



Global Action on Disability (GLAD) Network Strategic Plan 2021-2023

I. Introduction:

Imagine a world where all development and humanitarian actions are fully inclusive of and accessible to all persons with disabilities. This is what the Global Action on Disability (GLAD) network strives to achieve.

GLAD is a membership network of bilateral and multilateral donors and agencies, public and private foundations as well as key coalitions of the disability movement with a common interest in achieving inclusive international development and humanitarian action. It was started in 2015, to advance the implementation of Article 32 of the UNCRPD, and the SDG's fundamental principle of *leaving no one behind*.

Since then, we have contributed significantly to several landmark accomplishments. These include the Global Disability Summit 2018, the adoption of the OECD DAC markers on the inclusion and empowerment of persons with disabilities, and the UN Disability Inclusion Strategy (UNDIS) to name just a few. But there remains a lot to be done, in a global context dominated by the COVID 19 pandemic and other factors affecting the funding landscape.

The success of a network depends on the diversity and vibrancy of its members. The diversity of GLAD's membership underpins its successes in different areas, and is a testament of the power of coalition. What seemed impossible for a given state or donor unilaterally has become possible through collaborative decision making and effective peer learning.

The challenges we are facing require working together. We will build on our collective successes from the past five years to demonstrate that disability inclusion in international development and humanitarian actions is not only possible, but indispensable to start tackling the deep-rooted inequality and discrimination impeding the full participation of a significant percentage of the global population.

1.2 Purpose of the strategic plan:

This strategic plan intends to be a roadmap for GLAD over the 2021-2023 period, providing the framework to develop an operational plan detailing activities, timelines for implementation and resource requirements. The Strategic Plan is the result of a series of consultations involving GLAD members and other key informants from all relevant thematic areas, and it should be considered a live document, able to adapt to changing global developments.



2. Background

2.1 The world we live in today:

The year 2020 marked the fifth anniversary of the SDGs. Their global aspirations to leave no one behind, including the more than one billion persons with disabilities, were put to test by the COVID-19 pandemic, which revealed serious systemic inadequacies that made already vulnerable communities even more vulnerable.

The international community has committed to building back better, realizing that no one is protected until each one of us is. A report produced by the UN Secretary-General on the situation of persons with disabilities and COVID-19 highlighted the pandemic's impact on the world's one billion people with disabilities, and recommended responses and recovery plans to be disability-inclusive.

On June 25, 2020, the GLAD network organized a high-level round table on disability and COVID-19, in which world leaders committed to ensure disability inclusion during and after the pandemic. The round table featured ministers, leaders from global philanthropy as well as representatives of organizations of persons with disabilities. At the event, the *Call to Action to rebuild a future inclusive of all* was released, and since then, it has been endorsed by more than 200 institutions, governments and organizations from around the world.

2020 also marked the twenty-fifth anniversary of the *Fourth World Conference on Women* and the adoption of the *Beijing Declaration and Platform for Action* (1995). Despite the progress on gender equality since then, women and girls with disabilities all over the world continue to face multiple forms of discrimination and widespread violence and abuse. We have yet to collectively recognize and support the power and resilience of women and girls with disabilities and the ways their leadership should inform disability advocacy and funding.

At the 2020 UN General Assembly, the UN Special Rapporteur on the Rights of Persons with disabilities presented a report focused on the implementation of article 32 of the UNCRPD (A/75/186). The report cautioned that unless attention of international cooperation to disability inclusion translates into more resources for disability mainstreaming or disability-specific programs, the SDGs' key commitments will not be achieved.

In September 2020, the UN Secretary-General also published the first report on the implementation of the UN Disability Inclusion Strategy (UNDIS) and the UNCRPD. The report assessed progress against commitments across the UN to disability inclusion, highlighting challenges and progress made by departments, offices, agencies, funds, programs, peace operations and country teams, stressing the role of staff at every level and area of the UN for UNDIS to succeed.

Recent data collection on disability inclusion in ODA reveals that financing remains a key challenge, despite international commitments in this regard. A study by Development Initiatives revealed that Aid projects targeting persons with disabilities made up less than 2% of all



international aid between 2014 and 2018. This same research found out that aid to disability-inclusive projects was just under US\$1 billion in 2018. This was equivalent to less than US\$1 per person with disabilities in developing countries.

In February 2020, the OECD Development Assistance Committee released the 2018 compendium of international aid in the Creditor Reporting System (CRS), which contained for the first time a marker for aid projects targeted to the “*inclusion and empowerment for persons with disabilities*”. This was a critical advancement to ensure that better data is available on disability inclusion in development. In the ongoing COVID-19 pandemic, the need for timely and comprehensive reporting of disability-inclusive development assistance is more crucial than ever.

This decade of action must be ground-breaking to accelerate the realization of full and effective disability inclusion, achieving the SDGs, the 2030 Agenda and for the ratification and implementation of the UNCRPD. The reports from the UN SG and the UN Special Rapporteur show that there is still a long way to go, and that the limited gains of recent years may be lost to COVID-19 and its unprecedented consequences. Coalitions like GLAD could play a unique role to mobilize action to promote sustainable inclusion and greater accountability.

2.2 Core functions of GLAD network:

GLAD provides a neutral convening space for members to work together on issues of common interest, share experience and expertise, and collectively establish common priorities. In 2020, GLAD members agreed on the following set of core functions:

- a. **Knowledge-sharing** leads to better donor policy, programming and results. This is facilitated through formal and informal networking, which in turn builds the evidence-base consensus for advocacy.
- b. **Effective advocacy**: The GLAD network’s advocacy is built upon its own knowledge and strategic focus. It focuses on high level policy issues and targets the wider development assistance community. These include non-traditional donors and stakeholders engaged in developing partner countries, such as the private sector, organizations of persons with disabilities (OPDs) and other NGOs.
- c. **Networking** is at the heart of GLAD’s functions. GLAD was created out of the informal networking among senior staff in donor organisations that shared a common vision of disability inclusion in development and humanitarian action. This role is critical for making GLAD a ‘community of practice’ to exchange on programming, budgeting and progress tracking around common issues.

The network’s core functions and administration are supported through the GLAD Secretariat, which is hosted at the International Disability Alliance. The Secretariat facilitates internal and external communications, supports the functioning of GLAD’s Working Groups and all projects undertaken by the network, in addition to all administrative needs.



2.3 Strategic Focus – *Global frameworks guiding GLAD’s work:*

- **The 2030 Agenda:** The GLAD network’s strategic focus is aligned with the 2030 Agenda for Sustainable Development, and its overarching principle to *leave no one behind*. Its 17 sustainable development goals (SDGs) and 169 targets provide the framework for the network’s Strategic Plan.
- **The United Nations Convention on the Rights of persons with Disabilities:** The UNCRPD adopted a broad categorization of disability, establishing specific rights that should apply to persons with disabilities and identifying areas where adaptations must be made for them to effectively exercise their rights. The UNCRPD has an explicit social development dimension, which calls to pursue international development while respecting the universality of human rights.
- **The UN Security Council resolution 2475, on the on Protection of Persons with Disabilities in Conflict:** On June 2019, the Security Council adopted its first-ever resolution calling upon Member States and parties to armed conflict to protect persons with disabilities in conflict situations and to ensure their access to justice, basic services and unimpeded humanitarian assistance.
- **The Charter on Inclusion of Persons with Disabilities in Humanitarian Action** was launched at the 2016 World Humanitarian Summit (WHS) to promote the inclusion and participation of persons with disabilities and their representative organizations across the humanitarian system. The Charter is endorsed by over 150 stakeholders comprising States, UN agencies, International Organizations, DPOs, civil society organizations and networks, representing more than 1000 organizations.

A key outcome of the Charter is the development of the ***Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action*** under the Inter-Agency Standing Committee (IASC), which provides guidance for the charter’s implementation.

3. Vision, Mission and Guiding principles

3.1 Corporate statement

Vision: The GLAD network envisions a strong and vibrant co-operation for international development and humanitarian actions where all persons with disabilities are fully included.

Mission: To enhance the impact of investments in international development and humanitarian action by making them fully inclusive of and accessible to all persons with disabilities in all parts of the world.

The GLAD network works to fulfill its mission by informing development and humanitarian policy and programming through knowledge sharing, advocacy and networking, and by enabling increased investment in disability inclusive programming and budgeting.



Key guiding principles: GLAD’s work will be guided by the following key principles:

1. **Full and effective participation of all persons with disabilities and their representative organizations across all its activities and processes:** GLAD will ensure that reasonable accommodations are provided, and all barriers hindering this principle are removed.
2. **A human rights-based approach:** The GLAD Network recognizes that development and humanitarian efforts must align with the principles of the UNCRPD and the 2030 Agenda, and reaffirms that all persons with all types of disabilities must enjoy all human rights and fundamental freedoms.
3. **Mutual support and cooperation:** GLAD supports the implementation of Article 32 of the UNCRPD, which requires that State parties support each other to advance the Convention, and ensure that their initiatives and programs are inclusive and accessible to persons with disabilities.
4. **Safe space:** GLAD is primarily a “safe space” for its members to collaborate, learn and network among each other. All procedures and network mechanisms must preserve the safety and confidentiality of GLAD’s work.
5. **Diversity of membership:** GLAD has a rich diversity of membership underpinning its work. This diversity is understood as a key strength of the network, contributing decisively to maximize its impact. GLAD values this diversity and takes it in to consideration in its overall operation.

4.Strategic Outcomes and Key Priorities 2021-2023

4.1 Major strategic outcomes

The GLAD network will work towards 3 major strategic outcomes during the Strategic Plan period:

1. **Improved information sharing, collaboration and co-ordination among GLAD members:** Through GLAD’s knowledge sharing platform, members can learn and collaborate, combining initiatives and leveraging resources when possible. Towards this outcome, GLAD will:
 - Develop a knowledge management strategy and work with members to improve existing information sharing practices and collaboration.
 - Serve as a marketplace of technical information on disability inclusion and work with those with the technical expertise to help us maximize our impact.
 - Strengthen collaboration of communities of practice in areas of interest to GLAD members.
 - Identify areas where more learning is needed and organize peer learning spaces.
 - Hold a network meeting annually.
2. **Unified voices and joint actions to influence international development and humanitarian actions towards becoming disability inclusive, focusing on investment and**



financing: GLAD members come with significant influence in many aspects. GLAD’s collective work should increase the already significant influence and investment power that its members have individually to:

- Influence large development and humanitarian funds to become more disability inclusive.
- Engage like-minded coalitions to ensure that they have the knowledge and capacity to implement disability inclusion.
- Promote disability inclusion and the *Leave no one behind* principle in international fora.
- Develop positions and technical notes to enhance disability inclusion in international development and humanitarian actions.
- Partner with similar platforms to maximize impact and bring other perspectives to the work of GLAD members.
- Engage private sector and business to adopt inclusive practices.

3. Increased accountability of GLAD members to the disability constituency: GLAD and its members remain committed to the realization of the “nothing about us without us” motto of the disability movement, and devise ways to meaningfully increase the participation of persons with disabilities and their representative organizations, including from the global south, in all activities that they undertake. This will increase the accountability of its members to the disability constituency. GLAD members will therefore:

- Invest in the capacity of persons with disabilities and their representative organizations to engage in decision-making, planning and implementation as well as monitoring of activities.
- Work to remove barriers that persons with disabilities face while engaging in international development and humanitarian actions and facilitate their full and effective inclusion.
- Promote the *twin-track approach* to development and humanitarian action, which calls for supporting disability targeted investments on the one hand, and mainstreaming disability across all investments on the other.
- comply with their respective obligations towards the UN CRPD and other human rights instruments, as well as GDS commitments.
- Increase use of disability disaggregated data in their program.
- Promote transparency in disability-related expenditures, for instance, by tracking use of the OECD DAC markers and other tracking instruments, and making those available to the public.

4.2 GLAD Thematic priorities 2021-2023 – OVERVIEW



The 2019 Stakeholders Mapping Exercise (SME) revealed disparities in the level of engagement and interest in the existing working groups among GLAD members, making evident the need for guidelines to discontinue groups and form new ones to reflect evolution and changes in global agendas. While the Working group on inclusive education has proven effective to work on its thematic area, members have suggested that alternative approaches may be more effective to influence Social protection and Humanitarian action agendas, the themes of the other two working groups, which remain high priority for GLAD's work.

In addition, the unprecedented effects of the COVID19 pandemic on persons with disabilities and other global dynamics call for additional thematic priority areas of focus:

- Sustainable livelihoods: food security, employment and economic opportunity for persons with disabilities;
- Inclusive health and access to COVID-19 vaccines; and
- Gender justice and empowering women and girls with disabilities.

The approach towards social protection, humanitarian action and these additional thematic areas should be reassessed, considering not only the working group format, but also alternatives such as seminars, panel discussions, and focused outreach. Once decided by the network, the Secretariat may devise a way to track progress towards these thematic priorities, in accordance with the work approach decided in each case.

The SME also identified a series of crosscutting issues that should guide the Network's activities going forward. GLAD's Co-chairs encourage their consideration in all decisions and joint network actions, through the work of the Working Groups and other approaches as mentioned above. Leaders designated for all work streams should ensure that these crosscutting issues are considered as priorities. These are:

- Intersectional determinants of stigma and discrimination, including age, gender, refugee status, belonging to indigenous groups, cultural minorities among others;
- Technology and the impact of digitalization;
- Environment and climate change;
- Increased capacity and participation of persons with disabilities and their representative organizations; and
- Disaggregation of data by disability to inform policy planning, and foster accountability.

The GLAD Secretariat will collaborate with network members to hold regular technical exchanges focusing on the intersections between the crosscutting issues and the areas designated as thematic priorities by the working groups.

4.3 GLAD Thematic priorities 2021 – 2023

Inclusive education:



This is one of the fundamental rights enshrined in the UNCRPD and SDG 4. However, quality inclusive education is hardly available to most learners with disabilities especially for the majority of the out of school children with disabilities living in developing countries. Furthermore, the COVID 19 pandemic has increased the risk of learning loss and drop out for the most disadvantaged learners, including those with disabilities. GLAD’s IEWG is the network’s main instrument to exchange information, influence funders, and engage organizations of persons with disabilities in education-related activities globally. The group has produced infographics for advocacy to ensure a common understanding of inclusive education system development, and is working to promote the 2020 Global Education Monitoring Report (GEMR) recommendations on the inclusion of learners with disabilities and its linkages with the abovementioned GLAD infographic.

After joining GLAD, the Global Partnership for Education (GPE) established inclusion as a crosscutting requirement to all their grants. ***The GLAD IEWG will have the following key priorities in 2021-2023:***

- Transform education funding globally, so that it advances quality, equitable, inclusive education for all children, and is fully inclusive of learners with disabilities.
- Support school reopening plans that “build back equal” and address the needs of learners with disabilities in the context of COVID 19.
- Strengthen the communities of practices that support inclusive education, particularly in the areas of non-discrimination in general education and reasonable accommodation.
- Synergize efforts of GLAD members and pool resources to maximize impact on inclusive education (A good example of such collaboration is the UK FCDO and Norwegian government jointly supporting the Inclusive Education Initiative being implemented by the World Bank Group).
- Reach out to education stakeholders to join GLAD, and commit to include learners with disabilities.
- Ensure the mainstreaming and adequate funding of inclusive education in humanitarian settings, conflict and online teaching/learning environment.

The GLAD IEWG will achieve its key priorities through:

- Sharing knowledge and resources among GLAD Network members, including through webinars and training sessions, to support the mainstreaming of inclusive education into members’ programmatic agenda and monitoring systems (*strategic outcome 1*).
- Advocating in key education and other relevant fora, through key messages and information sharing (*strategic outcome 2*).
- Coordinate efforts and cooperation among members to promote the mainstreaming of disability inclusion in funding mechanisms for education such as the Global Partnership for Education (GPE), Education Can’t Wait (ECW) and others. (*strategic outcome 2*).
- Encouraging donors to track funding allocated to include learners with disabilities in fully inclusive education (*strategic outcome 3*).



- Promoting the engagement of persons with disabilities and their representative organizations in key education fora (*strategic outcome 3*).

Inclusive humanitarian action:

The IASC Guidelines on inclusion of persons with disabilities in humanitarian action, launched in November 2019, marked an important milestone in the protection of the rights of persons with disabilities in humanitarian emergencies, after the *charter on the inclusion of persons with disabilities in humanitarian action was released*. During that same year, the UNSC Resolution 2475 provided the international framework to protect persons with disabilities in conflict situations, ensuring access to justice, basic services and unimpeded humanitarian assistance. Since then, significant improvements have been made on disability inclusion in humanitarian action at a global, regional and country level.

At the Humanitarian Networks and Partnerships Week held in Geneva in 2020, the Reference Group on Inclusion of Persons with Disabilities in Humanitarian Action was created, promote a coordinate approach to advance on the inclusion of persons with disabilities in humanitarian action, including through supporting the implementation of the IASC Guidelines. A key priority of the Reference group is to strengthen the participation of OPDs in humanitarian action.

GLAD's Inclusive Humanitarian Action work priorities are:

- Support engagement of persons with disabilities and DPOs as delivery partners in all stages of the humanitarian cycle (*strategic outcome 3*).
- Improve data collection on persons with disabilities (*strategic outcome 1 and 3*).
- Support the implementation of the IASC guidelines on the inclusion of persons with disabilities (*strategic outcome 2 and 3*).
- Share and document good practices among GLAD members on disability inclusive humanitarian action, and promote synergies when possible (*strategic outcome 1*).

These priorities shall be achieved through:

- Joint advocacy at key events including the Global Disability Summit 2022, Executive Board meetings of relevant UN entities, and formal consultations on the Global Compacts on Refugees and Migration - the extent of engagement on each event to be determined by individual members, consistent with their organizational priorities (*strategic outcome 2*).
- Reaching out to key players in the humanitarian field such as UNOCHA, UNHCR, WFP and UNFPA to join GLAD network (*strategic outcome 2*).
- Facilitating mutual learning between GLAD members on approaches to monitoring disability inclusive humanitarian action. (*strategic outcome 1*).



Sustainable livelihood: Food security, employment and economic opportunities for persons with disabilities:

Different stakeholders consulted while developing this strategic plan emphasized that sustainable livelihoods is an area of high interest for international development and humanitarian actors. This is a thematic area of increasing importance in the context of the COVID 19 pandemic, and one where business-based initiatives to promote disability inclusion intersect with global development work, highlighting the intrinsic relationship between poverty unemployment and disability. ***The sustainable livelihood work will have the following key priorities in 2021-2023:***

- *Understanding what works:* Mapping approaches and geographic focus of relevant work by GLAD members through the GLAD Secretariat's broader Stakeholder Mapping Exercise (*strategic outcome 1*).
- Engaging with disability-inclusive business and private sector initiatives to understand barriers for inclusion and good practices. (*strategic outcome 2*).
- Advocating in key sustainable livelihood-focused and other relevant fora, through key messages and information sharing (*strategic outcome 2*).
- Collaborating with other working groups on intersectional priorities, exploring links between inclusive education and training, and economic opportunity and employment of persons with disabilities. (*strategic outcome 1*).
- Understanding the impact of COVID 19 on food security, employment and economic opportunities of persons with disabilities.

These priorities will be achieved through:

- *Promoting good practices:* Sharing knowledge and resources among Network members through webinars and training sessions, to support the mainstreaming of sustainable livelihood into their programmatic agendas and monitoring (*strategic outcome 1*).
- *Cooperating with private sector initiatives* that promote disability inclusive business and employment practices. (*strategic outcome 2*).
- Identification of key processes that promote employment, economic opportunities and food security, for conducting joint advocacy to make them disability inclusive. (*strategic outcome 2*).
- Continuous learning and exchange among members including through the GLAD online platform and monthly newsletters (*strategic outcome 1*).
- Supporting the engagement of organizations of persons with disabilities in upcoming high-level thematic conferences including the World Food summit 2021. (*strategic outcome 2 and 3*)
- Reaching out to key players in the field of livelihood, including the WFP, FAO and other donors, to join GLAD. (*strategic outcome 2 and 3*)



Inclusive Health and access to COVID 19 vaccines:

Persons with disabilities have the same general healthcare needs as everyone else, and are entitled to access mainstream healthcare services without discrimination. Additionally, they are more likely to experience poor health due to social determinants such as poverty, stigma, discrimination, violence and abuse. The right to access to health is established in Article 25 of the UNCRPD. However, few countries provide adequate quality services for persons with disabilities, or collect data to enable disaggregation by disability in health services. This became evident during the COVID-19 pandemic, when countries failed to include disability consistently in their responses. Major funding schemes, including The Global Fund to fight Tb, Malaria and AIDS and GAVI did not include disability in their responses. ***The GLAD IH work will have the following key priorities in 2021-2023:***

- The effective inclusion of persons with disabilities and their representative organizations in national and global health initiatives, including COVID-19 prevention and recovery, notably through the SERPs at national level.
- The inclusion of persons with disabilities among the priority groups to receive COVID 19 vaccination.
- The inclusion of persons with disabilities in global health and bioethics fora, providing reasonable accommodation to enable their full participation.
- Investing in health systems to become inclusive of and accessible to all persons with disabilities.
- Identifying key funding schemes in health, and influence them to become disability inclusive.
- Promote the inclusion of sexual and reproductive health rights and needs of women and girls with disabilities in programs funded by GLAD members.
- Promote the integration of disability data collection and analysis across health systems.

These priorities will be achieved through:

- Positioning the GLAD network as key ally to the health sector (*strategic outcome 2*).
- Developing key messages and joint positions to promote disability inclusive health services, systems and financing, as well as responses to COVID 19, including vaccination campaigns. (*strategic outcome 2*).
- Information exchange on the work of GLAD members in the area of disability inclusive health and possible collaborations among GLAD members (*strategic outcome 1*).
- Increased participation of persons with disabilities and their representative organizations in health-related events/conferences organized by GLAD members (*strategic outcome 3*).
- Reaching out to key players in the health sector, such as World Health Organization, Bill and Melinda Gates Foundation and others to join GLAD (*strategic outcome 2*).

Gender justice and empowering women and girls with disabilities:



The 2011 World Report on Disability (WHO/World Bank) indicates that the disability prevalence rate for women is almost 1 in 5 and just over 1 in 10 for men (19.2 per cent vs 12 per cent). At least 19% of the world’s female population are women and girls with different disabilities. Age, poverty, race, ethnicity, caste, indigenous status, sexuality, gender and other factors intersect with disability identity to compound the multiple forms of discrimination and marginalization¹ that women and girls with disabilities face in the least developed countries and in humanitarian emergencies.

Women with disabilities are 2.1 times more likely and girls with disabilities 3.7 times more likely to be affected by gender-based violence² than their peers without disabilities. This ratio has dramatically increased due to COVID-related lockdowns and movement restrictions around the world.

Despite obligations and commitments adopted by signatories of the UNCRPD, the CEDAW or the Beijing Plan of Action, explicit actions addressing the situation of women and girls with disabilities are still extremely limited. Global or regional efforts on the implementation of the Agenda 2030, rarely monitor the situation, or meaningfully promote the inclusion of women and girls with disabilities. ***The Gender justice and empowering women and girls with disabilities work will have the following key priorities:***

- Advocate for gender-based violence prevention programs and initiatives that are inclusive of women and girls with disabilities. (*Strategic outcome 3*)
- Identify key areas of advocacy and joint influence to promote the full inclusion of women and girls with disabilities in women’s rights efforts, including the UN Trust fund to end violence against women (*strategic outcome 2*).
- Facilitate learning and information among GLAD members on proactive funding approaches that empower women and girls with disabilities using GLAD’s Online platform and others focusing on women and girls (*strategic outcome 1*).
- Support the leadership and participation of women and girls with disabilities in the disability movement as well as in mainstream feminist movements (*strategic outcome 3*).
- Collaborate and learn with women’s rights funders and other like-minded actors to maximize impact and investment in the implementation of SDG 5, the UNCRPD provisions relevant to women and girls with disabilities, and other human rights frameworks (*strategy outcome 3*).

These priorities will be achieved through:

- Identifying and funding advocacy led by women and girls with disabilities (*outcome 2*).
- Linking organizations women and girls with disabilities with women’s rights organizations and fostering collaboration across disability and women’s movements. (*strategic outcome 3*).

¹ World Bank, WHO: World Report on Disability. 2011

² And people with intellectual disabilities are 10 times more at risk. Source: The Lancet, 2012.



- Identifying key funding schemes supporting women and girls globally and work to make them disability inclusive (*strategy outcome 2*).

Monitoring progress

Progress under the Strategic Plan will be measured using the monitoring framework below, with progress reports prepared by the Secretariat for review by the Steering Committee and discussion at each GLAD Network meeting. Progress towards achieving these goals will be measured through both output and outcome indicators. These will measure GLAD's effort and impact, noting that external factors will also affect outcomes.

Key data sources include:

- The GLAD Network Collaboration Platform.
- Periodic reports from Working Group Co-chairs, and leaders designated for all other work streams.
- GLAD Stakeholder Mapping Exercise.
- An advocacy tracking spreadsheet hosted on the platform and updated by Working Groups and other members periodically.
- An annual member survey.
- External reports such as GDS progress reports on commitments.

The GLAD Secretariat will monitor these data sources with support from GLAD members.

Global Action on Disability (GLAD) Network Strategic Plan 2021-2023 Monitoring Framework		
GLAD Strategic outcome	Indicators	Data sources
1. Improve information sharing, collaboration, and co-ordination among GLAD members	<p>Resources uploaded to GLAD Platform using good practices for mainstreaming disability inclusion into members' policies, programs and monitoring systems</p> <p>Stakeholder mapping exercises conducted annually, including mapping members' activities in selected thematic priorities, and recommendations for pooling members' technical resources.</p> <p>Humanitarian action:</p> <ul style="list-style-type: none"> - <i>partnerships formed by GLAD members to deliver on our missions and goals</i> <p>Inclusive education:</p> <ul style="list-style-type: none"> - Reference of disability inclusion in mainstream education programs, reports and policies of GLAD members - Engagement on/constituency groups toward supporting GPE to deepen its engagement and practice on inclusive education - GLAD members employ key messages on inclusive education in their efforts. <p>Sustainable Livelihoods: food security, employment and economic opportunity:</p> <ul style="list-style-type: none"> - partnerships on sustainable livelihood among GLAD members 	<p>Annual member survey</p> <p>Stakeholder mapping exercise</p> <p>Working Group Co-chair reports</p> <p>Collaboration platform</p>

	<ul style="list-style-type: none"> - references to disability inclusion in sustainable livelihood policies & programs supported by GLAD members. - Collaboration with business/ private sector initiatives focused on disability inclusion, to integrate those into broader sustainable livelihoods work. <p><i>Inclusive Health & Access to COVID 19 vaccines:</i></p> <ul style="list-style-type: none"> - increased funding for disability inclusive health among GLAD members - participation of persons with disabilities and their representative organisation in health-related events conferences - GLAD members employ key messages on inclusive health in their efforts. - GLAD members promote a joint position to ensure inclusion of persons with disabilities in COVID 19 vaccination campaigns. <p><i>Gender justice and empowering women and girls with disabilities:</i></p> <ul style="list-style-type: none"> - UN processes on women's rights are disability inclusive - Increased reference of women and girls with disabilities in mainstream policies of GLAD members. - Funding schemes for women and girls are disability inclusive. - GLAD reports annually on its progress towards full inclusion of women and girls in its activities and advocacy 	
<p>2. More joint actions on high-level international development and humanitarian engagement.</p>	<ul style="list-style-type: none"> - collective advocacy tools developed (e.g., common messages/ joint forums/mechanisms on which collective advocacy conducted statements/ letters/ position papers/ side-events) - members represented by Ministers/high level representatives in key events - GLAD contributions in high level meetings/forums/policy documents/frameworks. 	<p>Advocacy tracking spreadsheet</p>
<p>3. Increased accountability of GLAD members to the disability constituency</p>	<p><i>Inclusive Humanitarian Action:</i></p> <ul style="list-style-type: none"> - IASC-TT Guidelines implementation monitored in line with the CRPD and SDGs. - new GLAD members joining from the humanitarian sector - entities endorsing Disability Charter - Increased recruitment of persons with disabilities in key humanitarian agencies and organizations. <p><i>Inclusive Education:</i></p> <ul style="list-style-type: none"> - Increased evidence of mainstreaming of disability across the work of the Global Partnership on Education <p><i>Sustainable Livelihoods: food security, employment and economic opportunity:</i></p>	<p>Annual member survey</p> <p>Collaboration platform</p> <p>Disability Charter reporting (external)</p> <p>Working Group Co-chair reports</p>



	<ul style="list-style-type: none"> - increased participation of persons with disabilities and their representative organizations in key livelihood events such as world food summit 2021, COP 26 2021 etc. - conferences/events on livelihood becoming inclusive of and accessible to persons with disabilities. - GLAD members promote the inclusion of OPDs to oversee private sector initiatives dedicated to disability inclusion in employment and business practices. <p><i>Inclusive Health & Access to COVID 19 vaccines:</i></p> <ul style="list-style-type: none"> - increased reference of disability inclusion by key health actors in policy programs and reports. - Participation of OPDs in strategic planning and replenishment of multilateral health funding mechanisms (Global fund, GAVI.) <p><i>Gender justice and empowering women and girls with disabilities:</i></p> <ul style="list-style-type: none"> - increased references to women and girls with disabilities in CSW, UN women programs and policies. - targeted empowerment of women and girls with disabilities in initiative supported by GLAD members. <p>Meaningful engagement of persons with disabilities and OPDs by GLAD Network members in their delegations to international fora, and in key events identified by Network.</p> <p>Increase in the number of GLAD members collecting data disaggregated by disability status, including national census and policy implementations.</p> <p>Implementation of disability inclusion OECD DAC marker and monitoring of steps taken towards its enforcement.</p>	
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Ways of working		
Way of working	Indicators	Data sources
Annual Network meetings	Annual Network meeting held # participants, including # new participants # Ministers/high level representatives participated Meeting Communique disseminated, noting progress and commitments	Collaboration platform
At least 2 annual Steering Committee meetings	At least 2 Annual Steering Committee meetings held # participants Meeting Communique disseminated	Collaboration platform
GLAD Secretariat Support and Resources	Adequate financial resources and staffing of GLAD Secretariat, tailored to GLAD's Strategic Plan Regular meetings of the GLAD Secretariat and GLAD Co-chairs	GLAD budget Profiles of Secretariat staff Minutes of meetings
GLAD Network Collaboration platform	Online platform revised and updated # resources uploaded (specify number of Resources (Blog posts/News/Events/Glossary items))	Collaboration platform analytics Annual member survey



	# Website visits and usage tracking	Website traffic analytics
Thematic Working Groups (Humanitarian, Inclusive livelihood, Inclusive Health, inclusive Education, Empowerment of Women and girls with disabilities)	# working group meetings by thematic priority # participants, including # participants with carriage of the thematic priority within their organisation# forums/mechanisms on which collective advocacy conducted # collective advocacy tools developed (e.g., common messages/ joint statements/ letters/ position papers/ side-events)	Working Group Co-chair reports Working Group Co-chair reports Advocacy tracking spreadsheet Collaboration platform