



DISABILITY INCLUSION ASSESSMENT AND DIAGNOSTIC TOOL

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FOUNDATION

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Africa Polling Institute (API)
Centre Court, 46 Crescent, CITEC, 4th Avenue,
Gwarinpa, Abuja, Nigeria

Email: info@aficapolling.org / aficapolling@gmail.com
Website: www.aficapolling.org

>> ABOUT API

Africa Polling Institute (API) is an independent, non-profit and non-partisan opinion research think-tank, which conducts opinion polls, surveys, social research and evaluation studies at the intersection of democracy, governance, economic conditions, markets and public life; in order to support better public policy, practice and advocacy in sub-Saharan Africa.

API was established on the belief that citizens participation in democratic governance can deepen the continent's democratic experience, strengthen public institutions and promote social inclusion and national cohesion. Consequently, the Institute utilizes opinion research as a tool to advance citizens participation and inclusion in governance. API is independent of governments, political parties, commercial interests, trade unions and other interest groups.

Our vision is to become a leading opinion research think-tank in Africa, championing “good governance” by promoting access to credible research data and evidence to support state and non-state actors.

Our mission is to promote the conduct and dissemination of credible Africa-led and Africa-owned opinion polls, surveys, social research and evaluation studies to inform better decisions, public policy, practice and advocacy.

➤➤ FOREWORD

Inclusion happens where people believe in it and where they want it to happen. We at the National Commission of Persons with Disabilities want to thank the African Polling Institute (API) for helping us to develop the diagnostic tool while working with our team, the leaders and organizations of the persons with disabilities, the Joint National Association of Persons with Disabilities (JONAPWD) and other National Organizations working within the disability nexus in Nigeria.

The National Commission for Persons with Disabilities (NCPWD) was established by the Government of Nigeria under section 31 of the Discrimination against Persons with Disabilities (Prohibition) Act 2018 to among other things promote the Right of (PWDs). As part of efforts to carry out this mandate, we have developed a 5-year strategic plan that will enable us to address some of the barriers facing persons with disabilities in Nigeria in line with the United Nations Convention on the Rights of Persons with Disabilities which we as a country is a signatory to.

We appreciate the collaboration between Africa Polling Institute (API), National Commission for Persons with Disabilities (NCPWDs), and stakeholders in coming up with this tool. This is coming at the right time for us as it aligns with the strategy to make sure that both public and private sector organizations become more inclusive of Persons with Disabilities in Nigeria. The tool will enable our Commission to provide the necessary guidance and enforcement of accessibility standards across Ministries, Department, and Agencies of Government and within the private-led sectors in Nigeria.

The National Commission for Persons with Disabilities including our Parent Ministry, and the Federal Ministry of Humanitarian Affairs and Social Development wishes to express its gratitude to all the individuals and organizations that contributed time and professional expertise to the development of the Disability Diagnostic Tools in Nigeria. We appreciate the contributions made by the Africa Polling Institute with the support of the Ford Foundation in providing financial and technical support to the development of this document. We attribute the timely completion of this document to the extraordinary cooperation we received from the aforementioned.

Conclusively, the diagnostic tool is an addition to the wealth of knowledge on disability inclusion and it is my fervent hope that the reading public will find it useful as a guide in Disability Inclusive Development plan and work.



James David Lalu NPOM
Executive Secretary
National Commission for Persons with Disability (NCPWD)



➤➤ PREFACE

I am very excited to share with you all the first Disability Inclusion Assessment and Diagnostic Tool for institutions in Nigeria, prepared by Africa Polling Institute (API) in collaboration with the National Commission for Persons with Disabilities (NCPWD) and with the support of Ford Foundation.

The United Nations understands that Disability is a cross-cutting development issue. Hence, the promotion of disability inclusion is referenced in various parts of the Sustainable Development Goals (SDGs) and specifically in **Goals 4, 8, 10, 11 and 17**. Disability inclusion has a critical role to play in Nigeria's race towards achieving and sustaining the United Nations global development agenda, SDGs 2030. Various studies have shown that persons with disabilities are more susceptible to poverty, which further worsens their conditions. If Nigeria as a developing country is not addressing disability issues, barriers and challenges in its planning and implementation, it will not be able to achieve the goals of sustainable development, and societal change will not be realized.



The passage of the Discrimination against Persons with Disabilities (Prohibition) Act, 2018 into law, by President Muhammadu Buhari, provided a giant leap and the foundational policy for promoting the inclusion of PWDs in the country. Based on this stride by the federal government, the 36 states, including the FCT are expected to domesticate the Act to create a more inclusive society across the country.

This disability inclusion assessment and diagnostic tool is a highly important practical resource to help all 36 states in the country, including the federal capital territory, Abuja to plan and systematically integrate the different needs of persons with disabilities in their programmes and outcomes. Also, it will ensure that to a great extent, the letters of the Discrimination against Persons with Disabilities (Prohibition) Act, 2018 are well adhered to.

This diagnostic tool is a giant step toward strengthening organizational and individual capacity to undertake disability mainstreaming in their programmes and to advance advocacy and policy commitments on disability inclusion. This tool also provides practical guidance and clarity on how to identify and address accessibility barriers experienced by persons with disabilities and tools needed for basic universal and accessibility principles embedded within an organization. It further highlights what needs to be in place to ensure persons with disabilities are mainstreamed effectively and how they can be fully integrated into society.

We hope you will find this tool to be useful in your efforts to strengthen disability inclusion in society, ensuring no one is left behind and also drive the needed change in your advocacy methods.

Professor Bell Ihua (PhD Kent)

Executive Director, Africa Polling Institute (API)

➤➤ ACKNOWLEDGEMENT

The Disability Inclusion Assessment and Diagnostic Tool for institutions in Nigeria is produced by Africa Polling Institute (API) in collaboration with the National Commission for Persons with Disabilities (NCPWD), with support of Ford Foundation.

First, we would like to express our gratitude to the team of researchers led by Dr Israel Balogun, Dr Feyishola Kadiri, Senior Research Fellow, API, Mr. Olajonrin Segun, Senior Research Manager, API, Mr. Ekene Okonkwo, Senior Research Associate, API, and Ms. Amarachi Charles, Manager, Corporate Services and the entire API team who worked on the tool. Also we thank representatives from the various organization of persons with disabilities who attended the validation workshop on the diagnostic tool. Their useful comments on the draft tool helped enhanced the overall outcome of the tool.

Second, we also appreciate Mr. James Lalu, Executive Secretary NCPWD and Mr. Lawrence Idemudia, Director of Social Integration NCPWD who were both actively involved in the development process of this tool.

Specifically, we wish to acknowledge the support of Ford Foundation, Office for West Africa, for providing the funding to produce this diagnostic tool and other advocacy components, under the Nigeria Disability Research Project. Special thanks to Mr. Dabesaki Mac-Ikemenjima, Senior Program Officer for his immense support and contributions.

Signed

Dr. Olugbenga Ogunmefun

Director of Research and Institutional Strengthening,
Africa Polling Institute (API)



INTRODUCTION

The importance of having an accessible environment is gaining traction globally. This is because more than 15% of the World's population are living with one form of visible or invisible disability in the society, and the awareness brought about by the coming into effect of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) has created a paradigm change in the way that disability is perceived globally.

With the passage of the Anti-discrimination Act 2018 by the Nigerian Government in 2019 and the subsequent establishment of the National Commission for Persons with Disabilities, the need, therefore arose for proper diagnostic tools to help track the progress made on inclusion across both private and public organizations in Nigeria.

To this end, Africa Polling Institute (API), an independent, non-profit, and non-partisan opinion research think-tank, which conducts opinion polls, surveys, social research, and evaluation studies at the intersection of democracy, governance, economic conditions, and public life; to support better public policy, practice and advocacy in Africa thought it necessary to be at the forefront ensuring that the necessary Diagnostic Tools necessary for a measuring gauge of institutions, both public and private is developed. As such, with support from the Ford Foundation, API has put together such diagnostic tools to track and measure the level of organizations' compliance on disability inclusion.

Being disadvantaged at every turn should not be the norm anymore, and global best practices in issues relating to people with disabilities has to be followed to the letter, in all spheres of both public and private life. In what is generally recognized as a “paradigm shift” in attitudes and approaches to persons with disabilities, the UNCRPD no longer regard disability as a personal condition or individual deficit but rather as a result of “the interaction between persons with impairments and attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others.”

(Preamble). For example, a wheelchair-user might experience difficulty gaining access to a building such as a library not because of the wheelchair, but because of environmental barriers such as inaccessible staircases, narrow aisles, and so on (Anne Sieberns, 2018).

“Universal design” is defined by UNCRPD Article 2 (2018) and means the design of products, environments, programmes, and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. In other words, the twin-track approach must be used towards promoting the inclusion of persons with disabilities across institutions. A twin-track approach refers to an approach that promotes the fundamental human rights of persons with disabilities through a combination of mainstreamed and targeted interventions. In the twin-track approach, two courses of action are pursued simultaneously:

- A** Measures should be adopted to make general-public services, processes, and institutions more accessible to a discriminated group.
- B** Significant steps should be taken, specifically aimed at empowering that group across all levels within the institutions.

This Diagnostic Toolkit offers a starting point for those wishing to deepen their understanding and application of disability inclusion across the scope of their work and organizations and create an enabling environment for persons with disabilities towards maximizing their potential on an equal basis with others without disabilities. In addition, it aims to provide guidance, clarity, a practical framework, and tools needed for basic universal and accessibility principles embedded within an organization.

>> PURPOSE

The purpose of this tool is to:

- 1** Contribute to an understanding of intersectionality that bridges the gap between theory and practice as it relates to disability inclusion.
- 2** Help practitioners, recruiters, policymakers, and advocates mobilize efforts towards promoting disability inclusion as part of their policies, programs, and services.

This Diagnostic Toolkit is not exhaustive but focuses on pertinent and critical areas that will guarantee minimum accessibility standards for disability inclusion across organizations and institutions in the Country. It has five categories with each focusing on the accessibility requirement.

It is worthy of note that this tool was adopted from previous tools and validated by leaders of persons with disabilities in Nigeria. API working with people with disabilities and their representative organizations and key stakeholders in Nigeria have come up with a framework that will enhance organizations taking cognizance of the need for inclusion across their workspaces and environment.

While we acknowledge that change is a process and it is going to take time for most organizations to become inclusive, an action plan is needed following the use of this tool.

We want to thank the Ford Foundation for generously supporting the process of developing this tool. We are grateful to the National Commission for Persons with Disabilities led by Executive Secretary James Lalu and his amazing team for their tremendous support throughout this process of its development.

DISABILITY INCLUSION ASSESSMENT AND DIAGNOSTIC

INDIVIDUAL SELF-ASSESSMENT TOOL

Completed by: _____

Date: _____

1.0	Aspect 1 -Technical capacity on disability inclusion	0	1	2	3	4	N/A	Comments
1.1	I understand the need for disability inclusion in the organization (i.e., has time allocated to disability inclusion)							
1.2	I received Disability inclusion orientation/mandatory training in my organization (i.e., regular orientation on the rights of persons with disabilities and supported to work on inclusion)							
1.3	I incorporate Disability inclusion into all programs planning, implementation, and M&E strategies for our organization							
1.4	I have taken steps to ensure that our organization is partnering with other organizations that support technical capacity (i.e., DPOs and civil society working in the field of disability, etc)							
1.5	I ensure that all programs collaborate actively with DPOs and disability service providers (including government)							
1.6	I work to ensure that our organization is systematically offering orientation on the rights of persons with disabilities to their local partner organizations (i.e., capacity building)							
1.7	I have heard about laws and policies governing disability inclusion							
	Subtotals							Total (average)

2.0	Aspect 2 – Accountability	0	1	2	3	4	N/A	Comments
2.1	I usually ensure that data on disability, age and gender is collected in all programs and projects							
2.2	I have been involved in raising disability awareness in job descriptions and/or in performance criteria for all staff in the organization							
2.3	I usually ensure that Disability inclusion from a rights-based perspective as a crosscutting issue is included in our organizational strategy documents as a key issue for organizational effectiveness (e.g., strategy, annual reports, etc).							
	Subtotals							Total (average)

3.0	Aspect 3 - Political will	0	1	2	3	4	N/A	Comments
3.1	I am aware that the senior management actively supporting and taking responsibility for the integration of disability inclusion across the organization (including human resource (HR), corporate, programs, media, and communications)							
3.2	I understand that HR is actively supporting the recruitment of people with disability to the workforce (i.e., affirmative action, such as job ads in disability networks)							
3.3	I am aware that people with disabilities are represented at all levels of the organization, including in senior decision-making and governance positions taking cognizance of the disability types (visible and invisible disabilities)							
3.4	I am aware that our organization is budgeting adequately using the financial resources to support disability inclusion, including to reasonably accommodate people with disabilities in the organization and in its activities							
3.5	I am aware that our organization infrastructure is accessible (i.e., the whole workplace)							

3.6	I am aware that our organization's information and communications are accessible (i.e., website, brochures, etc)							
3.7	I understand that our organization is promoting inclusion to others; these range from lobbying, advocacy, and networking activities, including at the CEO/senior level and project staff							
3.8	I am aware that all events conducted by the organization are inclusive							
3.9	I am aware that our organization is systematically including persons with disabilities in Humanitarian Response							
	Subtotals							Total (average)

4.0	Aspect 4 - Inclusive Culture	0	1	2	3	4	N/A	Comments
4.1	I am aware that our organization practices disability inclusion seriously and discussed it openly with staff across the organization							
4.2	I am aware that people with disabilities are employed in the organization							
4.3	I am aware that staff are encouraged to identify where reasonable accommodations will support their work							
4.4	I know that there is an informal or formal mentoring program and Inservice training initiated in the organization for people with disabilities							
	Subtotals							Total (average)

5.0	Accessibility Components	0	1	2	3	4	N/A	Comments
5.1	Outdoor Area							
5.1.1	Is the car park clearly signed?							
5.1.2	Does your car park have a solid, firm, non-slip, durable surface, i.e., no loose materials such as gravel or sand?							
5.1.3	Is the car park level? I.e., gradient no greater than 1:220 (3-degree angle). If the gradient is greater this should be designed as ramped access.							
5.1.4	Is there a suitable pathway running from parking spaces to the entrance? Ideally, pathways should be a minimum width of 15000mm, with passing places at least 18000mm wide and 2000mm long.							

5.1.5	Does your car park have designated accessible car parking spaces and are they clearly marked?						
5.1.6	If required to cross a vehicular route, has tactile paving and a dropped curb been used? Is there a controlled crossing point such as a zebra crossing?						
5.1.7	Where there are up to 34 bays, the minimum requirement is 2 accessible bays; otherwise, 6% of the total number of bays must be accessible. Does your car park have a suitable number?						
5.1.8	Accessible bays should be 3600mm wide (3200 minimum) and 6000mm deep (Inc. 1200mm rear transfer zone). Do yours fit these criteria?						
5.1.9	Do you have a set down area by the front door where visitors can be dropped off or loaded? Is this clearly marked? Is there a bench or other seating which persons with disabilities can use when waiting?						
5.2	<i>Pathways and Routes</i>						
5.2.1	Width of paths – have the following been considered? 2.0m: room for 2 wheelchairs, or two people, side by side. 1.5m: room for 1 wheelchair plus pedestrian alongside 1.0m: room for 1 wheelchair with no room alongside. On busy routes, passing places are particularly important. Where appropriate, these may also provide seating. Are benches provided at intervals no more than 50m apart?						
5.2.2	Path materials – have the following been considered? Surfaces should be well constructed and should give firm, non-slip, level access. Loose materials, such as gravel, are unsuitable and should not be used for main circulation routes						

5.2.3	<p>There is a wide range of materials available and the main ones are outlined below:</p> <p>In-situ concrete- use with a textured surface to give extra grip. Asphalt and Tarmac: Low cost, low maintenance, and durable. Should be laid between solid edges. 'Stickiness' in hot weather can be a problem.</p> <p>Hoggin: Informal appearance, good grip, and level firm surface as long as it is well prepared and constructed. Has a tendency to rut easily, particularly under wet conditions, and can be muddy.</p> <p>Self-binding gravel: Notes as per hoggin. Brick paviors are useful for introducing contrast into hard surfaces, or for edging. Good construction is essential - poorly laid bricks are a hazard.</p> <p>-Wood: Risk of becoming slippery. Can be coated with hot bitumen and sharp sand to improve grip. Must be laid at right angles to the direction of travel so as not to trap wheelchair wheels.</p> <p>-Cobbles: should be avoided – slippery and uncomfortable</p> <p>-Epoxy-bonded resin aggregate: High cost. Attractive with a range of colours and grades. Can be a useful contrast material.</p>							
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5.3	Gradients, ramps and ramped access						
5.3.1	<p>Any routes that include a gradient are potentially hazardous and exhausting to people with limited mobility. Sometimes a slightly s gradient over a shorter length may be preferred to a very long ramp steeper</p> <p>Gradient 1:15 - recommended maximum gradient (4 degrees) 1:20 - preferred maximum gradient (3 degrees) Length–Ramp 1:15 should not exceed 10m without a resting platform. Ramp 1:20should not exceed 30m without a resting platform Resting platforms should be 1.8m long Width 900mm: minimum for one-way traffic. 1800mm: minimum for two-way traffic. A ramped building approach should be a minimum of 1200mm. Use textured surfaces on the approaches to ramps to provide warnings to people with visual impairments</p> <p>Handrails and kerbs Handrails should be provided on both sides. Low kerbs, minimum 40mm height, should be incorporated along the sides of ramps as wheel stops.</p> <p>Lighting If used after dark, ramps should be lit.</p> <p>Materials Select materials that provide a firm, level surface and are non-slip when wet or dry.</p>						

5.3.2	Where ramps exist do steps run alongside as some ambulant persons with disabilities find steps easier than ramps?							
5.3.3	Are ramps slip-resistant particularly when wet?							
5.3.4	Does the colour of the ramp contrast visually with the landing? Are landings a minimum of 1200mm long?							
5.3.5	Are handrails between 900-1000mm from the ground?							
5.3.6	Does the handrail continue past the ramp for at least 300mm?							
5.3.7	Does the ramp exceed 2m long, if so, is there a handrail on each side?							
5.4	Stepped access							
5.4.1	Has a hazard warning surface been used at the head and foot of the flight of stairs? The usual warning surface is corduroy.							
5.4.2	Does the hazard warning surface extend 400mm past each side of the people find steps easier than ramps?							
5.4.3	Is there a level landing at least 1200mm deep at both the top and bottom of the stairs?							
5.4.4	Does the hazard warning surface begin 1200mm before the first step and end 400mm from the first step?							
5.4.5	Do nosing's have a permanently contrasting material 55mm wide on both the tread and the riser? Nosings should not project if possible, however, a maximum overlap of 25mm is acceptable.							
5.4.6	Is there a handrail present on both sides?							
5.4.7	Are the rise of steps between 150mm and 170mm? Is the going of each step between 280mm and 425mm?							
5.4.8	Resting platforms, or landings, of approximately 1.8m should be provided for each 1.2m flight of steps.							

5.4.9	Is there an alternative to steps to reach higher levels if access is required? An alternative could be a passenger lift, a vertical platform lift, or a stair (platform) lift, which would preferably have a fold-down seat							
5.5	Main entrances							
5.5.1	Can persons with disabilities when visiting, enter your building by the same entrance as other visitors?							
5.5.2	Is the entrance clearly signed? Does it incorporate the International Symbol of Disability? Are signs displayed on the leading-edge side of the door so they can be seen when doors are open (except toilets)							
5.5.3	Is there level access into and through the main entrance?							
5.5.4	Is there a level landing at least 1500mm x 1500mm clear of any door swings immediately in front of the entrance?							
5.5.5	Is the threshold level of a maximum height of 15mm?							
5.5.6	Has weather protection been offered at non-powered entrance doors?							
5.5.7	A manual door will be deemed satisfactory if there is an unobstructed space at least 300mm on the pull side of the door to allow wheelchair users room to open the door. Is this space present? Sliding doors are favourable as they avoid the difficulties associated with swing doors and they save space.							
5.5.8	Is a revolving door present? If so is there an alternative available?							
5.5.9	Is the main entrance door power operated and if not do you think a disabled person could easily use it? If not a power-operated door opening and closing system are required either under manual or automatic control, automatic control using a sensor is the most suitable solution for all.							
5.5.10	Is the entrance free from hazards such as raised doormats?							

5.5.11	Is there a door entry system? If so, is this accessible to people who cannot speak or hear?							
5.5.12	Do glass doors have colour contrasting edging and door handles?							
5.5.13	Is the entrance lobby big enough for a wheelchair user or person pushing a pram to move clear of one door before opening the second?							
5.6	<i>Reception / Service counter</i>							
5.6.1	Has the reception desk or counter been lowered, or does it include a lowered section? (Counter height 110cm and knee recess depth of 50cm.)							
5.6.2	Is there sufficient space to move on both sides of the counter and sufficient space to fill out necessary documentation on the counter? If visitors need to wait to speak to a member of staff, are there chairs available for them to sit down if necessary? Are the chairs of differing heights and some with arms to accommodate those who have difficulty getting on and off chairs?							
5.6.3	Is there space for wheelchair users to sit alongside their companions in the waiting area?							
5.7	<i>Communication</i>							
5.7.1	Are maps of the building and other areas available to help people navigate around the facility?							
5.7.2	Are the main sections of your building, such as the reception, toilets, and waiting area clearly signed?							
5.7.3	Are the main sections of your building, such as the reception, toilets easily navigated by persons with disabilities							
5.7.4	Do the reception and any main meeting rooms have a hearing induction loop?							
5.7.5	Do you provide information in a range of accessible formats including what is available on your website?							

5.7.6	Do you use a clear font for your own publicity and information, such as Arial, and at a minimum size of 12?							
5.8	<i>Internal circulation</i>							
5.8.1	If there are internal steps, is there an alternative route? See stepped access for specifications.							
5.8.2	Are internal doorways at least 750mm wide							
5.8.3	Are manual door handles lever types, at a height range of 80-105cm, and contrast visually with their backgrounds? If so, to what extent is the colour contrast?							
5.8.4	If your business operates on more than one floor, to what extent can persons with disabilities freely access all floors? A passenger lift is the most suitable means of vertical access, where this is not possible a vertical lifting platform (platform lift) may be considered, in exceptional circumstances a wheelchair platform stairlift may be considered as long as it does not form an obstruction in an escape route							
5.8.5	Do internal walls have a strong colour contrast compared to the floor across all facets of the building?							
5.8.6	Are your internal doors easy to use for everyone? Do door frames contrast with the wall? Kindly, estimate to what extent is the colour contrast spread in the building.							
5.8.7	Is there an unobstructed space of at least 300mm on the pull side of the door so wheelchair users can open the door unassisted?							
5.8.8	Are fire doors (particularly corridors) held open using an electromagnetic device that releases the door to self-close when activated by a smoke alarm?							
5.8.9	Do corridors have an unobstructed width of at least 1200mm? Where the width is less than 1800mm there should be passing places at least 1800mm wide and long at regular intervals, e.g., Corridor junctions.							

5.8.10	Are floor finishes slip-resistant?							
5.8.11	Is there a clear way finding system?							
5.9	<i>Refreshment facilities</i>							
5.9.1	Do all users have access to the facilities?							
5.9.2	Is there a shared refreshment area for staff (e.g., for tea making)? 850mm above the ground with at least 700mm clear floor space beneath?							
5.9.3	Is there a bar that has part of the working surface no more than 850mm above the ground?							
5.9.4	Do the restaurant /café areas have adequate space for wheelchair users and those using pushchairs to comfortably maneuver around the area and between the aisles?							
5.9.5	Do you have some tables slightly higher and suitable for wheelchair users, who need arms to be folded down, or are all tables of adequate height? The minimum requirement for wheelchair users is 28-inches from the floor to the surface of the table.							
5.9.6	Do the table legs allow space for wheelchair users to fit under the table? There should be 30 inches between table legs.							
5.10	<i>Toilets</i>							
5.10.1	Is there at least one unisex accessible toilet?							
5.10.2	Is the accessible toilet located at ground level and/or at the same level as other key facilities such as reception and waiting areas?							
5.10.3	Does the accessible toilet house baby change facilities? This should be avoided where possible; otherwise, there should be adequate space to accommodate both.							
5.10.4	Have lever-type controls on flushes, locks, and taps been used, as these can be used using a closed fist?							

5.10.5	Does the toilet have an assistance alarm that drops all the way to ground level? Does the cord have two red handles, one 100mm and another 800mm-1000mm above ground level?							
5.10.6	Is it clear of obstacles and wide enough for a wheelchair user to turn their chair around inside? The standard size should be at least 2200mm long x 1500mm wide. Is the toilet itself in the center of one wall allowing a wheelchair user to then transfer from either the left or the right? Otherwise, two cubicles might be required as some people are weaker on one side than the other.							
5.10.7	Is there a cubicle within any toilet block that allows use for ambulant disabled people? This should be fitted with support rails and include space to accommodate crutches etc.							
5.10.8	Do grab rails contrast visually with the wall?							
5.10.9	Is the transfer space alongside the toilet kept clear to the back wall?							
5.10.10	Do doors open outward?							
5.10.11	Is the accessible toilet the only toilet within the building and if so, is at least it 2m x 2.2m? Does it also include a standing height washbasin as well as the standard height washbasin?							
5.11	<i>Accessible Bedroom and En-suite bathroom Design</i>							
5.11.1	Is there a clear access zone, a minimum of 900mm wide around the sides of the bed? If a twin, with 700mm between the beds.							
5.11.2	Is there a turning space 1500x1500mm?							
5.11.3	Are 1 in 20 rooms wheelchair accessible?							
5.11.4	Are accessible bedrooms located on accessible routes leading to all the facilities?							

5.11.5	Are accessible bedrooms the same standard as the other bedrooms? Are handles on hinged and sliding doors easy to grip and operate and do they contrast visually from the door?							
5.11.6	Do all bedrooms have a visual as well as an audio alarm system?							
5.11.7	Does the bedroom have an emergency assistance alarm pull cord located next to the bed?							
5.11.8	Are openable windows reachable for wheelchair users and can they be operated using one hand?							
5.11.9	Are light switches large push pads and align horizontally with door handles, with the range between 900mm and 1100mm from the floor?							
5.11.10	Are wall-mounted sockets between 400 – 1000mm above the floor with preference being to the lower end?							
5.11.11	Does the bathroom have a roll-in shower or hoist above the bath?							
5.11.12	Does the bathroom have a wheeled shower chair and/or wall-mounted shower seat?							
5.11.13	Are there a suitable number of grab bars in the bathroom and do they contrast in colour with the walls and furnishings?							
5.11.14	Is there a raised toilet?							
5.11.15	Does the bedroom have lower hanging space in the wardrobe?							
5.12	<i>Emergency evacuation procedures</i>							
5.12.1	In an emergency, would you be able to evacuate persons with disabilities safely from your building?							
5.12.2	Are the fire alarms audible and visible to all? Do you have flashing lights for example rather than an alarm alone?							
5.12.3	Have your staff had appropriate Disability Equality and/or Manual Handling training to help them if they had to assist persons with disabilities from the building?							
	Subtotals							Total (average)

The meaning of the Score: To what extent does our organization demonstrate each aspect component?

0	This component is not/hardly ever-present in the organization
1	Sometimes addresses this component in the organization: A compliance mindset at best on this component; disability inclusion is being discussed.
2	Often addresses this component: There is the beginning of strengthening the organization towards disability inclusion; increased readiness
3	Mostly addresses this component: Achieved a lot in this aspect of disability inclusion and readiness, but requires further action to be consistent
4	Always addresses this component: Comprehensive and robust approach
Not applicable (N/A)	Not applicable to the organization or building (e.g., if the organization is too small to achieve employment of a person with a disability at every level of organization, or if there are no staff with disability employed it is not possible to state if reasonable accommodations are made)

Abbreviation

1. DPOs- Disabled Peoples Organizations
2. OPDs- Organization of Persons with disabilities

This Disability Diagnostic Tool was adapted from:

- The Australian Red Cross Gender Capacity Building Tool Pilot Version 27 September 2010
- O'Mara, J & Richter, A (2011) Global diversity and inclusion benchmarks: standards for organizations around the world. Retrieved from http://qedconsulting.com/files/GDIB_2011.pdf
- Findings of the CBM Australia ANCP Organisational Engagement with Disability Inclusion Research Project, October 2014, Disability Inclusive Development Department.
- Light for the World - Toolkit to support organization assessment on disability inclusion

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Centre Court,

46 Crescent, CITEC, 4th Avenue, Gwarinpa, Abuja, Nigeria.



www.africapolling.org



info@africapolling.org



+234 (0)806 484 1888



@africapolling