



# CBM Switzerland Training and Consulting

Making Inclusion a Reality

## What Drives CBM Switzerland's Commitment to Training and Consulting?

The rights of the one billion people with disabilities worldwide (16 percent of the global population) are enshrined in the UN Convention on the Rights of Persons with Disabilities (CRPD). However, in practice, these rights are often not realised. People with a wide range of disabilities consistently face discrimination and barriers that hinder their full participation in society.

Moreover, many stakeholders question how to implement the "Leave No One Behind" principle and align with the goals of the 2030 Agenda. CBM Switzerland is committed to creating a more inclusive and equitable world where individuals, organisations, and institutions actively practice and promote inclusion, ensuring that no one is left behind. The rights of people with disabilities should be protected in accordance with the CRPD, and the principle of "Leave No One Behind" should be consistently applied. Our purpose is to support others in making this inclusion a reality.

## How can you achieve inclusion in development cooperation and humanitarian aid?

Examples of implementation:

- Mainstreaming the rights of people with disabilities into your standard processes
- Using non-discriminatory, respectful, inclusive language at eye level
- Actively consulting people with disabilities and their representative organisations
- Considering disability when producing and using data

CBM Switzerland offers training and consulting services for organisations and government institutions engaged in international cooperation. We collaborate with a global network of self-advocates and experts. In addition, we are part of a global network of advisors working in partnership with the disability rights movement for inclusion. This Inclusion Advisory Group (IAG) is an initiative of CBM Global Disability Inclusion.

## Who are the Training and Consulting Services For?

- Governmental development agencies
- Non-governmental organisations and nonprofit organisations in international cooperation
- Thematic networks in international cooperation
- UN sub-organisations
- Universities, technical colleges, and other educational institutions

Let's discuss your needs: Our services are tailored to individuals with diverse roles, experiences, and expertise.

## References and Testimonials

“With their expertise and interactive teaching methods, the moderators enabled the students to approach the topic from different perspectives and to develop concrete measures for improving development programmes and policies.”

*Kimon Schneider, former lecturer at the Department of Humanities, Social and Political Sciences, ETH Zurich*

“At FAIRMED, we strive to achieve the inclusion of people with disabilities across our organisation and in our work. With the support of CBM Switzerland, we trained our country representatives to effectively engage with organisations of people with disabilities and strengthen these partnerships. Based on this foundation, they have enhanced their capacity-building activities for organisations of people with disabilities and have also started collaborating to implement them.”

*Fabio Molinari, Head of Programme Division, FAIRMED*



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

Swiss Agency for Development  
and Cooperation SDC



ETH zürich  
**NADEL**  
Center for Development and Cooperation



**solidar  
suisse**

 **swisscontact**

## Our Services

### Awareness-Raising

- We sensitise employees and leaders about the rights of people with disabilities through online and in-person workshops for staff and management
- Employees learn about the rights of people with disabilities and translate them into obligations for development cooperation and humanitarian aid
- We reduce biases in your team and develop an understanding of the barriers faced by people with disabilities in development contexts

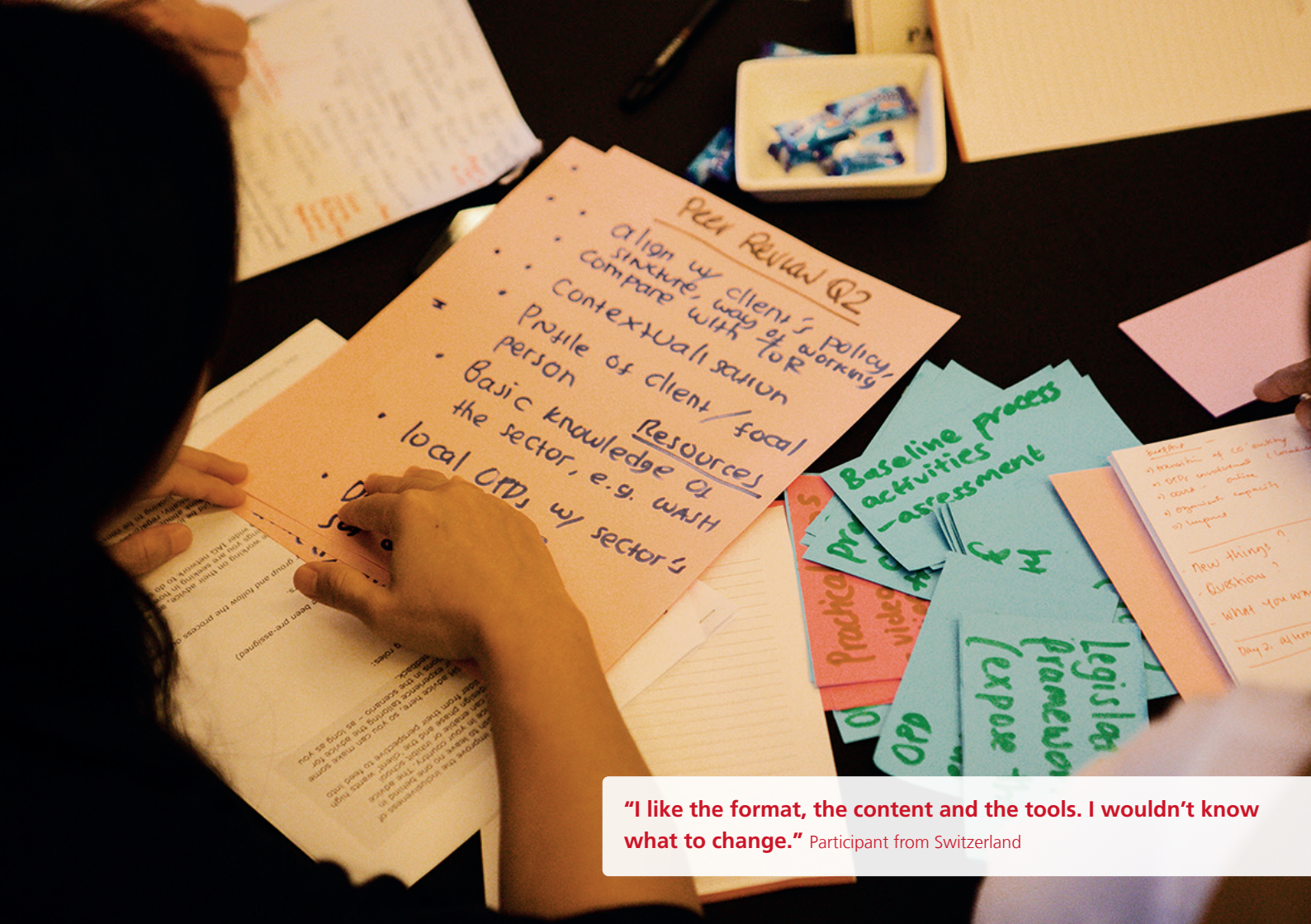


### Training

- We impart knowledge about inclusive international cooperation in a tried and tested series of learning events
- Training offers in-depth insights into topics such as inclusive disaster risk reduction, inclusive education, intersectionality, or inclusive humanitarian aid
- We support you in inclusive capacity and knowledge building for your staff and country offices
- Your organisation benefits from exclusive access to our Community of Practice, ensuring targeted implementation of the acquired knowledge







Peer Review Q2

- align w/ client's policy, structure, way of working
- compare with for
- contextualisation
- Profile of client / focal person
- Basic knowledge of the sector, e.g. WASH
- local ODDs w/ sector's

Resources

- ODDs

Baseline Process activities - assessment

- 1) identify of co' existing
- 2) ODDs involvement (baseline)
- 3) case - action
- 4) significant capacity
- 5) improved

Practice video

Legislation framework expose

ODD

New things? Question? What you want Day 2 after

**"I like the format, the content and the tools. I wouldn't know what to change."** Participant from Switzerland

## Consulting

- We provide tailored advice to help you create and implement your inclusive programme proposal
- We support you in drafting disability-inclusive policies, strategies, and projects
- With our assistance, you can develop inclusive approaches throughout the entire project cycle management process
- We review your processes and communication for inclusion
- We connect you with local, national, and international disability rights movements



## Collaboration Goals

You develop a clear understanding of the challenges faced by people with disabilities in your field of work and learn to communicate with respect and equality. Building on this foundation, you create inclusive policies and strategies while gaining the skills to identify and address barriers using appropriate tools and quality standards.

With these measures in place, you are equipped to organise accessible meetings and consultations, ensuring meaningful participation of people with disabilities throughout the project cycle. Additionally, you establish an inclusive system for monitoring, evaluation, learning, and data collection.

In collaboration with relevant organisations representing people with disabilities, you strengthen partnerships and empower individuals to advocate for themselves while fostering diversity and inclusion. Working alongside the disability rights movement, you conduct accessibility assessments and ensure that your efforts align with applicable frameworks and legal obligations.

# Effort and Time Commitment

## How long do the training sessions and awareness workshops last?

- The foundation modules each last three hours
- The advanced and specialisation modules each last four hours
- Since the modules are interconnected, they can be booked as a block and, if needed, combined with consulting services

## Where are the training sessions held?

- The sessions are preferably conducted in person
- The client is responsible for venue rental, catering, and logistics
- To ensure accessibility, the sessions can also be conducted online

## Are the sessions accessible?

- All CBM Switzerland events are designed to be accessible for all participants and facilitators, adhering to the principles of universal design

## What is the time commitment required for consulting?

- The scope of consulting services is discussed and defined collaboratively
- Consulting is usually combined with training and includes a self-evaluation at the start of the process
- Clients should plan for an internal time commitment of at least seven to ten working days
- On average, consulting projects span a timeframe of three to nine months



## **CBM Switzerland's Expertise in Disability-inclusive International Cooperation**

CBM Switzerland, as a member of the Inclusion Advisory Group (IAG), is part of a network of recognised experts in the areas of disability-inclusive international cooperation and adult education. We have many years of experience in planning and implementing disability-inclusive development cooperation and humanitarian aid projects.

CBM Switzerland works closely with Organisations of Persons with Disabilities – not only within its programmes but also in its training and consulting services.

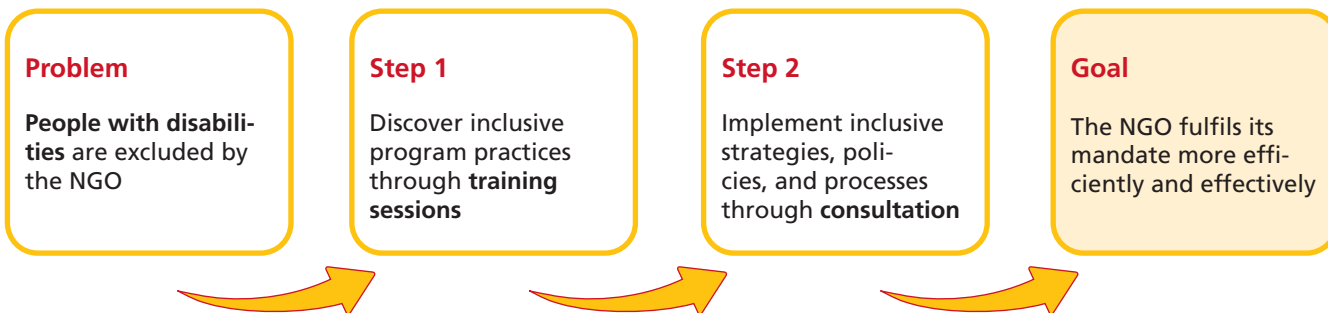
## The Impact We Make

“CBM conducted several specific workshops for Solidar Suisse to strengthen inclusion throughout the entire organisation. Developed together in close collaboration, the workshops were highly interactive, targeted, and practice-oriented.

Motivated by this, Solidar Suisse’s Burkina Faso programme organised an additional awareness workshop for the coordination team in partnership with CBM’s local representative in Burkina Faso. Inclusion has now been incorporated as a cross-cutting theme in Burkina Faso’s upcoming programme strategy.

In practical terms, this means that inclusion of people with disabilities will systematically be considered in every new project. Additionally, there will be a focal point for inclusion and gender within the team, and partner organisations will be made aware of this topic.”

*Serafina Haefeli, Programme Officer Burkina Faso, Solidar Suisse*





**“I particularly liked the flexibility of the workshop facilitators and the involvement of the experts (organisation of people with disabilities).”** Participant from Madagascar

## Would You Like to Implement Inclusion in Your International Cooperation Activities?

Contact us at [consulting@cbmswiss.ch](mailto:consulting@cbmswiss.ch)  
or 044 275 21 71.

Denis Hofer coordinates, plans, and delivers training courses and consulting services tailored to your needs.

Visit us online at [www.cbmswiss.ch/consulting](http://www.cbmswiss.ch/consulting)



Denis Hofer  
CBM Switzerland Training  
and Consulting



CBM Schweiz  
Schützenstrasse 7  
8800 Thalwil  
044 275 21 71  
[www.cbmswiss.ch](http://www.cbmswiss.ch)