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UN Human Rights Disability Rights Action Plan

2020-21

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This action plan outlines the actions to be taken by OHCHR between 2020 and 2021 to support it implementation of the United Nations Disability Inclusion Strategy (UNDIS), particularly through internal operations and functions. This covers OHCHR’s engagement in promoting human rights in peace and security, humanitarian action, and development, meaning that units responsible for implementing the actions must do so across these pillars of work. While Headquarters will be leading the implementation of these actions, regular and active consultation with field presences is required. This Action Plan will be integrated under Organizational Effectiveness in the Annual Work Plan for 2021.

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The actions are numbered by the UNDIS performance indicator to which they relate (i.e. Actions 1.1, 1.2 and 1.3 all related to UNDIS Indicator 1). These are presented as a summary at the end of the document. Within the action plan, they are grouped by the responsible unit in OHCHR for ease of reference.

Each action is preceded in the left column by a summary of the level, target and/or criteria it seeks to achieve. For more details on the requirements, please see the [UNDIS Entity Accountability Framework Technical Notes](https://www.un.org/en/content/disabilitystrategy/assets/documentation/UN_Disability_Inclusion_Strategy_Entity_Technical_Notes.pdf).

Responsible Unit

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# ALL UNITS

| **UNDIS Indicator and performance level target / required criteria** | **ACTION** | **RESPONSIBLE** | **SUPPORTING** | **STRATEGIC OBJECTIVE LINK** | **TIMELINE** |
| --- | --- | --- | --- | --- | --- |
| **Indicator 2**  **Approach/meet requirements**   * *Disability inclusion is in the overview/preamble of the main strategic planning document* * *Results statements and/or indicators in the main strategic planning document reflect disability inclusion.*   **Also related to Indicator 3** | 2.1. Include in Annual Work Plans approach to engaging and including persons with disabilities as a spotlight population (in mainstream or disability-specific activities) or through CRPD recommendations framework, including specific actions required (in relation to OHCHR Policy, Strategy and UNDIS) and based on SMT/ePAG-recommended implementation measures. | Section Chief / Heads of Field presences | PPMES | 2 | 2020 Q4 |
| **Indicator 3**  **Meet requirements**  *Establish monitoring mechanisms to track*  *Implementation of dedicated policy/strategy on disability* | 3.3. Conduct resource forecasting and allocation planning for new activities on disability inclusion and rights listed in OHCHR Disability Policy and Strategy. | All Units | HRDA | 2, 8 | 2021 Q1 |
| **Indicator 4**  **Meet requirements**  *Job description and*  *performance assessment of*  *focal points includes a specific*  *component on disability inclusion.*  **Also related to Indicator 3** | 4.4. Update Annual Work Plans of all required focal points including SMT/ePAG implementation measures. | Focal Points | FOTCD | 2 | 2020 Q4 |

# EOS / HIGH COMMISSIONER / DHC

| **UNDIS Indicator and performance level target / required criteria** | **ACTION** | **RESPONSIBLE** | **SUPPORTING** | **STRATEGIC OBJECTIVE LINK** | **TIMELINE** |
| --- | --- | --- | --- | --- | --- |
| **Indicator 1**  **Approach requirements**  *Senior managers internally*  *and publicly champion disability*  *inclusion; head of the entity delivers at least one public statement or speech per year* | 1.1. Make public statement on OHCHR's commitment to disability inclusion at the HRC annual panel on the rights of persons with disabilities (March), and international day of persons with disabilities (December). | EOS / DHC | HRDA | 1 | 2020 and 2021 |
| **Indicator 1**  **Meet requirements**  *Senior management team or its equivalent should review implementation of the entity’s disability policy/strategy,**and take remedial action as required* | 1.3. Include UNDIS implementation and disability inclusion and rights in next round of diversity dialogues. | DHC | PPMES | 1 | 2021 Q4 |
| **Indicator 6**  **Meet requirements**  *Baseline assessment on*  *accessibility is completed; Policy/strategy is in place and is followed up by an action plan with*  *targets.* | 6.3. Conduct assessment of the accessibility of documents and publications for 2020; assess feasibility and cost effectiveness of in-house vs external options for conversions of publications and documents to more accessible formats; and establish a target for 2021/2022 based on the results thereof, indicating no cost / low cost / high cost, and structural changes required. | MDPU | HRDA | 3 | 2020-Q4 (assessment);  2021-Q1-Q3 (feasibility and cost effectiveness); and  2021-Q4 (targets and cost estimates) |
| **Indicator 15**  **Approach requirements**  *Guideline(s)/procedures are in place to ensure that internal and external communication are respectful of persons with disabilities* | 15.1. Engage in inter-agency exercises on developing disability-inclusive communications guidelines. | Comms | HRDA | 1 | 2021 Q2 |
| **Indicator 15**  **Approach requirements**  *Guideline(s)/procedures are in place to ensure that internal and external communication are respectful of persons with disabilities* | 15.2. Review and validate draft ‘do no harm guideline’ to avoid incurring in discriminatory or stigmatizing language. | Comms |  | 3 | 2021 Q2 |
| **Indicator 15**  **Meet requirements** *Undertake assessment that assesses both internal and external general communications (by reviewing a representative sample of communications) to ensure they*  *comply with communications guidelines/procedures on disability inclusion, and evaluates its communications in terms of both quality and quantity.* | 15.3. Conduct assessment of communications (random selection of 40) to evaluate portrayal of the diversity of persons with disabilities in disability-specific communications; existence and portrayal of persons with disabilities in mainstream communications; and accessibility (i.e. sign language, captioning, subtitles, among others) of disability-specific and mainstream communications. | Comms | HRDA | 3 | 2021 Q3  *(\*subject to receiving financial support in the AWP2021 to undertake the assessment by an expert)* |
| **Indicator 15**  **Exceed requirement**  *Undertake a substantive communication campaign*  *(physical, digital, or both) on disability inclusion at least every two years* | 15.4. Develop and implement a substantive communication campaign focusing on disability inclusion and rights. | EOS | HRDA | 1 | 2021 Q4  *(\*subject to receiving financial support in the AWP 2021 to undertake such a campaign)* |

# FOTCD

| **UNDIS Indicator and performance level target / required criteria** | **ACTION** | **RESPONSIBLE** | **SUPPORTING** | **STRATEGIC OBJECTIVE LINK** | **TIMELINE** |
| --- | --- | --- | --- | --- | --- |
| **Indicator 4**  **Meet requirements**  *Coordinate a focal point network on disability including all relevant departments and country offices* | 4.2. Appoint focal points on disability inclusion and rights across units and field offices. | FOTCD | HRMS | 1 | 2021 ongoing  Q1, 2 |
| **Indicator 4**  **Meet requirements**  *The job description and*  *performance assessment of*  *focal points includes a specific*  *component on disability inclusion.* | 4.3. Update job descriptions and performance assessments of focal points to reflect their responsibilities on disability inclusion and rights, including through implementation and monitoring of the OHCHR Disability and Strategy, and the UNDIS. | FOTCD | HRMS | 1, 2 | 2021 Q1 |
| **Indicator 6**  **Approach requirements**  *Baseline assessment on*  *accessibility is complete* | 6.1. Develop and conduct an accessibility assessment of the facilities and the built environment of OHCHR headquarters and field presences, in collaboration with host agencies / facilities management. | FOTCD | HRDA | 3 | 2021 Q2-3 |
| **Indicator 11**  **Meet requirements**  *-Guidance on country*  *programme documents*  *mainstreams disability inclusion;*  *-All country programme*  *documents include analysis and*  *corresponding programming on*  *disability inclusion* | 11.2. Conduct a review of country programme documents to assess their analysis of disability inclusion, systematic disaggregation of data by disability, identification of barriers faced by persons with disabilities, strengthened inter-agency collaboration, and corresponding programming on disability inclusion and rights. | FOTCD | HRDA; PPMES | 2, 5 | 2021 Q4 |
| **Indicator 12**  **Exceed requirements**  *Entity participates actively*  *in inter-agency coordination*  *mechanism(s) on disability*  *inclusion; More than one joint*  *programme/initiative is in place* | 12.1. Continue active participation in inter-agency coordination mechanisms on disability inclusion and rights, and renew joint programming at country level. | FOTCD | HRDA | 1, 5 | 2021 ongoing |

# PPMES & SMT

| **UNDIS Indicator and performance level target / required criteria** | **ACTION** | **RESPONSIBLE** | **SUPPORTING** | **STRATEGIC OBJECTIVE LINK** | **TIMELINE** |
| --- | --- | --- | --- | --- | --- |
| **Indicator 1**  **Approach requirements**  *Senior managers internally*  *and publicly champion disability*  *inclusion* | 1.2. Evaluate the possibility of having an indicator on concrete measurement of leadership on disability inclusion. | PPMES |  | 2 | 2021 Q4 |
| **Indicator 1**  **Meet requirements** *Senior management team or its equivalent should review implementation of the entity’s disability policy/strategy, and take remedial action as required* | 1.5. Add disability inclusion and rights and UNDIS implementation to agenda of SMT/ePAG in 2020 and 2021. | PPMES | HRDA | 1, 2 | 2021 Q2 |
| **Indicator 2**  **Approach requirements**  *The preamble/overview of its main strategic planning document (or equivalent) includes an explicit reference to*  *disability inclusion; refers to intersectional and twin-track approaches* | 2.2. Employ a twin-track approach to mainstream disability inclusion and conduct targeted work on the rights of persons with disabilities in the new OMP, which involves including persons with disabilities as a spotlight population, and reflecting intersectionality of gender and disability, among other demographic factors and characteristics. | PPMES | HRDA | 2, 6 | 2021 Q4 |
| **Indicator 2**  **Meet requirements**  *Commitment to targeted and mainstream disability inclusion is reflected in results statements and/or indicators of the*  *main strategic planning document*  **Also related to Indicator 5** | 2.3. Review and enhance tracking of engagement with persons with disabilities in the new OMP. | PPMES | HRDA | 2 | 2021 Q4 |
| **Indicator 2**  **Meet requirements**  *Disaggregation of data by disability and sex in the main*  *strategic planning document, as*  *relevant* | 2.4. Include as a requirement in new OMP that all data be disaggregated by disability (where relevant). | PPMES | HRDA | 2, 5 | 2021 Q4 |
| **Indicator 2**  **Meet requirements**  *Entity commitment to targeted and mainstream disability inclusion is reflected in results*  *statements and/or indicators of the main strategic planning document* | 2.5. Explore further action on how to improve performance on disability inclusion and rights in mainstreaming. | PPMES |  | 2 | 2021 Q2 |
| **Indicator 2**  **Exceed requirements**  *System implemented to track*  *resource allocation to disability*  *inclusion across the entity* | 2.7. Develop and integrate into new OMP a system to track allocation of resources in both planning and results on disability inclusion and rights. | PPMES | HRDA | 2 | 2021 Q4 |
| **Indicator 9**  **Approach requirements**  *Guidance note or equivalent*  *adopted on mainstreaming*  *disability inclusion at all stages of the programme/project cycle* | 9.2. Include requirement for collection of disability data and disaggregation of data by disability in all programmes/projects, where relevant. | PPMES | FOTCD | 2, 5 | 2021 Q2 |
| **Indicator 10**  **Approach requirements**  *Evaluation teams have knowledge and/or experience of disability inclusion, where relevant* | 10.1. Consider knowledge and/or experience of disability inclusion and rights in evaluation teams and reference groups for evaluations. | PPMES |  | 2 | 2021 Q2 |
| **Indicator 10**  **Meet requirements**  *Disability inclusion is*  *mainstreamed effectively*  *throughout the evaluation process and reflected in the terms of reference, inception and evaluation report(s)* | 10.2. Review and update ToR for evaluations to enhance mainstreaming of disability inclusion and rights, and require use of evaluation questions on disability. | PPMES | HRDA | 2 | 2021 Q2 |
| **Indicator 10**  **Meet requirements**  *Comply with the disability*  *inclusion components of their evaluation guidelines when they draft terms of reference for evaluations, implement them, and produce evaluation report* | 10.3. Revise guidance on preparation of evaluation reports to promote disability inclusion and rights in evaluation, building upon the criteria and guidance set out in the ToR for evaluations. | PPMES |  | 2 | 2021 Q2 |
| **Indicator 10**  **Meet requirements**  *Evaluate the quality of evaluation reports it produced during the year in question* | 10.4. Conduct synthesis review of evaluations to assess disability inclusion and rights. | PPMES |  | 2 | 2021 Q4 |
| **Indicator 10**  **Exceed requirements**  *Meta-analysis of evaluation*  *findings, conclusions and*  *recommendations relating to*  *disability inclusion is performed at least every five years* | 10.5. Conduct meta-review of evaluation findings, conclusions and recommendations on disability inclusion and rights in preparation for the formulation of the next OMP. | PPMES |  | 2 | 2021 Q4 |
| **Indicator 13**  **Meet requirements**  *Employees with disabilities*  *report satisfaction and well-being at a level similar to that of the general staff body* | 13.7. Develop and conduct an Office-wide satisfaction survey that is inclusive of persons with disabilities and respects their privacy, and conduct analysis to determine the well-being and satisfaction of staff with disabilities. | PPMES |  | 2, 3 | 2021 Q4 |
| **Indicator 3**  **Exceed requirements**  *Entity provides an update*  *at least every two years to the*  *governing body or equivalent on the implementation of policy/strategy and implements remedial action as needed* | 3.4. Evaluate progress of implementation of the OHCHR Disability Policy and Strategy and define remedial actions as needed. | SMT | HRDA | 1, 2 | 2021 Q4 |

# PSMS (HRMS, IMTS, FBS, GASS)

| **UNDIS Indicator and performance level target / required criteria** | **ACTION** | **RESPONSIBLE** | **SUPPORTING** | **STRATEGIC OBJECTIVE LINK** | **TIMELINE** |
| --- | --- | --- | --- | --- | --- |
| **Indicator 1**  **Exceed requirements**  *-Incorporate disability inclusion in existing accountability mechanisms for senior leaders (for example, compacts or 360o reviews).*  *-Ensure that assessments and reviews of the performance of senior leaders measure how far they have advanced disability inclusion (for example, in policy, programming, communications, human resources and organizational culture).* | 1.6. Ensure accountability of management against their obligations on disability inclusion and rights using 360 review for P5s and above and performance evaluations for senior leaders (D1 and above). | PSMS | PPMES | 1, 2 | 2021 Q4 |
| **Indicator 6**  **Approach/meeting requirements**  *The entity identifies accessibility*  *challenges and assigns priority*  *levels to address them.*  *Accessibility policy/strategy is in place and has been implemented* | 6.2. Evaluate the potential value of adopting an IT policy for internal software development to ensure accessibility. | IMTS |  | 3 | 2021 Q4 |
| **Indicator 6**  **Meet requirements** *Accessibility policy/ strategy is in place and has been implemented* | 6.4. Set list of priority activities for IT accessibility for 2021. | IMTS |  | 3 | 2021 Q4 |
| **Indicator 7**  **Approach requirements**  *Provisions for reasonable*  *accommodation are available to all employees as well as participants to events.* | 7.3. Host a Reasonable Accommodation group to discuss and develop guidance on reasonable accommodation, including procurement, travel work arrangements, sign interpretation services, ICT, among others. | PSMS | HRDA | 3 | 2021 Q4 |
| **Indicator 7**  **Approach requirements**  *Reasonable accommodation*  *policy/strategy is under*  *development* | 7.4. Publish guidelines on Reasonable Accommodation and conditions and process of approval/rejection of requests in OHCHR’s intranet for staff to access. | PSMS | HRDA | 3 | 2021 Q4 |
| **Indicator 7**  **Meet requirements**  *Reasonable accommodation*  *policy/strategy has been*  *implemented, including adequately funded mechanism with consideration of it being centralized.* | 7.5. Establish a centralized project for systematic funding of Reasonable Accommodation. | PSMS | DEXREL | 3 | 2021 Q4 |
| **Indicator 7**  **Exceed requirements**  *Entity keeps a record of*  *reasonable accommodations*  *requested and provided and of*  *the level of satisfaction with*  *the provision of reasonable*  *accommodation* | 7.6. Compile information of reasonable accommodation provisions and lessons learned. | PSMS | HRDA | 3 | 2021 Q4 |
| **Indicator 7**  **Exceed requirements**  *The entity records essential*  *information on requests for*  *reasonable accommodation.* | 7.7. Publish in the intranet the reporting questionnaire and guidelines in 2021. | PSMS | HRDA | 3 | 2021 Q4 |
| **Indicator 7**  **Exceed requirements**  *The entity records essential*  *information on requests for*  *reasonable accommodation.* | 7.8. Publish mechanism on OHCHR intranet and compile outcome information of requests for Reasonable Accommodation. | PSMS | HRDA | 3 | 2021 Q4 |
| **Indicator 7**  **Exceed requirements**  *The entity ascertains the quality*  *of the reasonable accommodation offered.* | 7.9. Evaluate and report on the quality of Reasonable Accommodation provided and prepare a report. | PSMS | HRDA | 3 | 2021 Q4 |
| **Indicator 13**  **Approach requirements**  *Employment policy/strategy*  *and other human resources-related policies/strategies include provisions to attract, recruit, retain, and promote the career development of employees with disabilities; The policy/strategy ensures that the entity’s mobility and travel policies consider disability inclusion.* | 13.1. Develop guidelines for travel of staff with disabilities, in line with proposed changes to Secretariat-wide policies on employment and human resources. | PSMS | HRDA | 3 | 2021 Q4 |
| **Indicator 13**  **Approach requirements**  *Employment policy/strategy*  *and other human resources-related policies/strategies include provisions to attract, recruit, retain, and promote the career development of employees with disabilities; The policy/strategy ensures that the entity’s mobility and travel policies consider disability inclusion.* | 13.2. Engage with UN Secretariat regarding proposed changes to Secretariat-wide policies on employment and human resources, including administrative instructions on Official Travel and the Staff Selection System, and ensure changes are reflected in the relevant OHCHR policies and strategies. | PSMS | HRDA | 3 | 2021 Q4 |
| **Indicator 13**  **Approach requirements**  *The policy/strategy includes*  *measures to build the capacity of human resources staff and senior leaders on disability inclusion.*  **Also related to Indicator 14** | 13.3. Develop a strategy to build greater capacity, knowledge and skills of staff and senior leaders related to inclusion of persons with disabilities, to include the development of office guidelines as part of the OHCHR Disability Strategy. | HRMS | HRDA | 4 | 2021 Q4 |
| **Indicator 13**  **Meet requirements**  *The entity uses self-identification questions in staff surveys.* | 13.6. Determine standard self-identification questions for persons with disabilities to be used in all human resources matters, in coordination with UN Secretariat and other UN entities. | HRMS | HRDA | 3 | 2021 Q4 |
| **Indicator 13**  **Meet/Exceed requirements**  *Employment policy/strategy and other human resources-related policies/strategies include provisions to attract, recruit, retain, and promote the career development of employees with disabilities; Number of persons with disabilities entering the organization through targeted or mainstream recruitment practices has increased* | 13.8. Develop a strategy/programme to increase the numbers of staff with disabilities working in OHCHR, with consideration of recruitment, onboarding, retention and career progression of employees of persons with disabilities. | HRMS | HRDA | 3 | 2021 Q4 |
| **Indicator 14**  **Approach requirements**  *Entity-wide learning and/or*  *training opportunities are available to increase the capacity of staff at all levels in disability inclusion* | 14.1. Explore external capacity building tools and work with other UN entities in starting to build a system-wide training resource. | HRMS | HRDA | 3, 4 | 2021 Q4 |
| **Indicator 14**  **Approach requirements**  *Entity-wide learning and/or*  *training opportunities are available to increase the capacity of staff at all levels in disability inclusion* | 14.2. Tailor existing tools to operational side of the organization, looking at the capacity building needs. | HRMS | HRDA | 4 | 2021 Q4 |
| **Indicator 14**  **Meet requirements**  *Successful completion*  *of learning activities and use of*  *available learning resources on*  *disability inclusion are mandatory, and completion and use are tracked* | 14.3. Include in inductions for new staff a session on inclusion and rights of persons with disabilities including the OHCHR Welcome Mat. | HRMS |  | 3 | 2020 |
| **Indicator 14**  **Exceed requirements**  *Tailored learning activities*  *and learning resources on disability inclusion are available, in particular for senior managers and staff union representatives* | 14.4. Develop and deliver a training on Reasonable Accommodation for human resources, administration (Admin Net) and section chiefs (Leading Net). | HRMS | HRDA | 3, 4 | 2021 Q4 |

# TESPRD

| **UNDIS Indicator and performance level target / required criteria** | **ACTION** | **RESPONSIBLE** | **SUPPORTING** | **STRATEGIC OBJECTIVE LINK** | **TIMELINE** |
| --- | --- | --- | --- | --- | --- |
| **Indicator 1**  **Meet requirements**  *Senior management team or its equivalent should review implementation of the entity’s disability policy/strategy, and take remedial action as required*  **Also relates to Indicator 3** | 1.4. Develop and submit to SMT/ePAG for review OHCHR Disability Policy. | HRDA | SMT/ePAG | 1, 2 | 2020 Q4 |
| **Indicator 2**  **Meet requirements**  *Data should be disaggregated by disability and sex whenever data are collected on individuals or populations.* | 2.6. Develop guidance note on disability data collection and disaggregation. | METS/HRIDU | Indicators team, HRDA | 2, 5 | 2021 Q4 |
| **Indicator 3**  **Approach requirements**  *Custodians should be identified*  *for different components of the*  *policy/strategy.*  **Also related to Indicator 4** | 3.1. Develop and engage a network of field focal points to develop and implement OHCHR Disability Policy and Strategy. | HRDA | FOTCD | 1 | 2020 Q3-Q4 |
| **Indicator 3**  **Approach requirements**  *The policy/strategy engages*  *relevant stakeholders, including*  *persons with disabilities and*  *organizations of persons with disabilities (OPDs), in its*  *development, implementation,*  *monitoring, and evaluation, where possible.*  **Also related to Indicator 4** | 3.2. Actively consult with staff members with disabilities, disability focal points, staff members with dependants with disabilities and staff unions, as well as organizations of persons with disabilities in the development of the OHCHR Disability Policy and Strategy, as relevant. | HRDA |  | 1 | 2020 Q3-Q4 |
| **Indicator 3**  **Exceed requirements**  *Entity provides an update*  *at least every two years to the*  *governing body or equivalent on*  *the implementation of policy/*  *strategy and implements remedial action as needed* | 3.5. Report on progress of implementation of the OHCHR Disability Policy and Strategy and UNDIS to the Human Rights Council in its 47th and 50th sessions. | HRDA | Focal Points | 1, 2 | 2021, 2024 |
| **Indicator 4**  **Approach requirements**  *Entity has a unit/individual*  *with substantive expertise on a*  *human rights-based approach to disability; the size of the unit or seniority of the individual is appropriate for the size of the entity.*  **Also related to Indicator 3** | 4.1. Evaluate human resources capacity and needs of the Human Rights & Disability team to ensure successful implementation of the UNDIS, including annual reporting and development, implementation and monitoring of the OHCHR Policy and Strategy. | DESIB | HRDA | 1, 4 | 2020 Q4 |
| **Indicator 4**  **Meet requirements**  *Entity coordinates a focal*  *point network on disability*  *including all relevant departments and country offices* | 4.5. Establish and convene a network of focal points with a clear ToR that meets on a regular basis, and build a COP with focal points. | HRDA | FOTCD | 1 | 2020 Q3-Q4 |
| **Indicator 4**  **Meet requirements**  *The network consults*  *organizations of persons with*  *disabilities, where relevant.* | 4.6. Conduct meeting between focal point network and organizations of persons with disabilities. | HRDA | FOTCD | 1 | 2021 Q1 |
| **Indicator 4**  **Meet requirements**  *The network of focal points*  *promotes a coordinated approach to mainstreaming disability and capacity building across the entity.* | 4.7. Develop a plan for capacity building and technical assistance provision on disability inclusion and rights to focal points, and a system for tracking progress. | HRDA | FOTCD | 1, 2, 4 | 2021 Q1 |
| **Indicator 5**  **Approach requirements**  *Systematic close consultation*  *with, and active involvement of,*  *organizations of persons with*  *disabilities on all disability-specific issues* | 5.1. Develop a systematic approach to consultation on all disability-specific issues that takes into account the diversity of persons with disabilities and intersectionality, and identify a centralized unit/section/department to manage consultation processes and track engagement. | HRDA | SPB; CTMD Civil Society Team | 3 | 2021 Q1 |
| **Indicator 5**  **Approach requirements**  *Guidelines for consultation*  *are in place* | 5.2. Develop guidelines for consultation with persons with disabilities, with the support of the focal points and the in collaboration with other UN agencies, including guidance on consultation in the field, which also includes approach for provision of accessibility support and reasonable accommodation in consultations, including but not limited to sign language, live captioning; accessible materials. | HRDA | Field & HQ Focal Points; FOTCD; DEXREL; PSMS  Executive Office of the Secretary General; IDA; UNPRPD | 3 | 2021 Q1 |
| **Indicator 5**  **Meet requirements**  *Systematic close consultation*  *with, and active involvement of,*  *organizations of persons with*  *disabilities on all disability-specific issues and broader issues* | 5.3. Assess extent of consultation directly with persons with disabilities when no OPDs are present, and develop and approach for enhancing and systematizing this. | HRDA |  | 3 | 2021, Q1-Q2 |
| **Indicator 5**  **Meet requirements**  *Systematic close consultation*  *with, and active involvement of, organizations of persons with disabilities on all disability-specific issues and broader issues* | 5.4. Scale out scope of systematic approach to consultation with OPDs to include issues beyond those that are disability-specific. | HRDA |  | 3 | 2021 Q3-Q4 |
| **Indicator 5**  **Meet requirements**  *Systematic close consultation*  *with, and active involvement of, organizations of persons with disabilities on all disability-specific issues and broader issues* | 5.5. Establish approach/mechanism to ensure that all communications to civil society includes OPDs. | HRDA | COMS | 3 | 2021 Q3-Q4 |
| **Indicator 5**  **Meet requirements**  *Systematic close consultation*  *with, and active involvement of, organizations of persons with disabilities on all disability-specific issues and broader issues*  **Also related to Indicator 2** | 5.6. Explore collaboration and consultation with OPDs on operational issues, particularly looking at programming and strategic design for OMP review in 2021. | HRDA | PPMES | 2, 3 | 2021 Q1-Q2 |
| **Indicator 5**  **Exceed requirements**  *Entity has a partnership*  *with organizations of persons with disabilities at the headquarters level and guidance on engagement with a diversity of organizations*  *of persons with disabilities at the regional/country level*  **Also related to Indicator 1** | 5.7. Organize a meeting with the International Disability Alliance (IDA) to discuss UNDIS implementation and collaboration towards 2021. | HRDA |  | 1, 3 | 2020 Q4 |
| **Indicator 6**  **Meet requirements**  *Accessibility policy/*  *strategy is in place and has been implemented* | 6.5. Explore a potential systematic approach to enhancing accessibility, including of facilities, ICT and services, including at conferences and meetings, at headquarters and in field presences. | HRDA | FOTCD; MPDU; IMCTS | 3 | 2021 Q1-Q2 |
| **Indicator 7**  **Approach requirements**  *Reasonable accommodation*  *policy/strategy is under*  *development; a capacity building component is*  *included.* | 7.1. Organize a webinar on Reasonable Accommodation to build capacity of chiefs of sections and heads of field presences, and publish recording and related materials in OHCHR’s intranet. | HRDA | HRMS | 3, 4 | 2021 Q2 |
| **Indicator 7**  **Approach requirements**  *Reasonable accommodation*  *policy/strategy is under*  *development*  **Also related to Indicator 3** | 7.2. Integrate provisions in existing Reasonable Accommodation Policy into new OHCHR Disability Policy. | HRDA | HRMS | 3 | 2020 Q4 |
| **Indicator 9**  **Approach requirements**  Guidance note or equivalent  adopted on mainstreaming  disability inclusion at all stages of the programme/project cycle | 9.1. Develop guidance note on using the twin-track approach to mainstreaming disability inclusion and rights through all stages of the programme/project cycle, including revision of fund-raising proposal format and the PBRB submission form. | HRDA | FOTCD; DEXREL; PPMES | 2 | 2021 Q1-Q2 |
| **Indicator 9**  **Meet requirements**  *Entity establishes and meets*  *the minimum level of programmes and projects that mainstream disability inclusion* | 9.3. Explore and develop a plan for establishing a minimum level of programmes/projects on disability inclusion and rights, both disability-specific and mainstream. | HRDA | FOTCD | 2 | 2021 Q1-Q2 |
| **Indicator 11**  **Approach requirements**  *Guidance on country*  *programme documents*  *mainstreams disability inclusion* | 11.1. Develop guidance note mainstreaming disability inclusion and rights in country programme documents together with other UN entities, addressing areas included but not limited to country context, treaty body reporting and reviews, government capacity, data sources, identifying barriers faced by persons with disabilities, and inter-agency collaboration on disability inclusion and rights. | HRDA | FOTCD; PPMES | 2, 5 | 2021 Q1-Q2 |
| **Indicator 11**  **Exceed requirements**  *Knowledge management*  *practices and processes promote improved mainstreaming of disability inclusion into country*  *programme documents* | 11.3. Assess needs and develop approach for an active knowledge management mechanism to coordinate make a substantive difference to the quality of country programme documents vis-à-vis disability inclusion and rights. | HRDA | FOTCD; PPMES | 2, 4, 5 | 2021 Q4 |
| **Indicator 12**  **Exceed requirements**  *Entity participates actively*  *in inter-agency coordination*  *mechanism(s) on disability*  *inclusion; More than one joint*  *programme/initiative is in place* | 12.2. Continue active participation in inter-agency coordination mechanisms on disability inclusion and rights, including but not limited to: UNPRPD, IASG, Reference Group on Inclusion of Persons with Disabilities in Humanitarian Action, UNDIS Focal Point Network, UNDIS UN Secretariat focal point network, UNDIS COVID-19 workstreams, UNOG, and renew joint programming at the global level | HRESIS | FOTCD | 1 | 2021 |
| **Indicator 13**  **Approach requirements**  *Employment policy/strategy*  *and other human resources-related policies/strategies include provisions to attract, recruit, retain, and promote the career development of employees with disabilities*  **Also related to Indicators 2 and 3** | 13.4. Create a monitoring and reporting framework for UNDIS-related action in OHCHR as an integral part of overall OHCHR Performance Monitoring and in line with the relevant Organizational Effectiveness Action Plans. | HRDA | PPMES; HRMS | 2 | 2021 Q4 |
| **Indicator 13**  **Approach requirements**  *The policy/strategy ensures that*  *the entity’s staff union, staff with disabilities, and staff who have dependents with disabilities, are actively involved in implementing and updating it.*  **Also related to Indicator 5** | 13.5. Develop network/platform for staff with disabilities and staff with dependents with disabilities to engage. | HRDA |  | 3 | 2021 Q1-Q2 |

# SUMMARY OF ACTIONS

This list summarizes the actions by UNDIS indicator.

| **Ind.** | **Action** | **Unit** |
| --- | --- | --- |
| 1 | **Action 1.1** | EOS/HC/ DHC |
| 1 | **Action 1.2** | PPMES |
| 1 | **Action 1.3** | EOS/HC/ DHC |
| 1 | **Action 1.4** | TESPRD |
| 1 | **Action 1.5** | PPMES |
| 1 | **Action 1.6** | PSMS |
| 2 | **Action 2.1** | All Units |
| 2 | **Action 2.2** | PPMES |
| 2 | **Action 2.3** | PPMES |
| 2 | **Action 2.4** | PPMES |
| 2 | **Action 2.5** | PPMES |
| 2 | **Action 2.6** | TESPRD |
| 2 | **Action 2.7** | PPMES |
| 3 | **Action 3.1** | TESPRD |
| 3 | **Action 3.2** | TESPRD |
| 3 | **Action 3.3** | All Units |
| 3 | **Action 3.4** | SMT |
| 3 | **Action 3.5** | TESPRD |
| 4 | **Action 4.1** | TESPRD |
| 4 | **Action 4.2** | FOTCD |
| 4 | **Action 4.3** | FOTCD |
| 4 | **Action 4.4** | All Units |
| 4 | **Action 4.5** | TESPRD |
| 4 | **Action 4.6** | TESPRD |
| 4 | **Action 4.7** | TESPRD |
| 5 | **Action 5.1** | TESPRD |
| 5 | **Action 5.2** | TESPRD |
| 5 | **Action 5.3** | TESPRD |
| 5 | **Action 5.4** | TESPRD |
| 5 | **Action 5.5** | TESPRD |
| 5 | **Action 5.6** | TESPRD |
| 5 | **Action 5.7** | TESPRD |
| 6 | **Action 6.1** | FOTCD |
| 6 | **Action 6.2** | PSMS |
| 6 | **Action 6.3** | EOS/HC/ DHC |
| 6 | **Action 6.4** | PSMS |
| 6 | **Action 6.5** | TESPRD |
| 7 | **Action 7.1** | TESPRD |
| 7 | **Action 7.2** | TESPRD |
| 7 | **Action 7.3** | PSMS |
| 7 | **Action 7.4** | PSMS |
| 7 | **Action 7.5** | PSMS |
| 7 | **Action 7.6** | PSMS |
| 7 | **Action 7.7** | PSMS |
| 7 | **Action 7.8** | PSMS |
| 7 | **Action 7.9** | PSMS |
| 9 | **Action 9.1** | TESPRD |
| 9 | **Action 9.2** | PPMES |
| 9 | **Action 9.3** | TESPRD |
| 10 | **Action 10.1** | PPMES |
| 10 | **Action 10.2** | PPMES |
| 10 | **Action 10.3** | PPMES |
| 10 | **Action 10.4** | PPMES |
| 10 | **Action 10.5** | PPMES |
| 11 | **Action 11.1** | TESPRD |
| 11 | **Action 11.2** | FOTCD |
| 11 | **Action 11.3** | TESPRD |
| 12 | **Action 12.1** | FOTCD |
| 12 | **Action 12.2** | TESPRD |
| 13 | **Action 13.1** | PSMS |
| 13 | **Action 13.2** | PSMS |
| 13 | **Action 13.3** | PSMS |
| 13 | **Action 13.4** | TESPRD |
| 13 | **Action 13.5** | TESPRD |
| 13 | **Action 13.6** | PSMS |
| 13 | **Action 13.7** | PPMES |
| 13 | **Action 13.8** | PSMS |
| 14 | **Action 14.1** | PSMS |
| 14 | **Action 14.2** | PSMS |
| 14 | **Action 14.3** | PSMS |
| 14 | **Action 14.4** | PSMS |
| 15 | **Action 15.1** | EOS/HC/ DHC |
| 15 | **Action 15.2** | EOS/HC/ DHC |
| 15 | **Action 15.3** | EOS/HC/ DHC |
| 15 | **Action 15.4** | EOS/HC/ DHC |