

A Disability Inclusion Protocol  
Bibliography / References

**Working Towards**

**Disability Inclusion**



### **'Disability Equality Proofing Document'**

– *Jacqui Browne (2003)*  
[www.dessa.ie](http://www.dessa.ie)

A document which sets disability proofing in an equality framework, explaining the social model of disability and how organisations can disability proof their organisations. It provides a sample equal opportunities monitoring form and also explains why organisations should monitor and evaluate in terms of ensuring their organisation is disability proofed.

### **'Disability Proofing' – The Disability Focus Group**

– *Dublin City Community Forum (2002)*  
[www.dublincommunityforum.ie](http://www.dublincommunityforum.ie)

A document aimed at planners encouraging them to think about people with disabilities at early stages of planning to ensure that exclusion does not happen. Also to include people with disabilities at three stages; pre-proofing; proofing and post-proofing to ensure that inclusion takes place.

### **'Ask Me' – Guidelines for Effective Consultation with People with Disabilities**

– *National Disability Authority (2002)*  
[www.nda.ie](http://www.nda.ie)

A document that encourages all organisations to consult with people with disabilities. It provides valuable tips in terms of consultation and what staff should consider when consulting with people with disabilities in terms of which methods to use and what supports will enable people to participate.

### **'On the Right Track' – Community Projects and Disability Rights**

– *Molly O' Duffy (2008) / Disability Equality Steering Group (DESG)*

A document aimed at Community Projects and how they can ensure the participation of people with disabilities in their work. It includes supports to enable people to

participate, discusses why language is important and gives a list of measures an organisation should aim for in order to ensure the inclusion of people with disabilities.

### **Involving people with disabilities and special support needs – a step by step guide**

– *Volunteer Centres Ireland*  
[www.volunteer.ie](http://www.volunteer.ie)

A brief step by step guide that helps organisations support volunteers with disabilities to engage in volunteering opportunities. It encourages organisations to recruit volunteers with disabilities, to put supports in place and names the benefits to the organisation.

### **Guidelines for conducting equality impact assessments on IVEA and VEC plans, policies and programmes**

– *Irish Vocational Education Association (IVEA) & The Equality Authority (2007)*  
[www.ivea.ie](http://www.ivea.ie)

A document that discusses the benefit of an Equality Impact Assessment. This is a process that helps to ensure plans and programmes are designed to take into account the needs of individuals and groups across the nine grounds of inequality.

### **'Access Inside Out': A Guide to making Community Facilities Accessible**

– *DESSA – Disability Equality Specialist Support Agency (2005)*  
[www.dessa.ie](http://www.dessa.ie)

This publication aims to support community based projects to ensure that their premises are accessible. It provides good background information on why it is important to have access and an explanation of the medical versus social model of disability. It focuses on equality legislation and how it applies to community based projects. It examines building regulations and what they say and what they do not cover. The publication looks at

dealing with architects and designers and challenges the myths in terms of expense related to ensuring accessible premises. It makes useful suggestions that do not cost a lot and also gives some tips to check whether a building is accessible. It provides a case study of a community project that after a lot of hard work now has a flagship accessible community building.

### **'Proof it' – Video**

– *Centre for Independent Living (CIL) / Pobal (formally ADM)*  
[www.dublincil.org](http://www.dublincil.org)

A useful tool for organisations and groups, this video focuses on access issues with people with disabilities speaking about important points for consideration. It also examines the importance of planning and involving people with disabilities on committees. It shows the value of disability equality training and people with disabilities delivering this training.

### **'Enabling Participation' – Using Community Development Approaches to Advance the Inclusion of Disabled People in Local Development Activities (2006)**

– *Pobal (2006)*  
[www.pobal.ie](http://www.pobal.ie)

"Enabling Participation" is aimed at workers within the Community Development Measure of the Local Development Social Inclusion Programme (LDSIP). It is also a useful tool for those working in the community sector and using a community development approach in their work. It highlights some of the main issues that arise for disabled people who try to participate in community activities. It identifies key elements of good community development practice in relation to the active inclusion of people with disabilities at a local level.

### **'A Strategy for Equality' – Summary of the report of the Commission on the Status of People with Disabilities (1996)**

– *Available from Department of Justice, Equality & Law Reform (1996)*  
[www.justice.ie](http://www.justice.ie)

This report summarises the main findings of the Commission, which was set the task of examining the lives of people with disabilities in Ireland and to propose ways of improving things and making a difference. It acknowledged international legislation recognising that disability is a social rather than medical issue. It looked at the adoption of a civil rights perspective and the recognition of equality as a key principle. It gives the background to the disability movement in Ireland. It names the commitment to people with disabilities by the government and the social partners. It named the three guiding principles adopted by the Commission to inform its work: Equality; Maximising Participation and Enabling Independence and Choice. The Commission proposes a wide range of measures to enable participation of people with disabilities. It makes numerous recommendations on government policy and new structures for state services. The report summary names the main recommendations under various headings such as income; work and training; education; housing and accommodation; transport and political rights.

### **'Disability Resource Pack' – Positive Action for the Recruitment and Retention of People with Disabilities in the State Sector**

– *The Equality Authority & Department of Justice, Equality, & Law Reform (2002)*  
[www.equality.ie](http://www.equality.ie)

This resource pack is aimed at employers and seeks to encourage employers to take positive steps to employ people with disabilities. It looks at the barriers that employers may face in terms of misconceptions and workplace culture. It addresses positive action that employers

can take and why employers should take action. It also features an accessibility checklist and useful contacts and publications.

**'Accessibility Check-list' – Is your organisation disability friendly yet?**

– *Disability Focus Group / Dublin City Community Forum. By e-mail from [community.forum@dublincity.ie](mailto:community.forum@dublincity.ie)*

This check list challenges organisations to think about people with disabilities and access issues. It questions organisations as to whether people with disabilities can use its facilities easily – is the organisation disability friendly? Is the organisation accessible in terms of attitudes, policies and procedures, which will lead to inclusion and ensure independence of people with disabilities within the organisation.

**'Moving On' – Working together for the inclusion of people with disabilities**

– *Wicklow Working Together Disability Steering Group (2006)*  
[www.wicklowworkingtogether.org](http://www.wicklowworkingtogether.org)

A report that consulted people with disabilities in the Wicklow area to determine barriers to participation across a range of topics such as environmental access; health & independent living support services; employment; information; education & training. It makes a number

of recommendations under each heading on a national and local level. People with disabilities have identified actions that will help to remove local barriers to participation.

**'Social Inclusion Strategy'**

– *Dublin City Council (2007-2009)*  
[www.dublin.ie](http://www.dublin.ie)

A strategy outlined by Dublin City Council to highlight social inclusion and to look at actions to address social exclusion and disadvantage in the city among Target Groups. It names the importance of social inclusion principles and how they should be incorporated into all strands of the Councils work and across Departments to ensure inclusion of all citizens of Dublin in its work.

**Irish Wheelchair Association Best Practice Access Guidelines**

– *Designing Accessible Environments*  
[www.iwa.ie](http://www.iwa.ie)

1st Edition 2009. Best Practice Access Design Guidelines to the built and natural environment.

**Building for Everyone**

– *National Disability Authority (currently being reviewed November'09)*  
[www.nda.ie](http://www.nda.ie)

Access Design Guidelines to the built and natural environment.

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