

Start

Story card 1

Your first task is to conduct a desk study to understand the impact of climate change in the target area.

A desk study involves gathering and reviewing existing information—reports, research articles, climate models, and local statistics—to form a baseline understanding of the climate challenges facing the region. This is a crucial step because it allows you to identify potential

risks, prioritize areas needing further investigation, and ensure your program strategy is based on comprehensive data. In your review, you should explore reports from national meteorological agencies, climate impact studies by international organizations, and local government data on agricultural production and livelihoods.

Make a decision:

A

Focus on the general impact of climate change on agriculture, assuming that persons with disabilities are covered within the general population data and can be supported through mainstream interventions.

Go to Story card 2

OR

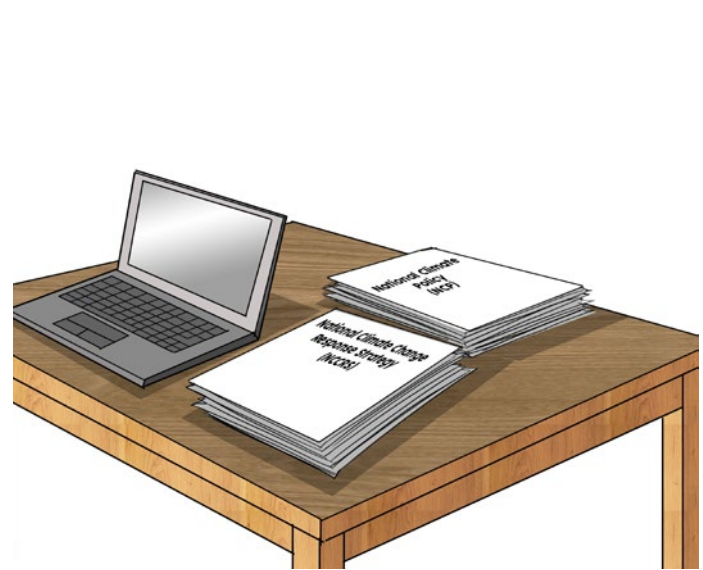
B

Delve deeper into the specific impacts of climate change on persons with disabilities by consulting additional resources and reaching out to disability-focused organizations and climate adaptation experts.

Go to Story card 3

Story card 2

As you review reports and data, **you find information on climate change effects on agriculture**, showing that rising temperatures and irregular rainfall are disrupting crop cycles, reducing food security, and affecting livelihoods. However, little information addresses how these changes might disproportionately affect persons with disabilities, who often face additional barriers in adapting to climate-related disruptions.



Make a decision:

A

OR

B

Proceed with the report as it is and move on to the next stage.

Go to Story card 4

Allocate additional time to gather data specifically on persons with disabilities, even if it delays the next stage.

Go to Story card 3

Story card 3

You take extra time to gather data on the specific impacts of climate change on persons with disabilities. To ensure an inclusive approach, you consider consulting additional resources such as:

- **Local and regional climate reports:** To understand trends and projects that could exacerbate vulnerabilities.
- **Disability-focused research:** Such as studies by disability-focused organizations (e.g., CBM Global, Humanity & Inclusion) that highlight how climate impacts intersect with disability-related challenges.
- **Community vulnerability assessments:** Offering insights into barriers faced by marginalized groups.
- **Interviews with OPD leaders:** Providing first-hand information on local needs and gaps in current adaptation strategies.

Your final report now shows how persons with disabilities face heightened risks from climate change, such as difficulty reaching safe shelters during floods or accessing adequate food supplies during droughts, increasing their vulnerability in future events.



Go to Story card 4

Story card 4

With the desk study completed, **your next task is to identify and reach out to potential consortium members**

- such as local NGOs, organizations of persons with disabilities (OPDs), climate experts, government agencies, and community leaders — who bring essential expertise and local knowledge to collaboratively design a proposal that effectively incorporates climate resilience for vulnerable communities.

An opportunity arises to include a local organization of persons with disabilities (OPD) in your consortium. You consider how this choice might shape the project's focus and manageability moving forward.

Make a decision:

A

OR

B

OR

C

Choose the large environmental organization as a lead partner, prioritizing technical expertise in climate adaptation. You decide to emphasize disability inclusion later in the planning phase.

Go to Story card 5

Consult the OPD as an external advisor, believing that this approach will simplify project management while allowing for periodic input on disability inclusion.

Go to Story card 6

Choose the community-based OPD as a core partner, focusing on integrating disability inclusion from the start, even if this requires additional capacity building for climate adaptation.

Go to Story card 7

Story card 5

You organize community consultations to gather insights that will inform the climate change adaptation project design. However, there is limited participation from persons with disabilities, possibly due to accessibility barriers, such as inaccessible meeting locations and limited options for transportation.



Make a decision:

A

OR

B

Proceed with the consultation results as they are, assuming that the climate adaptation needs of persons with disabilities align with those of the general population.

Go to Story card 8

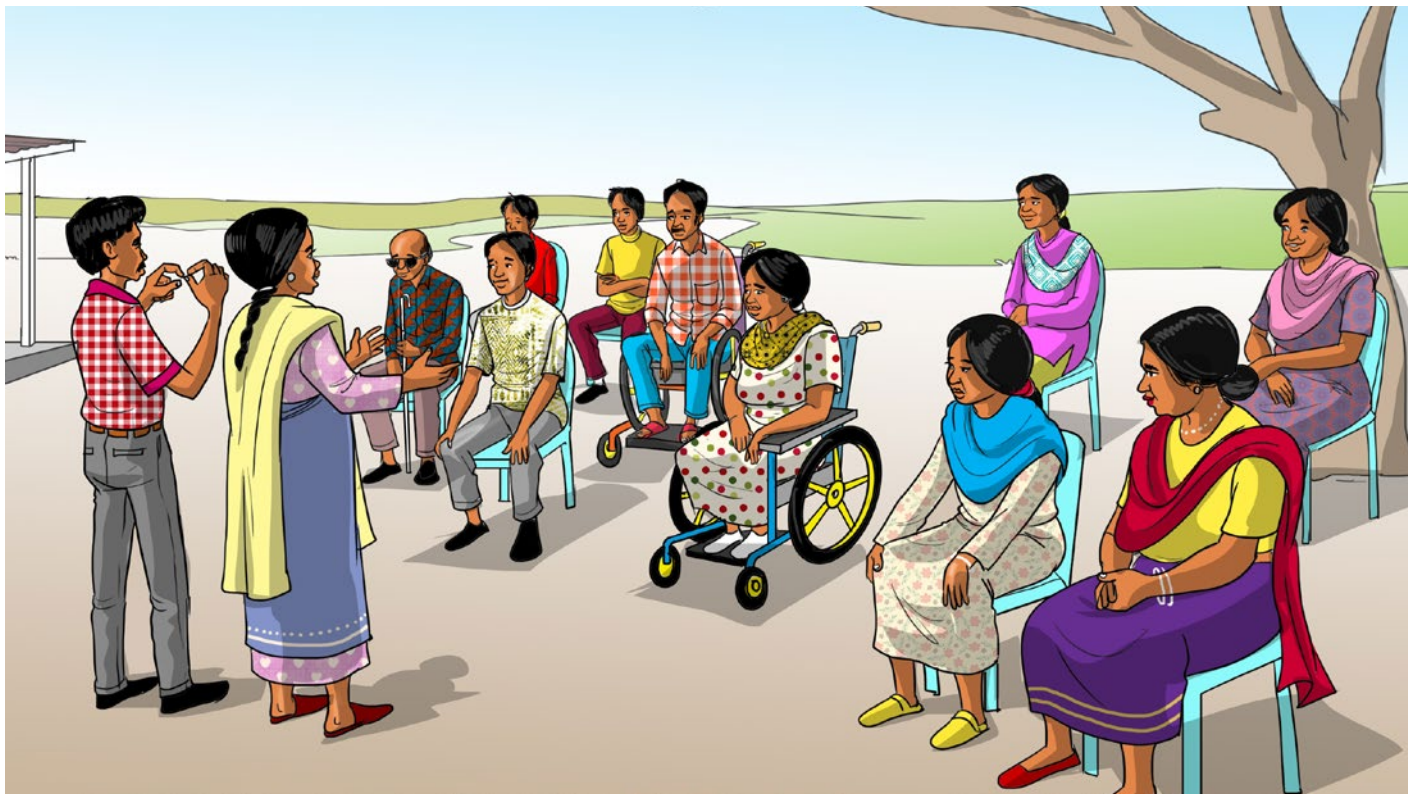
Conduct a barrier analysis to identify and address accessibility challenges, and organize additional consultations specifically for persons with disabilities. This approach ensures that their specific requirements and perspectives are incorporated into the adaptation strategies.

Go to Story card 6

Story card 6

The additional consultations with persons with disabilities reveal critical barriers and needs that were not previously considered. These consultations uncover specific climate-related challenges, including:

- **Mobility and evacuation challenges:** During extreme weather events, persons with disabilities often face difficulties evacuating due to limited accessible transportation and evacuation routes, as well as shelters that lack accessibility.
- **Barriers to information and resources:** Early warning systems and information are frequently inaccessible for those with sensory disabilities, leaving persons with disabilities at risk during climate events and impacting their access to essential resources like clean water and food.
- **Limited access to stable livelihoods:** Climate impacts, especially on agriculture, often reduce employment options for persons with disabilities, leaving them with fewer sustainable ways to earn income and increasing their economic vulnerability.



Go to Story card 8

Story card 7

The OPD becomes a key partner in your consortium, bringing valuable insights into the needs of persons with disabilities. The benefits of partnering with the OPD as a core partner include:

- **In-depth local knowledge:** The OPD's familiarity with community-specific challenges and existing resources helps tailor climate adaptation strategies to address real, on-the-ground needs.
- **Community trust and engagement:** The OPD's established relationships with persons with disabilities and their families increase participation and trust, improving the reach and impact of community consultations and adaptation measures.
- **Capacity-building and advocacy:** The OPD strengthens the project's advocacy efforts by promoting inclusive policies and raising awareness among local stakeholders about the importance of disability-inclusive climate resilience.



Go to Story card 9

Story card 8

It is time to draft the activities for your climate change adaptation proposal. Based on insights from consultations and partner input, you recognize the importance of designing activities that build resilience for the entire community and persons with disabilities in particular.



Make a decision:

A

OR

B

OR

C

Include general resilience-building activities for the whole community, such as improved water management systems and emergency preparedness training.

Go to Story card 12

Create integrated, inclusive activities by collaborating with OPDs and other local stakeholders to design projects that embed disability inclusion into all activities.

Go to Story card 9

Draft targeted activities that primarily empower persons with disabilities, such as specialized training in climate-resilient farming techniques, or tailored emergency preparedness sessions.

Go to Story card 10

Story card 9

You choose to create integrated, inclusive activities in partnership with organizations of persons with disabilities (OPDs) and local stakeholders, embedding disability inclusion into all project aspects to build a resilient, inclusive community. Together, you design the following activities:

- **Universally accessible community workshops:** Workshops cover climate adaptation topics in accessible formats, such as sign language and visual aids, ensuring full participation and knowledge-sharing with persons with disabilities.
- **Co-designed emergency drills:** In collaboration with OPDs and leaders, drills include accessible evacuation routes and multi-format alerts.
- **Adaptive agricultural programs:** Community members and project staff work together to ensure farming programs are accessible by providing hands-on training and support in inclusive farming techniques.



Go to Story card 11

Story card 10

To ensure that persons with disabilities play an active and empowered role in the climate change adaptation program, **you decide to develop targeted activities that enhance their skills, confidence, and leadership.** These activities are designed not only to build resilience but to position persons with disabilities as key contributors within their communities. Key activities include:

- **Leadership and advocacy training:** Training in advocacy, public speaking, and organizing, enabling persons with disabilities to represent their needs in climate planning.
- **Skills in climate-resilient livelihoods:** Workshops on adaptive farming, water management, and sustainable energy, equipping persons with disabilities to contribute to adaptation efforts.
- **Inclusive planning committees:** Supporting persons with disabilities to join or lead local committees, ensuring diverse perspectives in community adaptation strategies.



Go to Story card 11

Story card 11

As you continue to develop the climate change adaptation program, **you recognize that a truly disability-inclusive approach requires both mainstreaming disability inclusion across all activities as well as offering targeted empowerment activities for persons with disabilities.** Mainstreaming ensures that every activity considers accessibility and inclusion, while empowerment activities build specific skills,

confidence, and leadership among persons with disabilities, enabling them to actively shape and benefit from the program.

By combining these approaches, the program not only removes barriers, collects disaggregated data and promotes participation, but also supports active empowerment of persons with disabilities to be key contributors to community resilience.

If you arrived from Story card 9, please read **Story card 10** next. If you came from Story card 10, please read **Story card 9** as well.

Once you have read both, proceed to Story card 13

Story card 12

Next, you need to draft the monitoring and evaluation (M&E) framework.

Careful selection of indicators will allow you to measure the program's success in addressing the needs of all community members.

You think that not making the indicators very specific to disability it will have the benefits of being simpler, less costly and quicker in terms of data analysis.

Go to Story card 16

Story card 13

Next, you need to draft the monitoring and evaluation (M&E) framework.

Careful selection of indicators will allow you to measure the program's success in addressing the needs of all community members.

You consider the following elements:

- **Indicators and targets:** Define indicators focused on climate resilience, such as the percentage of accessible shelters, the number of persons with disabilities trained in adaptive farming, or community awareness levels on inclusive early warning systems. Set targets that reflect both overall resilience and disability inclusion goals.
- **Data collection and disaggregation:** Develop methods to regularly collect data on participation and access, disaggregating by disability status, age, and gender. This allows the program to assess specific impacts, and how effectively they can access resources like food, water, and emergency shelters.
- **Evaluation and feedback mechanisms:** Establish periodic evaluations with input from OPDs and community members to review progress, assess the effectiveness of adaptation activities, and adjust as needed. Regular feedback ensures the program remains responsive to changing climate risks and community needs.

Make a decision:

A

Prevalence figures on disability are not known for the target population, nevertheless you decide to include a 10% target of participants with disabilities.

Go to Story card 14

OR

B

Prevalence figures on disability are not known for the target population, so you decide not to include a specific target in the M&E framework.

Go to Story card 15

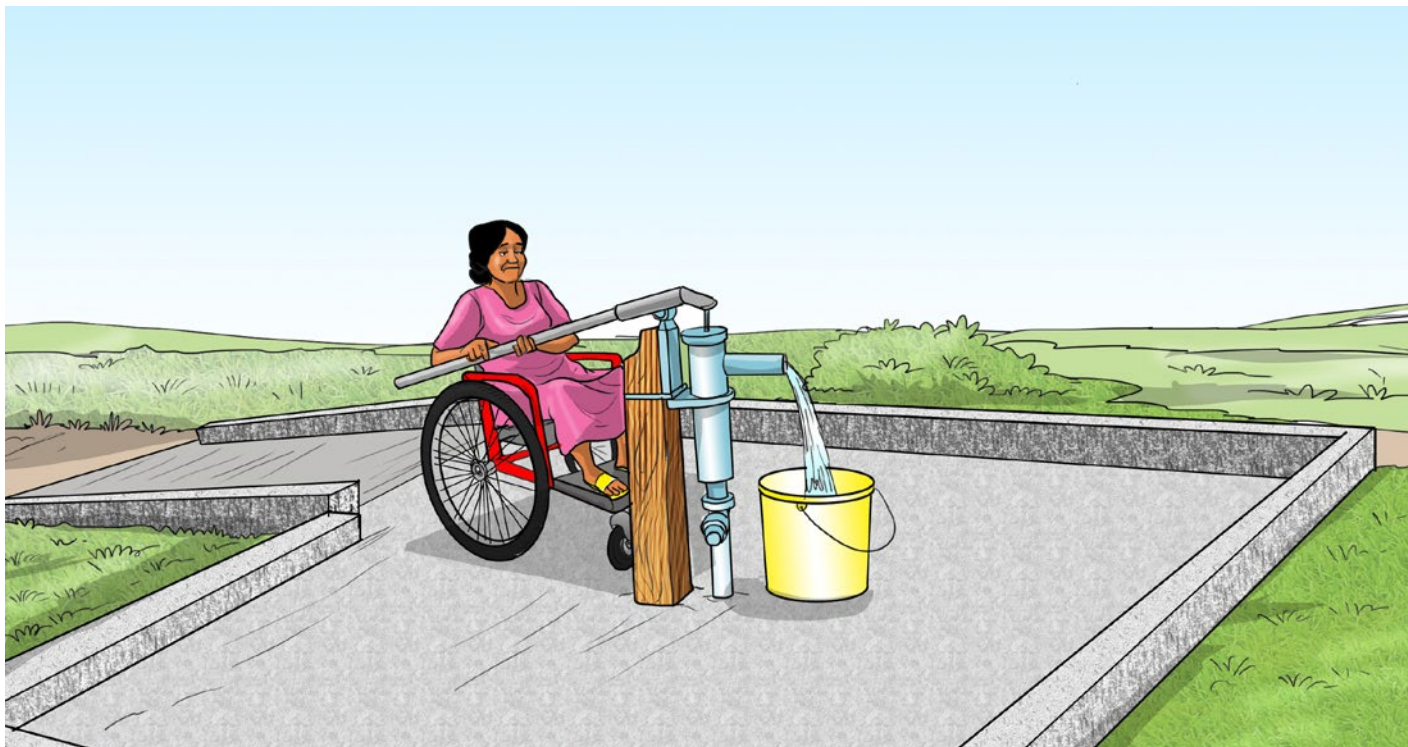
Story card 14

You have included a 10% target for participants with disabilities in the M&E framework to promote inclusion, despite lacking precise prevalence data for the target population. This target will guide your outreach and ensure persons with disabilities are intentionally included in all program activities.

To achieve this, you review your activity plan and add activities in case these were not yet listed:

- Partner with OPDs and local health services to identify persons with disabilities in the community and support their active participation.
- Implement targeted outreach to increase awareness of inclusive program activities, such as adaptive farming, emergency preparedness, and leadership training.
- Use the Washington Group Short Set of Questions to disaggregate data by disability status and conduct quarterly reviews to track progress toward the 10% target, adjusting activities as needed.

This proactive strategy ensures disability inclusion remains central to the program, even without specific baseline data.



Go to Story card 18

Story card 15

Even though your M&E framework includes clear indicators and is expected to collect disaggregated data, **the fact that there is no overall target for the number of participants with disabilities, may deprioritize disability inclusion activities during programme implementation when senior management is not fully committed.** Having a target of 10% is

a realistic percentage and will help to keep disability high on the agenda of the climate change adaptation programme.

You now need to draft the budget. The inclusion of persons with disabilities requires specific considerations, such as funding for reasonable accommodations and disability awareness training.

Make a decision:

A

OR

B

You make a detailed assessment of disability related costs, such as having technical staff on disability inclusion in the programme implementation team, disability awareness training, partnerships with OPDs, documentation of practices on using disaggregated data, assistive devices, accessibility adaptations, and reasonable accommodation.

Go to Story card 18

You propose a fixed lumpsum for technical staff on disability inclusion, reasonable accommodation, and additional costs related to accessibility, but you do not have the time or insight to make a detailed assessment.

Go to Story card 17

Story card 16

The M&E framework is finalized, but without disability-disaggregated data, it will be challenging to demonstrate the program's impact on persons with disabilities and you risk leaving them out in the climate change programme.

You now need to draft the budget. The inclusion of persons with disabilities requires specific considerations, such as funding for reasonable accommodations and disability awareness training. You choose to allocate a fixed lumpsum which can be used by the programme implementation team.



Go to Story card 17

Story card 17

The budget is completed, and has an earmarked fund for disability inclusion.

However, having an earmarked budget for disability inclusion without clear activities or guidelines on its use can lead to underutilization or misallocation of funds.

Without clarity on specific uses for the budget, funds may be underutilized or redirected to other areas, rather than directly supporting accessibility, adapted

tools, or inclusion training. This ambiguity can lead to superficial or ineffective spending without clear accountability for inclusion goals. This risks limiting the programme's achievements on inclusion and missing critical supports for persons with disabilities.

Therefore, define concrete activities and establish clear guidelines for using the disability inclusion budget.

Go to Story card 19

Story card 18

Your budget includes specific allocations for disability inclusion, such as having technical staff on disability inclusion in the programme implementation team, disability awareness training, partnerships with OPDs, documentation of practices on using disaggregated data, assistive devices, accessibility adaptations, and reasonable accommodation. This will ensure that all necessary resources are available to support and empower persons with disabilities.

Before submitting the proposal, it goes through an internal approval process. The inclusion of persons with disabilities must be clearly demonstrated for final approval.

You ensure that persons with disabilities are consulted before the final proposal is submitted for internal approval, making sure their needs and perspectives are clearly reflected in the proposal.

Go to Story card 20

End

Story card 19

The proposal on climate change adaptation is submitted. However, the lack of explicit inclusion of persons with disabilities results in it being less competitive and the funder does not select the proposal for funding. You reflect on how a more inclusive approach could have given the proposal a competitive edge, demonstrating a more thoughtful, impactful, and sustainable approach to climate change adaptation.

Next steps include:

- **Conduct a proposal review with stakeholders:** Collect feedback from the proposal team, local partners, and OPDs to pinpoint gaps in disability inclusion and gather actionable insights for future proposals.
- **Engage with the funder for feedback:** Meet with the funder to understand reasons for rejection and discuss the

role of disability inclusion in their evaluation, aligning future proposals with their priorities.

- **Strengthen partnerships with OPDs and inclusion experts:** Build early relationships with OPDs and specialists in inclusive climate change adaptation to integrate their expertise into project planning and design.
- **Develop a disability inclusion strategy:** Create a framework to incorporate disability-inclusive practices across all project phases, from needs assessment to evaluation.
- **Document lessons learned:** Record insights to inform a more inclusive and competitive approach for future climate change adaptation proposals, reinforcing the organization's commitment to equitable resilience.

End

Story card 20

The proposal has a strong emphasis on disability inclusion, and is approved by the donor. The comprehensive approach to disability inclusion that is visible in the context analysis, partnerships with OPDs, activity plan with attention for mainstreaming and targeted empowerment of persons with disabilities, monitoring and evaluation framework and budget, makes your proposal stand out.

Preconditions that need to be in place to opt for a disability inclusive approach to climate change adaptation:

- **Commitment to inclusion:** The organization must prioritize inclusion in its objectives and have support from leadership for disability-inclusive practices across the climate change adaptation programme.
- **Staff awareness:** Team members

need awareness on disability rights, disability inclusive programme design, and accessibility standards to create a supportive environment and ensure inclusive practices are being planned and implemented.

- **Inclusive partnerships and networks:** Building relationships with OPDs and disability-focused organizations provides essential expertise and perspectives.
- **Accessible data collection and evaluation systems:** The organization should be open to collect, analyse and use (disaggregated) disability data to inform programme planning and implementation.
- **Adequate resource and budget allocation:** Disability inclusive climate change adaptation has a cost, and ambitions to be disability inclusive should be paired with adequate budget to be able to achieve the set targets.