

## POLICY

# Empowerment of People with Disabilities

<b>Established:</b>	May 2018	<b>Review frequency:</b>	Every three years
<b>Prepared by:</b>	P Simmons	<b>Approved by:</b>	Board

## Purpose

*To promote equitable participation, inclusion and empowerment of people with disabilities in society*

## Introduction

GraceWorks Myanmar (GWM) recognises that all individuals, including those with disabilities, have equal rights and should be empowered and included in society. We strive to ensure equality, freedom, justice and dignity for all individuals involved in, or affected by, our work – particularly those who are disadvantaged or marginalised, including people with disabilities. We seek to achieve this in the governing structures of our organisation through inclusive strategies and program/project design and delivery, and by giving people with disabilities the opportunity to participate in all stages of a program/project’s lifecycle, including monitoring and evaluation.

## Definitions

### People with disabilities

“The term [people] with disabilities is used to apply to all [people] with disabilities including those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others...A person with disabilities may be regarded as a person with a disability in one society or setting, but not in another, depending on the role that the person is assumed to take in [their] community. The perception and reality of disability also depend on the technologies, assistance and services available, as well as on cultural considerations.”

<https://www.un.org/esa/socdev/enable/faqs.htm>

## Active advocacy

GWM recognises the need for equity, inclusion and empowerment of all individuals in all aspects of our organisation and operations. Recognising our role in advocating for people with disabilities, and the historical and current cultural norms in Myanmar in relation to people with disabilities (often including their ‘hidden’ presence), we do this by:

- ◆ Promoting the unique dignity, capacity and intrinsic value of all people
- ◆ Fostering an environment that values the special needs, ideas, experiences and skills of people with disabilities
- ◆ Encouraging an understanding of the benefits of having all individuals, including people with disabilities, included in, and contributing to, society
- ◆ Promoting awareness of the exclusion and marginalisation of people with disabilities, and the implications for structures and practices in Australian and Burmese cultures
- ◆ Providing equal access to assistance and support to all people, without discrimination of any kind, irrespective of disability; sex; gender; race; colour; language; religion; political or other opinion; national, ethnic or social origin; property or other status
- ◆ Promoting the inclusion and empowerment of people with disabilities among all primary stakeholders in all aspects of our culture, operations and management.



## References and related documents

### References

- ◆ n/a

### Related documents

- ◆ Code of Conduct

## Review

Previous reviews: June 2021

Next review: June 2024