

1 Session Plan: Introduction to the CBID training

	National / Regional / District	
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Trainer's notes:

All trainers must read the Introduction to the Trainer's Manual before the training as part of the preparation as this provides essential information for this, and all future sessions.

Objectives

- To introduce the trainers and participants
- To introduce the objectives of the training
- To establish house rules
- To explain the terms CBR and CBID
- To describe human rights and disability
- To explain the evaluation form for the training.

Time allocated

- 100 minutes.

Resources needed

- PPT presentation
- A1 Poster of the training package logo
- A1 Poster of the CBR Matrix
- Whiteboard or flipchart
- Flipchart paper and markers.

For each participant:

- Participant Manual
- Timetable for the training
- Training evaluation form.

Trainer's notes:

Note: you can give participants the Participant Manual, Timetable and Evaluation Form at registration, or distribute at their seats before the training starts.

This session explains why the training package uses the term CBID. However, if the term CBR or another term is preferred in the country, this can be covered in this session. It is important to emphasize that whatever name is used, the multi-sectoral aspects of CBR/CBID as described in the CBR Guidelines, and implementing the strategy from a disability rights-based perspective are the most important considerations.

Preparation

Familiarise with:

- Relevant content of the Participant Manual
- PPT slides
- Training evaluation form.

Prepare:

- Full timetable for the training to suit the local context: trainers' version and participant version (see examples: the Trainer version shows the trainers and co-trainers for each session and has more detailed information on timings – the participant version is kept simpler to allow the training team room to adjust as needed)
- Evaluation form

Pin up:

- A1 Poster of the training package logo
- A1 Poster of the CBR Matrix.

Print for each participant and trainer:

- Participant Manual
- Timetable for training
- Training evaluation form.

Check:

- If and when your country signed and ratified the UN CRPD and confirm this when the UN CRPD is first mentioned in the session.

1.1 Introductions (40 minutes)

National / Regional / District

Networking for Community Based Inclusive Development (CBID) Training

Introduction



Welcome the participants.

Open the session with a word of prayer if this is customary.

Explain:

- This training is on **Networking for Community Based Inclusive Development (CBID)**: looking at how we can work together to ensure that development is inclusive of persons with disabilities and addresses their basic rights and needs across all sectors.
- In this session, we're going to introduce ourselves, agree some house rules for our training, and cover some of the basic concepts of CBID and disability rights.

Cover any housekeeping matters such as:

- Location of bathrooms, accessibility, accommodation, reimbursements, transport, refreshments, emergency procedures, daily timetable (start, finish, break times).

Introduce the trainers and participants. Use whichever method you prefer to do this.

Introduction to the CBID Training

- House (ground) rules
- Car park

CBID Introduction: 2

Ask participants to suggest house rules for the training - write them on a flipchart and put on the wall.

Head another flipchart sheet 'Car Park' and explain that if any topic comes up that cannot be dealt with within the session, it will be 'parked' and addressed at a later time.

Trainer's notes:

Having a 'Car park' will help keep the training on time, but remember to go back to it when you have time, or in the summary session at the end of the training.

1.2 Human rights and Disability (15 minutes)

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Explain: This training programme is all about the rights of persons with disabilities to inclusion. That means inclusion in every aspect of life, from education, to livelihoods, to family and community activities, to health – to everything.

Ask: Why is this training needed? Why don't people with disabilities automatically get included? **Acknowledge** responses.


The reality for persons with disabilities

- Persons with disabilities in society today – in every country of the world and most especially in less-developed countries – regularly and routinely face:
 - Unfairness
 - Injustice
 - Exclusion

CBID Introduction: 3

Emphasize that the reality is that persons with disabilities in society today – in every country of the world to different levels, and most especially in less developed countries – regularly and routinely face unfairness, injustice and exclusion.

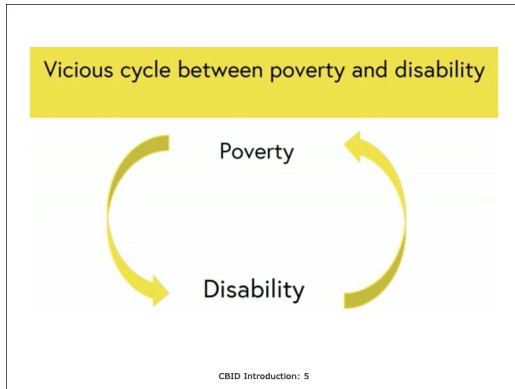
Barriers



CBID Introduction: 4

Explain:

- The discrimination and barriers that persons with disabilities face on a daily basis prevent them from participating in society on an equal basis with others.
- They are routinely excluded from education, employment and community activities, and denied the right to live independently.
- Persons with disabilities struggle to access medical treatment, justice, and even to vote.
- They are frequently treated with suspicion or pity.



Ask: Why do we talk of poverty and disability as a vicious cycle?

Acknowledge responses.

Explain:

- Such unfairness, injustice and exclusion results in poverty for most people with disabilities, when they fail to access education, healthcare, employment and all areas of life.
- Poverty and disability are also a vicious cycle: poverty can lead to disability for example, when people live in poor conditions with inadequate water and sanitation, and poor quality or insufficient food.

Explain: This training is about building the capacity of different sectors in society to break down some of the barriers facing persons with disabilities through the strategy of Community Based Inclusive Development (CBID). It is about supporting persons with disabilities to realize their human rights.

Human rights

- Provide legal guarantees of protection.
- Apply to everyone, regardless of race, sex, ethnic or social origin, religion, language, nationality, age, disability or any other status.
- Are a natural part of being human.
- Cannot be taken away or given up.

CBID Introduction: 6

Show the slide and explain:

- Human rights provide legal guarantees of protection.
- They apply to every individual globally regardless of their race, sex, ethnic or social origin, religion, language, nationality, age, disability or any other status.
- They are a natural part of what a human being is.
- They cannot be taken away or given up.

UN CRPD

- United Nations Convention on the Rights of Persons with Disabilities.
- First human rights treaty of this millennium.
- Catalyst in shift from viewing persons with disabilities as objects of charity to persons with equal rights.

CBID Introduction: 7

Explain:

- Community Based Inclusive Development (CBID) is an effective strategy to meet the articles of the UN CRPD.
- The UN CRPD was the first human rights treaty of this millennium. The Convention has served as the major catalyst in the shift from viewing persons with disabilities as objects of charity, medical treatment and social protection towards viewing them as full and equal members of society, with human rights – upon which the rights-based model of disability is built.
- We will be covering the UN CRPD in detail in a later session.

1.3 CBID strategy overview (20 minutes)

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The CBID strategy

- A rights-based strategy to meet the basic needs of persons with disabilities and promote their full inclusion in all aspects of society.

CBID Introduction: 8

- The CBID strategy is a rights-based strategy that meets the basic needs of persons with disabilities and promotes their full inclusion in all aspects of society.

The CBID strategy

- A multisectoral practical strategy to achieve inclusion.
- The strategy to achieve the rights enshrined in the UN CRPD.
- The CBID strategy provides for the practical implementation of the UN CRPD at community level.
- Engages society to remove barriers.

CBID Introduction: 9

- CBID is a practical, multisectoral strategy to achieve inclusion of persons with disabilities and their families in all aspects of development.
- It is a strategy to achieve the rights enshrined in the UN Convention on the Rights of Persons with Disabilities (UN CRPD).
- While the UN CRPD provides the broad policy and philosophy guidance, CBID provides for the practical implementation at community level – meeting basic needs, addressing poverty, and improving persons with disabilities access to health, education, livelihood, social and empowerment opportunities.
- It engages society to remove all barriers that exclude persons with disabilities.

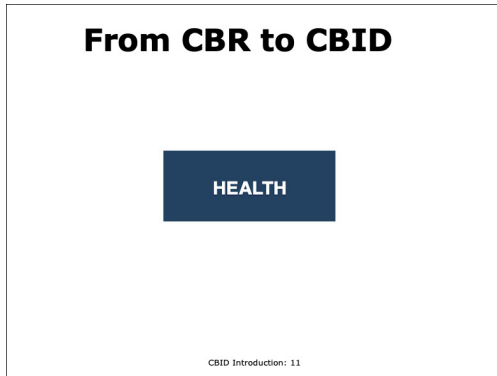
Terminology

- Community Based Rehabilitation (CBR)
- Community Based Inclusive Development (CBID)

CBID Introduction: 10

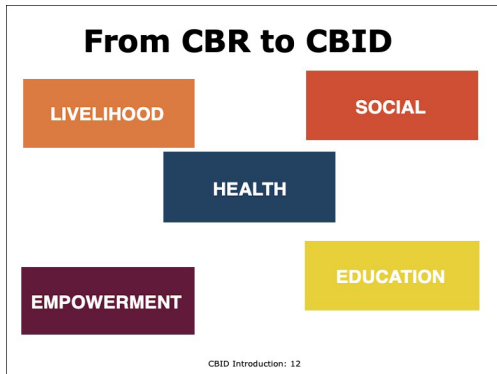
Explain:

- You may be more familiar with the term CBR.
- Both CBR and CBID are terms that continue to be discussed widely.
- This training uses and promotes the term CBID and we will briefly explain why.



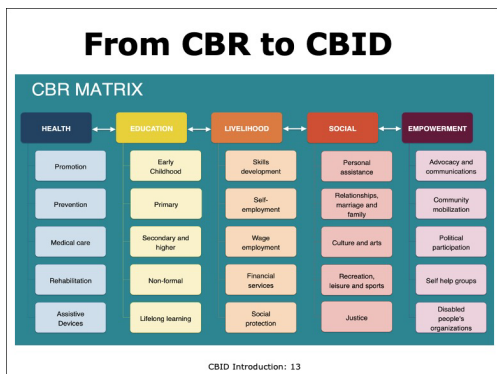
Explain:

- Originally, when it was introduced by the World Health Organization back in the 1970's, CBR was focused on medical treatments and related interventions, and rehabilitation was its cornerstone: health workers provided service provision for rehabilitation.



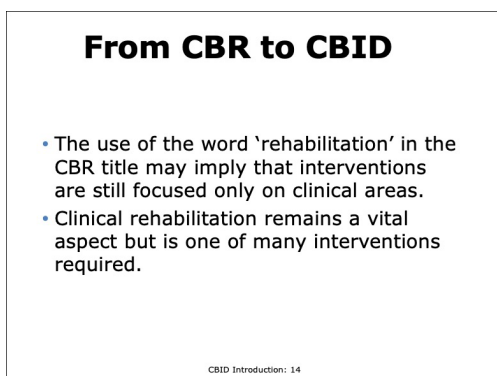
Explain:

- Over time CBR evolved – alongside attitudes in general related to disability issues – and it became a much broader strategy that promotes inclusion, participation and empowerment of persons with disabilities in areas such as education and livelihoods for example.



Explain:

- This broad mandate of CBR is summarized in the CBR Matrix within the CBR Guidelines, which were launched in 2010 and which we draw on for much of this training.
- We will look at the CBR Guidelines more in a later session.




Explain:

- However, although CBR is much more than clinical rehabilitation, the use of the word in the CBR title may imply that interventions are still focused only on clinical interventions.
- Rehabilitation is seen by many as only relevant to the clinical area, and rehabilitation in terms of empowerment, education, and social aspects of a person for example are not considered.
- But while provision of rehabilitation services remains a vital aspect of inclusive development, it is one of many interventions key to persons with disabilities achieving greater inclusion in all aspects of society.

From CBR to CBID

- CBR is a term that some development stakeholders, may still view as a medical only strategy.
- There are also CBR programmes whose approach remains very traditionally in the medical field who further fuel this perspective of CBR.



CBID Introduction: 15

Explain:

- Because of its history and its name, the term Community Based Rehabilitation (CBR) is one that some development stakeholders, including many Organizations of Persons with Disabilities (OPDs), may not understand in its current sense and may see it as a narrow strategy.
- Also, there are also some CBR programmes whose approach remains very traditionally focused on health issues only and does not promote or facilitate the empowerment of people with disabilities, who further fuel this perspective.

Ask: Why might that be a challenge?

Acknowledge responses and emphasize that If stakeholders view it as purely a medical strategy, they may dismiss it as outdated or irrelevant.

From CBR to CBID

- Inclusive development is a global strategy that development stakeholders identify with and see as their responsibility.
- Therefore, by using the term CBID in place of CBR, we can more strongly encourage everyone to take responsibility for the inclusion of all.

CBID Introduction: 16

Explain:

- Inclusive development is a global strategy that development stakeholders identify with and see as their responsibility.
- Therefore, by using the term CBID in place of CBR, we can more strongly encourage everyone to take responsibility for the inclusion of all.
- It should be emphasized that CBR as a term is not wrong, or outdated, but by promoting CBID the stakeholders involved in developing this training believe we can also more effectively communicate that in line with the Sustainable Development Goals (SDGs) that commit to 'leave no one behind', persons with disabilities must be included.

Ask: Does anyone have any comments or questions?

Acknowledge responses.

1.4 Training package objectives (25 minutes)

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Introduce the training package logo by pointing to the poster and/or the Participant Manual cover.

Ask participants to discuss with the person next to them what they think the logo represents.

Acknowledge responses and explain that the logo used throughout represents inclusion: the four diverse figures / elements are included equally in the whole.

Note: You can also demonstrate the logo with a diversity of co-trainers and/or participants in a culturally appropriate way such as by standing in a group of four with your arms on each other's shoulders, or holding hands.

Training package objectives

- Champion capacity building of the health, education, livelihood, social and empowerment sectors.
- Share some core aspects of a CBID strategy to achieve the UN Convention on the rights of Persons with Disabilities and 2030 Agenda.

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Explain this is a short introduction to the *Networking for Community Based Inclusive Development* training.

Describe the objectives of the training.

Training package objectives

- To better equip stakeholders at all levels to mainstream disability in their sectorial policies, programmes, budgets, resource mobilization and allocation, planning, implementation, monitoring and evaluation, and reporting routines.

CBID Introduction: 18

Continue with the objectives.

Training package

- Aligned with the rights-based approach to disability and development in line with the UN CRPD.
- Discusses the links with the 2030 Agenda and the Sustainable Development Goals (SDGs)
- Promotes the CBID strategy to realize the articles of the UN CRPD.



CBID Introduction: 19

Continue with the objectives.

Note that we will discuss the UN CRPD, the 2030 Agenda, and CBID in more detail as the training progresses.

Training package

- Successful implementation of a CBID strategy requires strong networking and collaboration of a range of stakeholders including duty bearers and rights holders.
- Therefore the training promotes the establishment of CBID Networks.

CBID Introduction: 20

- Because it is multisectoral, to work well, it requires strong collaboration and networking of a broad range of stakeholders.
- As part of this training therefore, we encourage the establishment of CBID Networks.

Trainer's notes:

Include the slide below if you are including the Training Skills sessions in this delivery

Training package

- Training skills component to train trainers in skills to share the training content further in formal or informal ways.



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Explain:

- Within the package, there are also specific sessions on training skills including presenting, facilitating, participatory training, adult learning, and the role of trainers.
- This is the training of trainers component that will help you as participants to share information from this CBID training in different contexts – which may be formal or informal.

Training package

Two levels:

- National / Regional / District Level
- Volunteer Level

CBID Introduction: 22

Explain:

- There are two levels of training. This level is aimed at people working at National, Regional and District levels and the other level is aimed at community level stakeholders including CBID volunteers and persons with disabilities.
- The Volunteer level includes some of the same topics, and some additional topics focusing on practical skills and knowledge needed at community level.

Introduction to the CBID Training

- Participant Manual
- Timetable
- Evaluation form

CBID Introduction: 23

Check that everyone has a Participant Manual, Timetable and Evaluation Form.

Explain that most of the evaluation will be done at the end of the training. However, Question 1 (left hand columns, headed *Before training*) should be completed now to gauge knowledge at the start of the training.

Allow participants a few minutes to fill out the first section of the form.

Explain:

- The Participant Manual contains more detailed information on each topic than can be covered in the sessions.
- Give a brief overview of the timetable highlighting some of the topics that will be covered to meet the objectives outlined earlier.

Ask if there are any questions.

Close the session.

