

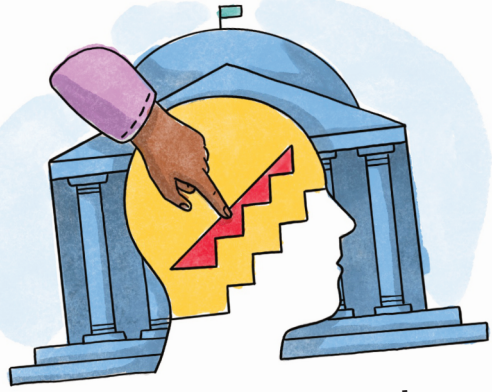
# Inclusion Needs Action

Real change starts with action. It happens when people challenge barriers, change mindsets, and create space for everyone. This poster is a roadmap to making inclusion a reality in development and humanitarian work. Each Post-it note highlights key measures at the micro, meso, and macro levels that will drive progress. You don't have to tackle everything at once, but keeping these elements in mind will help you to build a more inclusive and just world.

**Choose your actions. Drive change. Inclusion starts with you!**



**Raise Your Voice to Make it Heard!**  
sometimes, human rights need a reminder



**Train Ministries and Government Agencies**  
if they didn't get it, try again



**Let OPDs Lead the Way**  
they know best



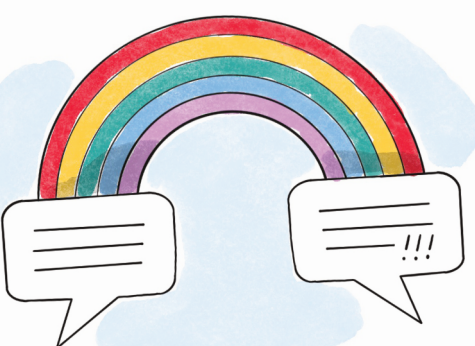
**Team up with Those Who Share Similar Needs**  
together, you're unstoppable



**Collect Data**  
support your insights with evidence



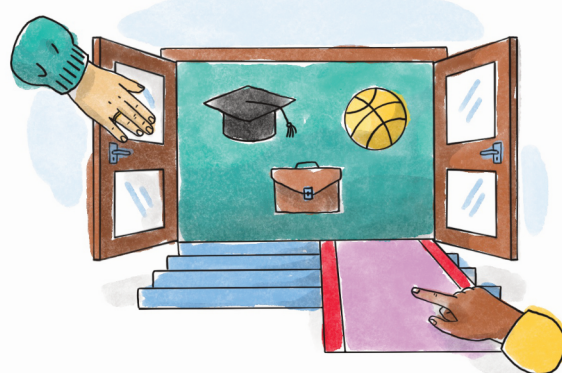
**Push for Legislation**  
enshrine disability rights in national law



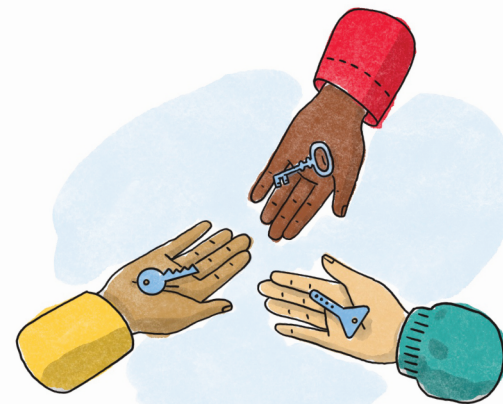
**Promote Exchange**  
share the wins and fails and learn



**Raise Awareness**  
on social media, on air, in conversations — everywhere



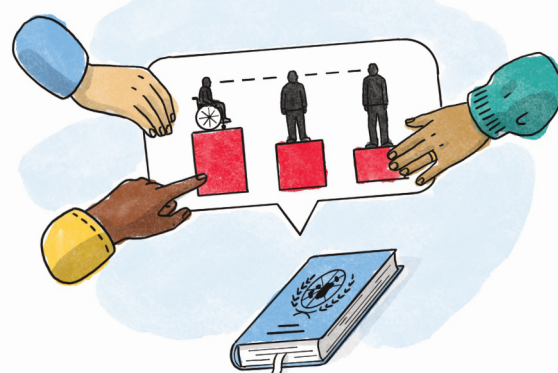
**Be the Game-Changer**  
open doors to schools, jobs and leisure



**Spread Best Practices**  
help others learn from you



**Empower for Self-Representation**  
that people with disabilities are heard, not spoken for



**Talk about Equality and Equity**  
use the UN Convention as your guide



**Start with Yourself**  
work inclusively



**Find Allies**  
together you're stronger



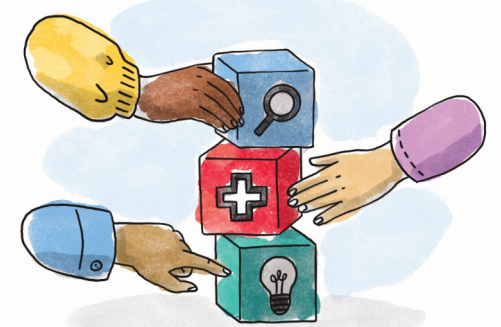
**Upgrade Social Workforces**  
well-trained professionals provide high-quality services



**Mind Intersectionality**  
different people, different struggles



**Smash the Stigma**  
inform about disabilities



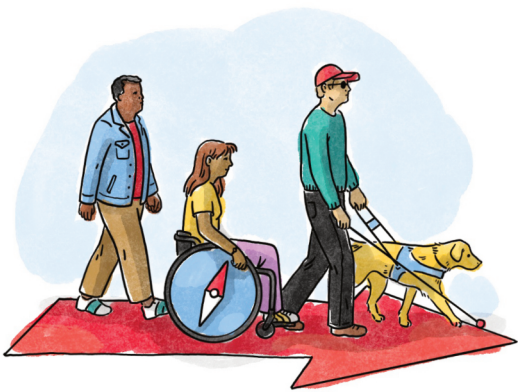
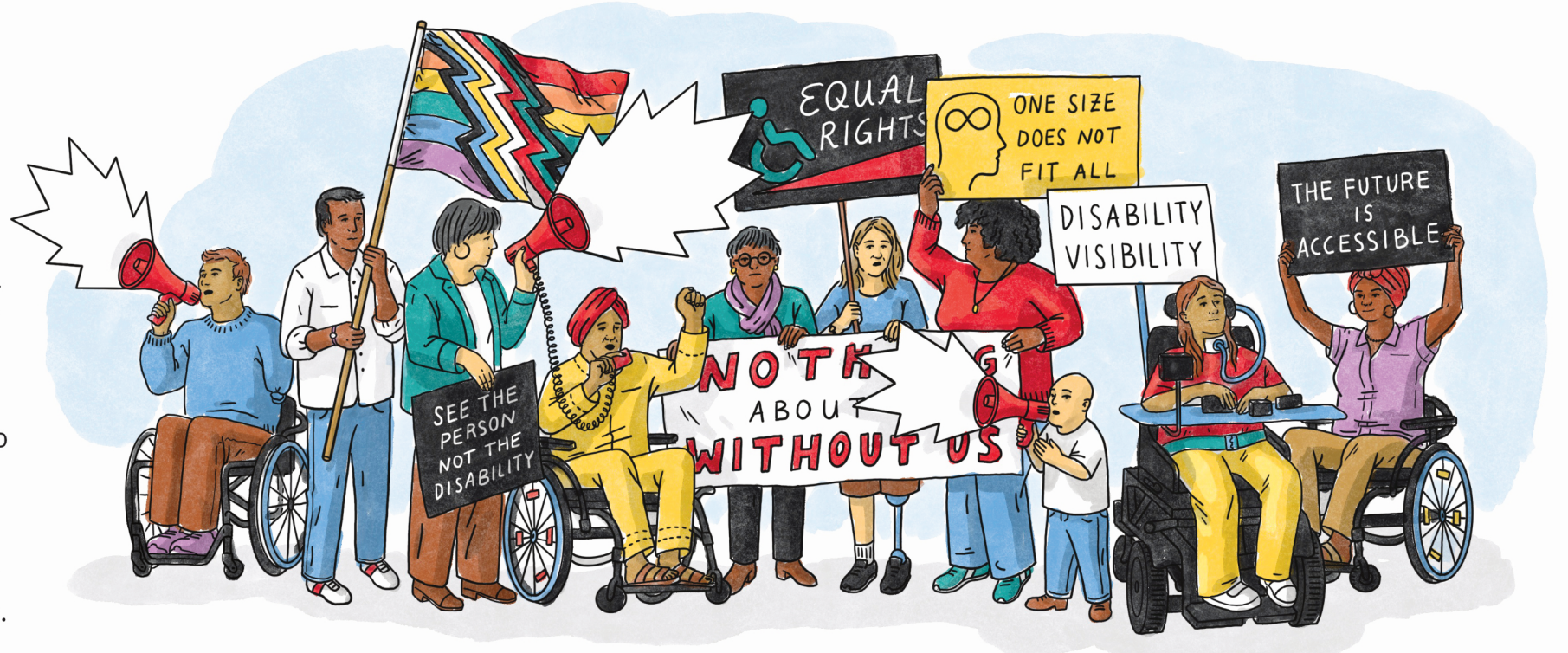
**Offer Services**  
in diagnostics, early intervention, therapy





# Inclusion Needs Voices

Inclusion isn't just a concept — it's something we put into practice every day. Here, our partners and clients share their experiences, challenges, and successes in making inclusion a reality. Their voices demonstrate what works, what still needs to change, and why every action matters.



Kassem Sabbah | Founder & Executive Director of Mousawat | Lebanon

“ I have experienced first-hand all the challenges faced by people with disabilities in Lebanon, from lack of accessibility to social stigma. At the same time, I've always tried to use my experience to inspire others in similar situations, whether they are Palestinian or Syrian refugees living throughout Lebanon or people in Gaza. I want to set an example and show that life in a wheelchair can be full of dignity and productivity. ”



Sonja Hanco | Project Coordinator of Caritas Arequipa | Peru

“ In Peru, children have the right to inclusive education, but in reality, there are still many barriers. Promising pilot programmes are being introduced, but without guaranteed long-term funding, they are often short-lived. When the SAE programme — designed to integrate special education teachers into mainstream schools — was threatened with closure, parents and teachers took a stand. They protested loudly and their efforts paid off! This shows how important it is to remain vigilant and to keep pushing for inclusion. ”



Michael Kleutgens | Co-Founder of OPD Los Angelitos | El Salvador

“ We also offer our therapy services to people who are not officially recognised as disabled but who still need support — for example, the seamstress with chronic back pain or the pensioner with knee problems. In this way, we show that solidarity is not a one-way street but is based on mutual give and take. ”

Quotes are available in audio and easy language.



Luis Anibal Delgado Gaviria | Activist & Client of Caritas Pasto | Columbia

“ I have lost my fear of speaking in front of people, even in front of large audiences. I have learned to talk about my struggles, my fears, my strengths. I have learned so much — and that I can take responsibility, especially for people with disabilities. But I wouldn't call it a disability, I would call it different abilities that shape us, define us and make us unique. ”



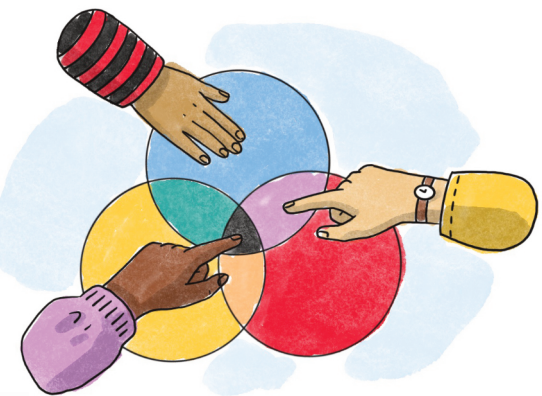
María Deyssi Pineda Campos | Activist & Board Member of OPD Los Angelitos | El Salvador

“ We want everyone to know that disability is neither a disease nor a punishment. Our children are human beings who deserve respect, and their rights must be upheld. Our community has a tremendous empowering effect. At Los Angelitos we learn to be fearless, to stand up and to resist. We are like one big family, we know each other and we support each other. My daughter Tatiana has cerebral palsy and she really benefits from being part of Los Angelitos: she meets new people, takes responsibility and forms her own opinion on various topics. ”



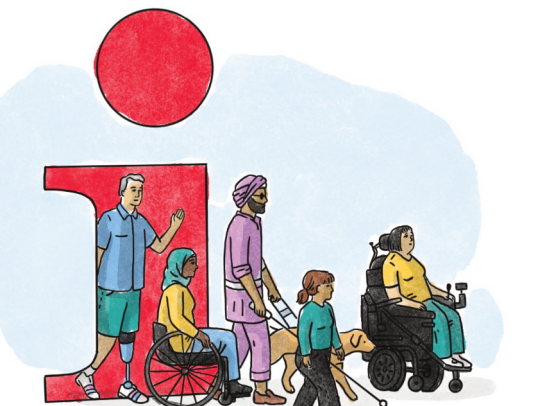
Umeda Munavvarova | Program Manager Caritas Germany Office | Tajikistan

“ Developing social work in countries like Tajikistan is crucial because social challenges don't solve themselves — they need trained professionals to provide real support. For too long, there has been a lack of standardised training, leaving social workers without clear guidance and people in need without adequate services. By developing professional training, creating standardised curricula in universities, integrating practical training opportunities and strengthening cooperation between NGOs and state institutions, we are building a system that truly includes those who have been left behind. ”



Dr. Madlin Sabry Azmy Ghobrial | Head of Caritas Egypt/SETI Center | Egypt

“ Families, especially those of young women and girls with disabilities, tend to be extremely cautious. Many fear that their daughters may be abused — either at work or on the way there — and often rule out public transport. To address these concerns, our vocational programme includes a special module on protection and self-advocacy. We equip young people with disabilities with the knowledge to recognise and respond to potentially harmful situations, such as sexual harassment. We work closely with families to find practical solutions. For example, we look for work opportunities in the family's neighbourhood or accompany mothers and children on their commutes to allay their fears and build confidence. ”



Nourhan | Participant of Sibling Program of Caritas Egypt/SETI Centre | Egypt

“ When Farah was born, my sister and I knew nothing about disability or what Down syndrome meant. All we heard from our parents was that Farah was not a 'normal' child. We watched our mum work with her, but we didn't interact with Farah in any way. When we grew up, our mother told us to come to the SETI Centre. There was a group of siblings who also had brothers or sisters with disabilities, and we've learnt a lot about Down's syndrome, how to deal with it, how to talk about it. Now we know how to teach Farah, how to play with her. We're no longer embarrassed to take her with us when we go out with friends. Now we know how to respond to anyone who makes a comment. ”

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