Overview: Steps to Supporting DI

- **Reviewing starting points**

- **Organisation and programme goals**

- **Translating theory into practice**

- **An overarching EDI model of change**

- **Key actions**

- **Thinking about impact**

Abbreviations

DI = Disability Inclusion: the extent to which organisations/programmes enable equal access and equal opportunities for all those with disabilities to do well (Evans & Zhu, 2023)

PwD = Person with a Disability

What is a Theory of Change (ToC)

- What do you want to do, why, and how?

- What is the how based on? What is your premise? How solid is the evidence suggesting that this is a sensible thing to do, and in this specific context?

- A theory of change should be focused and simple; this is not saying that realising change is not complex. It is saying the steps towards achieving change need to be specific and very clear (shared understandings).

- Theories of change help to mark out the resources and steps that need to be taken to realise goals.

ToC in its Simplest of Forms

Our focus is on X, because (why is it important?). We are taking the following actions (which are?) to try to achieve our aim (which is?) because the evidence (what evidence? What is the quality of this evidence?) suggests that by doing Y (?) this will lead to Z (?).

Starting Points in Developing DI Programmes

Minimum: DI Aware

Awareness of DI and training in it. Little development of DI approaches in practice.

Medium: DI Sensitive

Active steps to embed DI in programmes with some focused strands of DI activity.

High Quality: Transformative

DI fully embedded within all programme activities and integrated into practice.

Adapted from FCDO model

Task 1A
(Handout MA03.1)

Can you list the DI initiatives you have developed/or are in progress in your programmes to date?

Disability Inclusion Goals: Organisation Level

- Establishing the British Council as a thought leader in DI.

- Strengthening the UK's international reputation for DI.

- Building greater awareness of, and support for, DI with all global partners.

- Building a strong international consortium to support advancement of DI.

- Fully embedding DI within all programmes.

- Building a strong research base in DI.

- Advancing understanding and development of inclusive research cultures.

- Ensuring all events are fully accessible to PwD.

- Promoting disability inclusive leadership at all levels.

- Fully embedding DI within all British Council structures, systems, and processes.
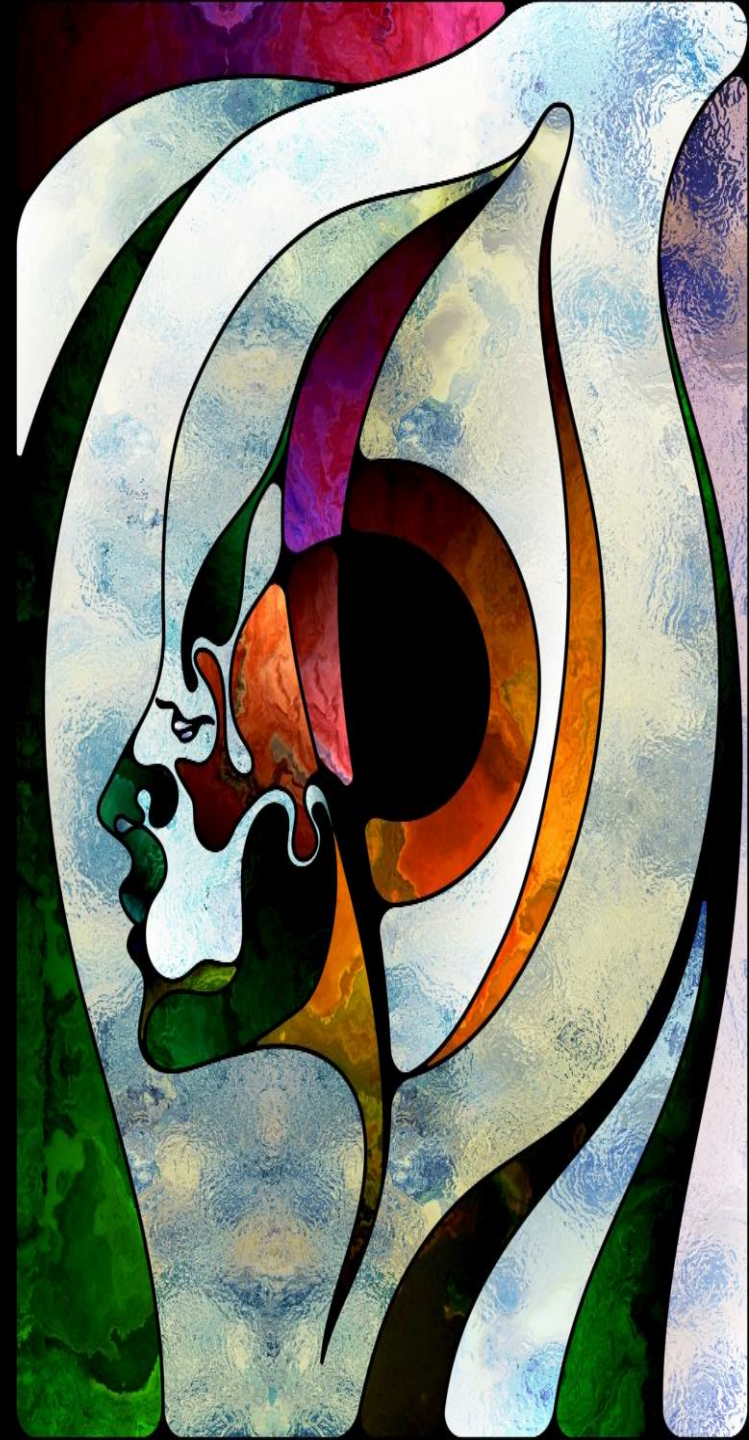
Task 1B

Handout MA03.1
Slide 8

Please add any changes you would like to make to the list of overarching DI goals?

Factors Impacting Disability Inclusion

- Need for strong leadership
- An integrated approach
- Research-informed
- Shared understandings of DI
- Clear communications
- Initiatives that support the self-advocacy of individuals to enable empowerment and independence.

See [Disability Inclusion Institutional Framework](#)

Supporting Self-Advocacy: Balance of Load & Associated Costs

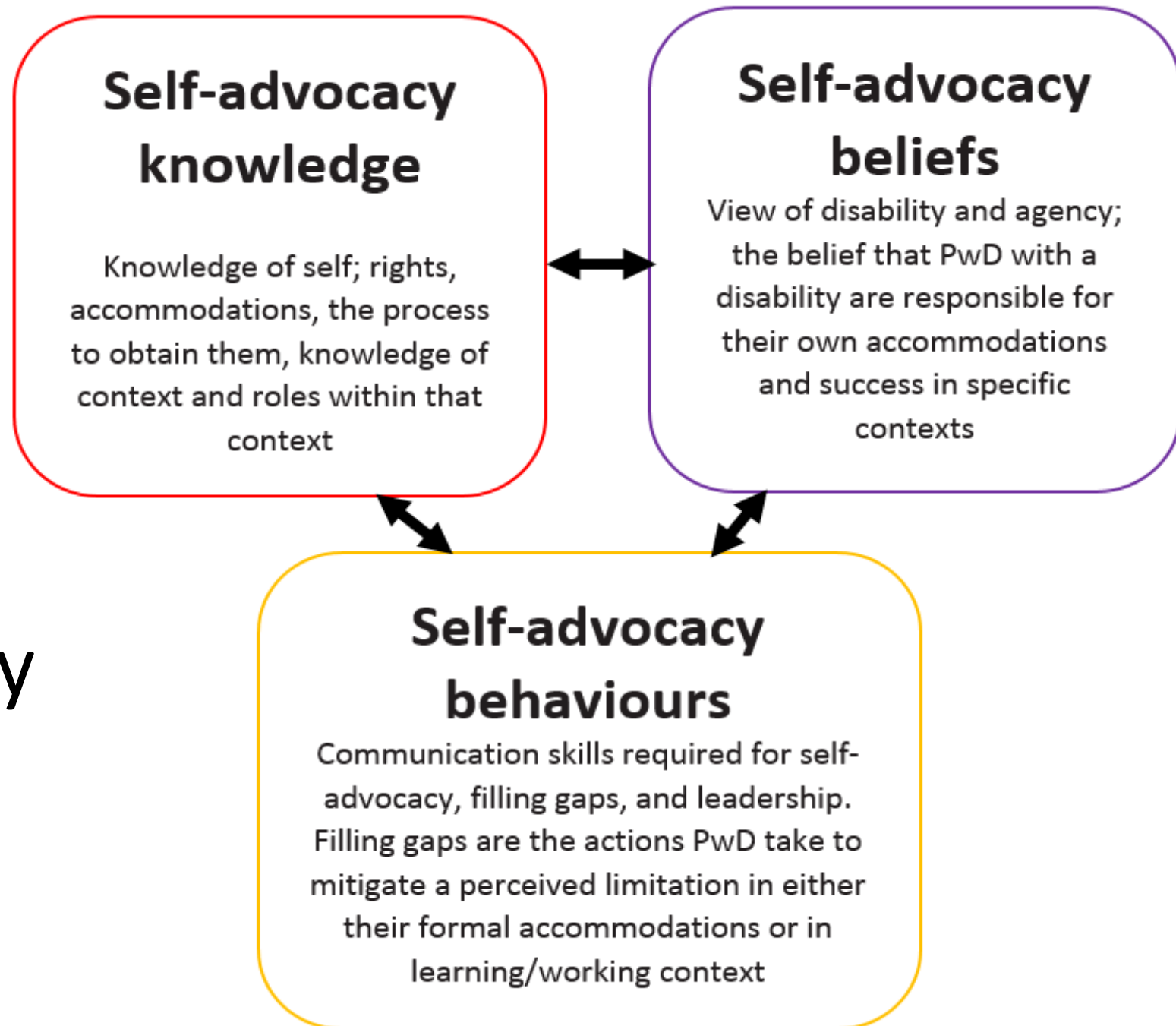| INDIVIDUAL	PROGRAMME
Individual Overloaded	
	Dependence rather than independence

Level of investment
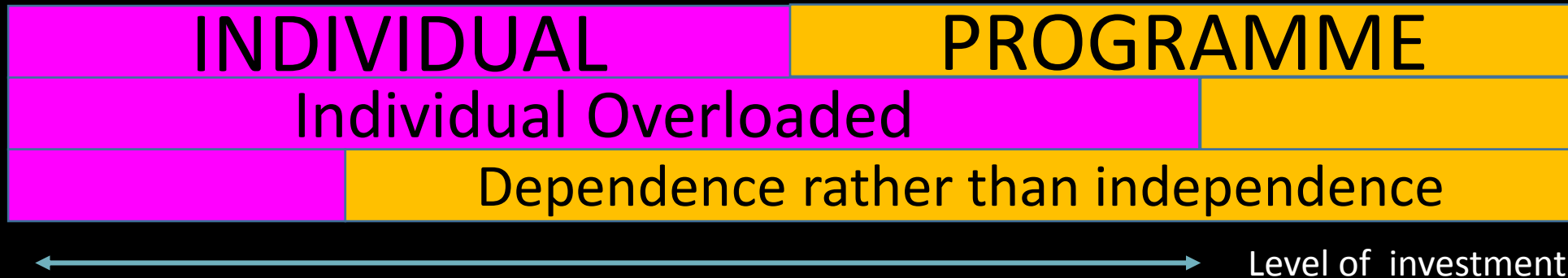
'The ability to assertively state wants, needs and rights, determine and pursue needed supports and to obtain and evaluate the needed support with the ultimate goal of conducting affairs independently'
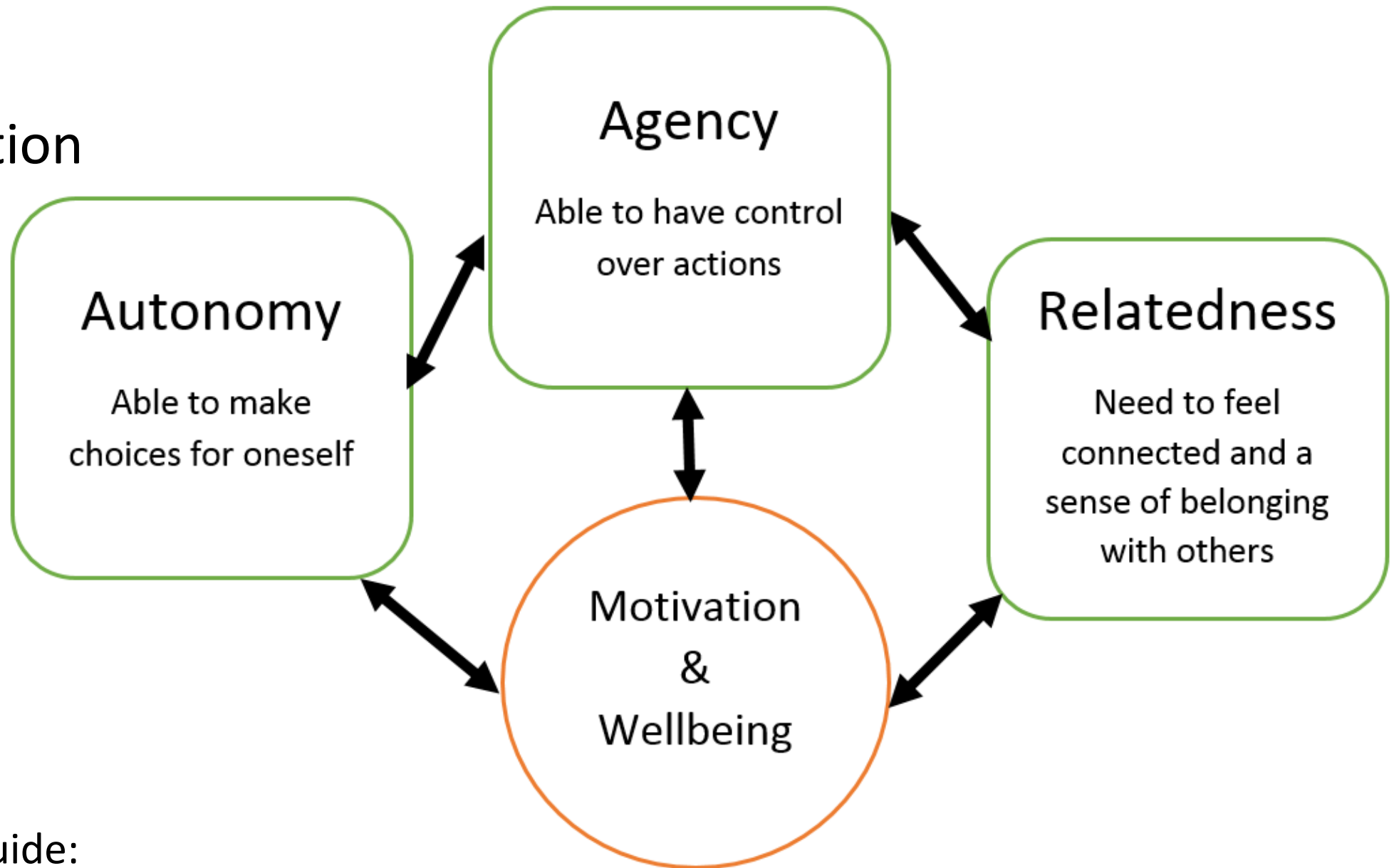(Pfeifer et al., 2021, 20)

The aim of a disability inclusive environment/programme is to be anticipatory to minimise the heavy lifting a PwD needs to do

Self-advocacy knowledge

Knowledge of self; rights, accommodations, the process to obtain them, knowledge of context and roles within that context

Self-advocacy beliefs

View of disability and agency; the belief that PwD with a disability are responsible for their own accommodations and success in specific contexts

Self-advocacy behaviours

Communication skills required for self-advocacy, filling gaps, and leadership. Filling gaps are the actions PwD take to mitigate a perceived limitation in either their formal accommodations or in learning/working context

Self Advocacy Dimensions

(Pfeiffer et al. 2020)

Key Self-Determination Constructs

Autonomy

Able to make choices for oneself

Agency

Able to have control over actions

Relatedness

Need to feel connected and a sense of belonging with others

Motivation & Wellbeing

Self-Advocacy Guide:
https://inclusivehe.org/wpcontent/uploads/2023/11/ce_2023_shared_advocacy_disabilty_inclusion.pdf

Moving to a Shared Advocacy Model

Mutual accommodations undertaken by an individual and an organisation to support independence and agency, which minimise the need for further adjustments through integrated, inclusive, and anticipatory design.
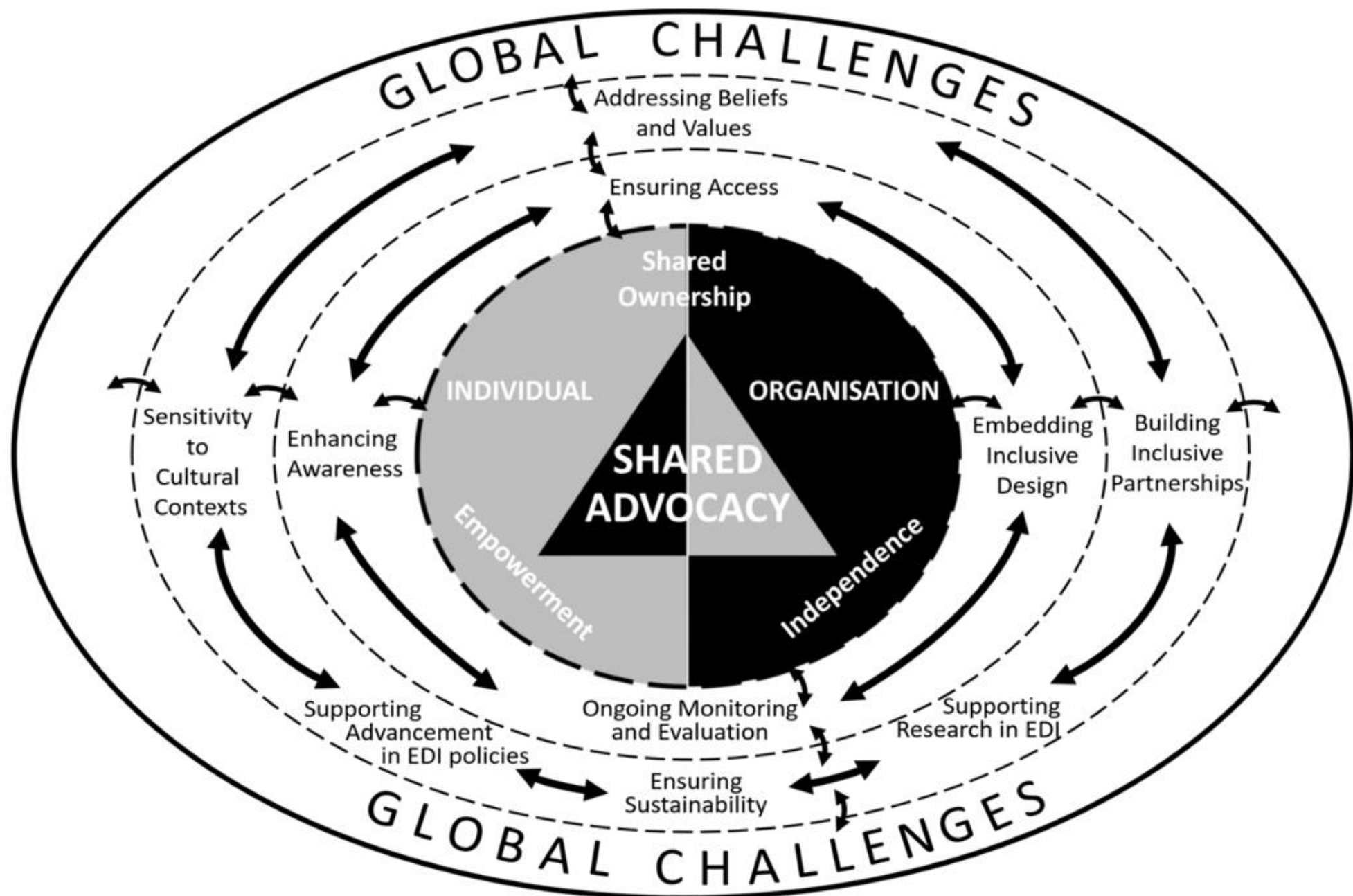
(Evans, 2024; see also Hewett et al., 2021)
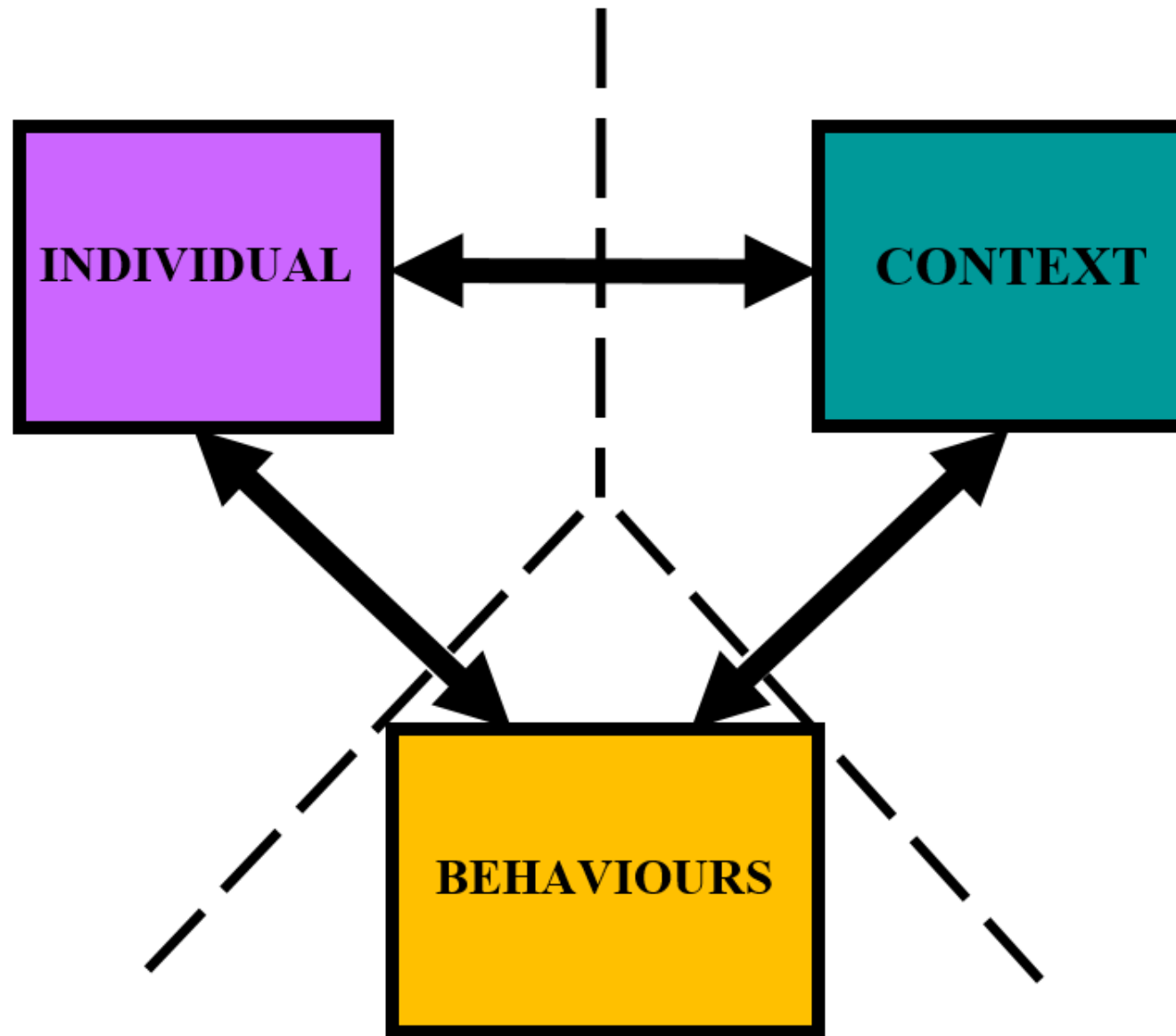
Triadic relationship between individual and their context

A disability inclusive environment /programme needs to be **anticipatory** in order to minimise the heavy lifting of PwD.

Creating the Infrastructure to Support a Holistic Approach to Equity, Diversity and Inclusion (EDI)

Creating the Conditions for Disability Inclusion

- Addressing values and beliefs about DI.

- The adoption of an integrated approach across all aspects of provision (e.g., in a grant call making sure criteria to assess DI initiatives are weighted on those things that matter most).

- Understanding of policy and strategy in specific contexts and how best to leverage change.

- Building inclusive partnerships that engage PwD centrally in activities.

- Initiatives to support better understanding of the lived experience of PwD.

- Ensuring sustainable practices that are embedded within local contexts.

Disability Inclusion Fully Embedded Within and Across Programmes

Enhancing Awareness

High quality research

PwD voice

Principled approach

Training

Resource co-ordination

Dissemination

Ensuring Access

Web accessibility

Physical access

Anticipatory design

Provision of supports

Training in use of tools

Embedding Inclusive Design

Universal Design

Participatory

Self-regulatory

Holistic

Research-informed

Ongoing Monitoring and Evaluation

Data quality and management

Leadership

Implementation plan

Shared understanding of quality

Task 2

MA03.2 doc

Add your key programme priorities for:

- Enhancing Awareness
- Ensuring Access
- Embedding Inclusive Design
- Ongoing Monitoring and Evaluation

Strategy in Realising DI

- **Focusing** on the now, but with an eye to the longer term plan.
- **Selective:** focusing attention on areas of greatest need versus a more diffuse approach
- **Nuanced:** Getting the approach right (hard push vs soft nudge)
- **Strength in numbers: Strategic partnerships**
- **Breadth vs depth** – covering multiple areas superficially or focusing on one thing and ensuring that DI is embedded in all aspects of it.

Task 3

What are you immediate and longer term DI goals and challenges and opportunities in realising them?

Programme Vision for DI

- What would a transformative approach to DI look like in your programme?

- In what ways would PwD be represented in what you do?

- How would DI be embedded within your practice?

- What would accessibility look like?

- What would DI engagement look like?

- How would you effectively capture metrics of the impact of the work you do?

Measuring Impact: Defining Terms

Gains: What does success look like, and from what starting points?

Trajectory: Direction of change – is it moving things forward….

Intended and unintended outcomes – How does this impact your ToC?

Reach: Did you reach those you intended to?

Significance and scale of impact: (e.g, changes in attitudes, behaviours, resource availability, knowledge, lived experiences of PwD etc……?

Equally beneficial to all or differential impacts? Did some benefit more than others – where were the gaps in what you did?

Sustainability: +ve change persists - embedded –– critical mass – community building - cost effective – manageable…………

eleanor glanville institute

Thank you

Professor Carol Evans & Dr Victor Avila Torres

Inclusivehe.org

Promoting equality of opportunity in higher education

https://inclusivehe.org/disability-inclusion/

Disability evidence review with TASO

Carol Evans and Xiaotong Zhu with Gemma Ruff, and Olivia Smith and Will Cheetham

UNIVERSITY OF LINCOLN

2023

The Disability Inclusion Institutional Framework (DI

Promoting Disability Inclusion: A higher education resource

Carol Evans and Xiaotong Zhu

International Version

A Shared-Advocacy Resource for Supporting Disability Inclusion

Carol Evans and Xiaotong Zhu (2023)

Supported by the British Council Funding Project or Disability Inclusion

Cite: Evans C., & Zhu, X. (2023). A Self-Advocacy Resource for Supporting Disability Inclusion. British Council, University of Lincoln, and Inclusivehe.org.