disabilities deal with when we decide who projects are for.



We also find ways to make sure the issues they deal with don't stop them from taking part in our projects.

# Find out more



You can look at our website here:  
[inclusivefutures.org/reaching-women-and-girls-with-disabilities](https://inclusivefutures.org/reaching-women-and-girls-with-disabilities)

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