

# What are the five main challenges limiting the implementation of good practices?

## Together with Solutions

- Funding
- Training
- Bureaucracy/Politics
- Mindsets/will
- Technology

### Political Hackers

Blanket solution: monitoring and evaluation tool in place - data and surveys. Checks and balances in place. Transparency. Avoiding corruption. All sectors commit to political will.

- 1. Lack of cohesion and communication among government sectors
  - Monitoring of data
  - information gets lost as people change jobs
  - linked Green tape (not red tape)
- 2. Mindset of people working with disabilities
  - lack of education means that people are not empathetic/lack of sensitivity
  - people might not see that employing people with disabilities as a priority
  - so this issue is not pushed
- 3. Politics
  - lack of continuity when governments change
- 4. Financial constraints
  - overall funding
  - monitoring of the funds
  - people providing funds need to know how their money had been used
- 5. Human resources
  - availability of persons to deal with disability

- 1. Funding
  - equipment and resources in general
- 2. Lack of knowledge of technology
- 3. Closed mind attitudes
  - People have other priorities
- 4. Lack of relevant training
  - People willing, but no means to deliver
  - People providing training may not have skills relevant for working with people with disabilities
- 5. Stigma
  - Helping people understand about current technology and how it can make lives easier
  - people unwilling to participate for fear of being treated differently

### Force to be reckoned with (+ APUA)

Advocacy - giving people a voice; always speak up in support of people with disabilities.

- 1. Lack of data that exists on people with disabilities
  - need for data on skills set for people with disabilities
  - National database updated at least annually to formulate policy (Ministry of Social Development)
- 2. Lack of funding
  - Ensure legislation implemented allowing part of USF to finance projects for differently abled people
  - need to ensure that relevant legislation is implemented that requires USFs to fund people with disabilities
- 3. Government bureaucracy and red tape
  - Get buy-in from government showing benefits are greater than costs; and partnerships with private sector and civil society
- 4. Challenges of people with disabilities getting employed
  - In Trinidad one Association did a pilot test and 29/30 of such people are still employed - they produce high quality work, specially adapted buses to take people with disabilities to work
  - perception that productivity of people with disabilities is low
  - legislation on discrimination might be in place, but in reality is not delivered
  - hearing impaired people are paid less
  - But it depends on the employer - an example of someone who did get the same pay for the same work.
- 5. Need for high level training and better training facilities
  - especially for workplace
  - training the trainers

### Melée

- 1. Lack of unity among disability groups
  - groups pulling apart
  - need for oneness of mind
  - Callout
- 2. Lack of will
  - political change
  - has taken too long to get convention ratified
- 3. Lack of visibility in media
  - need sensitivity
  - Parking is a real issue
  - people parking in spaces for people with disabilities and nothing is done about it
- 4. Unwillingness to disburse funds
- 5. Insufficient training for people with disabilities to integrate in society
  - people are individuals first, and they can do
  - Should not focus on what they can't do
  - so much is needed and can be done
  - making training affordable as well

### TAB

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### Unlimited Abilities

- 1. Politics
  - disability may be there, but friends want to make a quick buck
  - Petition government in areas of policy and legislation: forming body to go to relevant people - families and stakeholders in formulating petitions
- 2. we don't have the technology available
- 3. community information - people need to know
- 4. Not enough funds to go around
  - Officials often say: "your community does not bring funds into the country so you don't deserve funding"
- 5. Need proper location for housing training for the people with disabilities.
  - outfitted with everything being disabled friendly
  - ramps, open doors, railings, bathrooms appropriate

### Additional ideas from individuals

- Partnership with CARICOM - lobbying all government Ministers so that it can play important role in funding of ICTs (role of PM of A&B)
- Training - have stakeholders discussions and workshop
- Mindsets - awareness programmes to educate the public

### Able Heart

- 1. Lack of training and awareness in ICT amongst the disabled community
  - follow up workshops on uses of devices
- 2. Lack of employment and income to be able to purchase technologies
  - Empowering ourselves to access training for job vacancies in ICT workforce
  - Help from government and private sector: computers as group project; accessing software for best practices; focus especially on unemployed women and children with disabilities.
- 3. Lack of software and information on "best" practices for people with disabilities
  - Fundraisers, partnerships, project writing, international organisations (such as hospitals) in respective area - may have charitable wings; sponsorship
  - Caring aids
  - wheelchairs
  - Prosthetics supported by digital technologies
- 4. Lack of funding for assistive devices
- 5. Training and data collection for people with disabilities in use of ICT to address disadvantages of people with disabilities
  - most of the time we have consultants looking to help us, we need research/monitoring to be done by people with disabilities, who really understand the issues
  - Need to have people with disabilities solving the challenges of people with disabilities

### SEN-CAPUA

- 1. Politics
  - too much red-tape
  - Authorities give you the run around
  - Engage them continuously in regards to good practices in priorities for people with disabilities
- 2. Finance
  - Prioritising is an issue
  - Encourage investment in people with disabilities; give funders all the good pointers
- 3. Human resources
  - Not enough people dealing with this
  - Training for teachers - encourage them to branch off into SEN - ensuring teachers will be prepared to deal with people with disabilities
- 4. Cutting edge technology
  - access limited
  - It is there, but very expensive
  - not very reliable
  - Working with NGOs - working with all stakeholders - showing them the benefits of investing in people with disabilities
  - Making best use of what we have; let's not complain, but use what we have to the best
- 5. General infrastructural development
  - Access into buildings
  - People cannot do business if on, for example, 3rd floor

### CARICOM

- 1. Lack of mobilising organised groups to strengthen the cause of the groups
  - fragmentation
  - Collaborate with other interest groups (Lions, Rotary) to help group members develop skills for themselves and become advocacy group
- 2. Bureaucracy and red tape
  - Implementation is delayed
  - Increase HR personnel in government departments to reduce time for implementation; encourage collaboration between departments providing linkages; encourage follow up by persons within interest groups and network with other interests groups in other islands
- 3. Funding
  - esp. for mobilisation
  - Mainstream policies dealing with persons with disabilities: NTRC Service providers contribute to USF which is used for a range of things including people with special needs. People with disabilities must be more self-actualised so as to access existing services
- 4. Mindset of leaders
  - Need to shift from seeing disability as a disease
  - Persons with disabilities must rally together, so that society will respond more positively to the cause. Nothing about us without us
- 5. Not enough people with disabilities in key positions to champion the cause (especially in media and senior government positions)

### Diversitec

- 1. Financing and fund dispersion
  - not being used for defined purpose
  - Project plan and publicise it - accountability becomes everyone's issue. Regulatory body with checks and balances
- 2. Regulations too broad
  - leaving room for ambiguity
  - amendments be made as implementation goes along
- 3. Red tape and bureaucracy
  - going through too many people
  - Time delays
  - Revise redundant parts of process
- 4. Lack of adequate Human Resources
  - especially among those already within departments
  - Training, and short term contracts - shadowing of other people
- 5. Priorities not clearly defined/co-ordinated
  - not knowing for whom is intended
  - e.g. tablet distribution
  - evaluation to check delivery according to request; check list

### Additional ideas from individuals

- people with disabilities should see ourselves as champion of our causes - we should press forward and make things happen with a clear voice
- Post-implementation and measurement - do we measure how well we have done against expectations
- Classification of people with disabilities - health and medical profs - we need proper diagnosis
- Families - understanding - some parents can overcome fears, and champion the cause of your child