

General Capability Statement

Working with the disability movement to help organisations turn commitments into CRPD-aligned practice across development and humanitarian action.





Who we are

The **Inclusion Advisory Group (IAG)** is a global network of disability-inclusion advisors who work with the Disability Movement to catalyse system-level change. We provide quality-assured, tailored advice to governments, UN agencies, development banks, INGOs and contractors so they can turn disability-inclusion commitments into CRPD-aligned policy and practice. IAG is an initiative of CBM Global Disability Inclusion and works alongside our community programmes and advocacy towards systemic change.

IAG in brief

- **Global network:** network with internationally operating and country-based advisors and associates, many with lived experience of disability.
- **Ways of working:** partnering with organisations of persons with disabilities (OPDs), in blended, multi-disciplinary teams, within a proven, [independently evaluated approach](#).
- **Offer:** capacity development, technical advice, policy and systems strengthening, organisational change facilitation, research and evidence, joint programming.
- **Sectors:** humanitarian action, disaster risk reduction and climate action, health, social protection and cash, education, livelihoods, data, and evidence.
- **Trusted by:** UNICEF, WFP, the Australian Government, World Vision, Caritas, Climate Investment Fund, and many others working across the development and humanitarian ecosystem. A significant share of our engagements are repeat business or client referrals.



Our offer

1. **Capacity development** – targeted training, mentoring, coaching and peer exchange to build organisational and individual capability.
2. **Technical advisory** – tailored inputs on inclusion within policy, programme design, and operational practice, including helpdesk-style support.
3. **Organisational change facilitation** – strategies, standards, governance, budgeting, and resourcing for inclusion.
4. **Research and evidence** – inclusive assessments, evidence synthesis, outcome harvesting and learning briefs; translation of evidence into usable guidance.
5. **Joint programming** – partnering in mainstream consortia to co-deliver inclusive programmes and embed OPDs as core stakeholders.
6. **Disability movement strengthening** – strategic support to OPDs and activists to influence through advice (networking, fellowship and placement models, capacity building).

For more about [our service](#), see our website.



The value we deliver

Why partner with IAG? Because we support you through our disability inclusion advice in achieving:

- Compliance with the UN Convention on the Rights of Persons with Disabilities (UNCRPD), institutional strategies (e.g. UNDIS), and other relevant frameworks.
- Inclusive programme designs that embed disability inclusion from the start.
- Locally led practice by working with and through the disability movement.
- Improved delivery performance through accessible and inclusive programmes with capable teams.
- Accountability to affected people, supported by inclusive data and feedback mechanisms.
- Value for money on disability inclusion activities across your portfolio.
- Scalable models that replicate across countries and portfolios.

Our advice is **outcome oriented, practical, and designed to drive systemic change.**

We work across three dimensions of change:

- **Structural:** Inclusive policies, plans, and budgets and strengthen delivery systems and practices.
- **Relational:** Clear and remunerated roles for OPDs; co-decision and collaboration.
- **Transformative:** Teams shift how they think about and work with persons with disabilities, so inclusion becomes business as usual.

We **meet clients where they are on their inclusion journey** - and support them to become credible champions for disability inclusion in their sector and programmes.



Browse our [resources page](#) to discover more about our approach, learning and the impact of our work.

Advancing disability inclusive climate action: A resource guide for global practitioners.



How to work with us

We tailor our offering to meet client needs. This can include, for example:

- **Helpdesks and on-call support** from small, informal project specific to global automated helpdesks)
- **Consultancy services** from light reviews, program clinics to multi-year change facilitation.
- **Joint programmes and consortia** as technical lead or inclusion partner.
- **Embedded advisor models** part-time or full-time secondments.

A typical engagement involves a scoping discussion, agreed terms of reference and budget (including OPD engagement costs) delivery and learning, and a final report including recommendations.

Safeguarding, risk, and ethics

All staff and associates adhere to relevant policies of CBM Global, and our partner organisations as outlined in contracts. This includes relevant safeguarding, codes of conduct and ethical data practices. We integrate risk management into scoping and delivery, with clear escalation routes. OPD participation is planned and resourced, including accessibility, reasonable accommodation.



Our team

We operate across Africa, Asia, the Pacific, Latin America, Europe, Middle East, and Australia through decentralised teams based on client needs and our partner networks. Our advisors include practitioners with expertise across humanitarian action, DRR and climate, health, social protection and cash, education, livelihoods, data, and MEL. We work with associate advisors and research partners, and broker roles for OPDs and regional federations.

- **Languages:** Multilingual delivery (including English, Spanish, and French) with local languages through in-country teams.
- **Delivery model:** Consultancy and grant-supported modalities.
- **Coordination and quality:** Each engagement has a dedicated project manager and technical lead, backed by global monitoring, coordination, and quality systems.
- **Rapid response:** Our on-call helpdesk experience shows we can provide responsive advice at diverse levels and within tight time limits.

You can read more about our advisors and approach on our [website](#).



What makes us different?

Our proven approach has been [independently assessed](#); every engagement is supported by integrated operations, quality assurance and monitoring, evaluation and learning to ensure consistent standards, timely delivery and learning that endures.

Our delivery principles that drive results are:

- **Tailored and client-oriented:** We co-define the problem, adapt to context and constraints, and iterate with your teams so advice is usable now and scalable later.
- **Rights-aligned advice:** Our guidance is anchored in the CRPD and relevant institutional and national frameworks, keeping inclusion legal, ethical, and accountable.
- **Evidence into action:** We generate, translate and broker knowledge so teams can apply the best available evidence through concise tools, templates, and exemplars.
- **Enabling, not doing:** We start from client's strengths, amplify what works, and recognise progress while addressing gaps. We build the capabilities to carry inclusion forward; we leave effective systems and people, not just reports.
- **Blended, multi-disciplinary teams:** We assemble the right mix of local and global expertise, language capacity and lived experience, coordinated by a single contract lead and quality system.
- **Working with the Disability Movement, not just for it:** we broker and remunerate meaningful OPD participation—from co-design and delivery to governance—so inclusion is rights based, locally led and sustainable.
- **Sector wide engagement:** We translate evidence into sector-ready guidance and promote communities of practice, so learning is shared and sustained.



Browse our [resources page](#) to discover more about our approach, learning and the impact of our work.

AHP III Bangladesh: A disability inclusion journey in the Rohingya crisis.



Who we work with

We are partnering with a wide range of organisations across the development and humanitarian ecosystem including for example:

- **Donors** – Australian Department of Foreign Affairs and Trade (DFAT), Swiss Agency for Development and Cooperation (SDC).



Australian Government
Department of Foreign Affairs and Trade



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

- **UN entities at varied levels** - WFP, UNICEF, UNFPA, UNFAO, RCOs, WHO, etc.



World Food Programme



- **NGOs** - World Vision, Oxfam, Caritas, Catholic Relief Services, Plan, Restless Development, HelpAge.



- **Management contractors** - DT Global, Palladium, Cowater, Tetra Tech, etc.



- **Multilateral Development Banks and Funds** - Climate Investment Fund, World Bank, ADB.



- **Other Networks and Groups** - Global Disability Fund; International Federation of Red Cross and Red Crescent and related National Societies.



Global Disability Fund



- **Disability Movement** – We partner with global, regional, and national OPDs and individuals with a disability, to support their capacity to engage in advisory work.



Examples of results that matter

We are partnering with a wide range of organisations across the development and humanitarian ecosystem including for example:

- ✓ **Global client credibility:** We co-developed, piloted, and finalised UNICEF's [Disability Inclusion Training Package for Front line workers](#), with support to rollout and localisation alongside a peer learning network.
- ✓ **Scale of advisory reach:** Technical support to WFP staff through the helpdesk since 2021 with 300+ WFP staff registered, 150+ task requests, producing 60+ guidance resources, tools, and training materials across 35+ countries, demonstrating sustained demand and uptake.
- ✓ **Strengthening the disability movement influence through advice:** Following a regional pilot program in Asia, our Advisor Capacity Development and Exchange (ACE) Fellowship for representatives from the disability movement is now being localised in Papua New Guinea and we are piloting an introductory model in Indonesia, building a pipeline of OPD advisors who co-deliver technical assistance.

Not all work done for clients and partners is publicly available. Please check our website for more examples of IAG's [projects](#) and [resources](#), and reach out for further information.



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