



Everyone Participates!

## Introduction

The aim of this handbook is to assist municipalities in drawing up a Local Inclusion Agenda, an obligation based on the ratification of the UN Convention on the Rights of Persons with Disabilities. Because there are no fixed rules on the content of a Local Inclusion Agenda or on how a municipality should draw up its own agenda, in collaboration with the UN Convention Alliance the VNG has developed this handbook. The Alliance has assisted in preparing this handbook, and recommends that you consult your local 'experts through experience' when using this guide to draw up your Local Inclusion Agenda.

The handbook is the result of a wide-ranging analysis of all existing Local Inclusion Agendas (also those known by another name) and a series of meetings with experts through experience and staff at municipalities. The way this handbook has been drawn up covers all life domains, so that municipal policy with regard to all those themes take full account of all local residents, whether or not they have a disability.

## Why a Local Inclusion Agenda?

In July 2016, the Netherlands ratified the [UN Convention on the Rights of Persons with Disabilities \(referred to from now on as: the UN CRPD\)](#). With the ratification of the UN CRPD, an obligation was added to the Young Persons Act (Jeugdwet), the Social Support Act (Wmo) and the Participation Act (Participatiewet) to include in periodic planning information about how municipal councils are putting the convention into practice. The 'Van der Staaij and Bergkamp Amendment' expressed a preference for combining the periodic plans in a single integrated plan for the entire social domain.

At the same time, the [Accessibility Decree](#) specifies that all sectors, including government, are required to draw up an action plan describing how they are working towards the gradual realisation of overall accessibility, both inside and outside the social domain. You can use this handbook as a basis for a Local Inclusion Agenda action plan, in which, alongside people with a disability, you determine how your municipality aims to achieve overall accessibility (resulting in an 'inclusive society').

## Objective of the UN CRPD

The objective of the UN CRPD is to create a world that is accessible and inclusive, for everyone. Society must ensure the removal of the obstacles that people with a disability experience in participating fully.

The convention is a human rights convention: it describes the rights of people with a disability, an impairment or chronic illness to equal treatment and participation. To achieve these (human) rights, it is essential that access to education, employment, housing, the environment, information, buildings, mobility, appropriate care and support, participation and service provision are well organised.

For municipalities, this means that they must take appropriate measures to ensure that people with a disability can live as independently and as self-sufficiently as possible. In other words, so that people with a disability:

- have freedom of choice in where they live, how and with whom
- have access to care and services that provide them the necessary support to participate in society
- just like everyone else, have access to information, products, public facilities, social services, buildings and public space.

It is not necessary for all provisions and services in the municipality to be immediately accessible: the aim is to achieve gradual improvement. On the other hand, in developing new policy, you must always start by taking account of the position of people with a disability. Against that background, when it refers to the development of new products or new policy, the UN CRPD talks about 'design for all'. If when developing a policy you immediately assume 'access and usability for all' rather than 'access and usability for the average user', then you will exclude no one.

## **Who is the Local Inclusion Agenda intended for?**

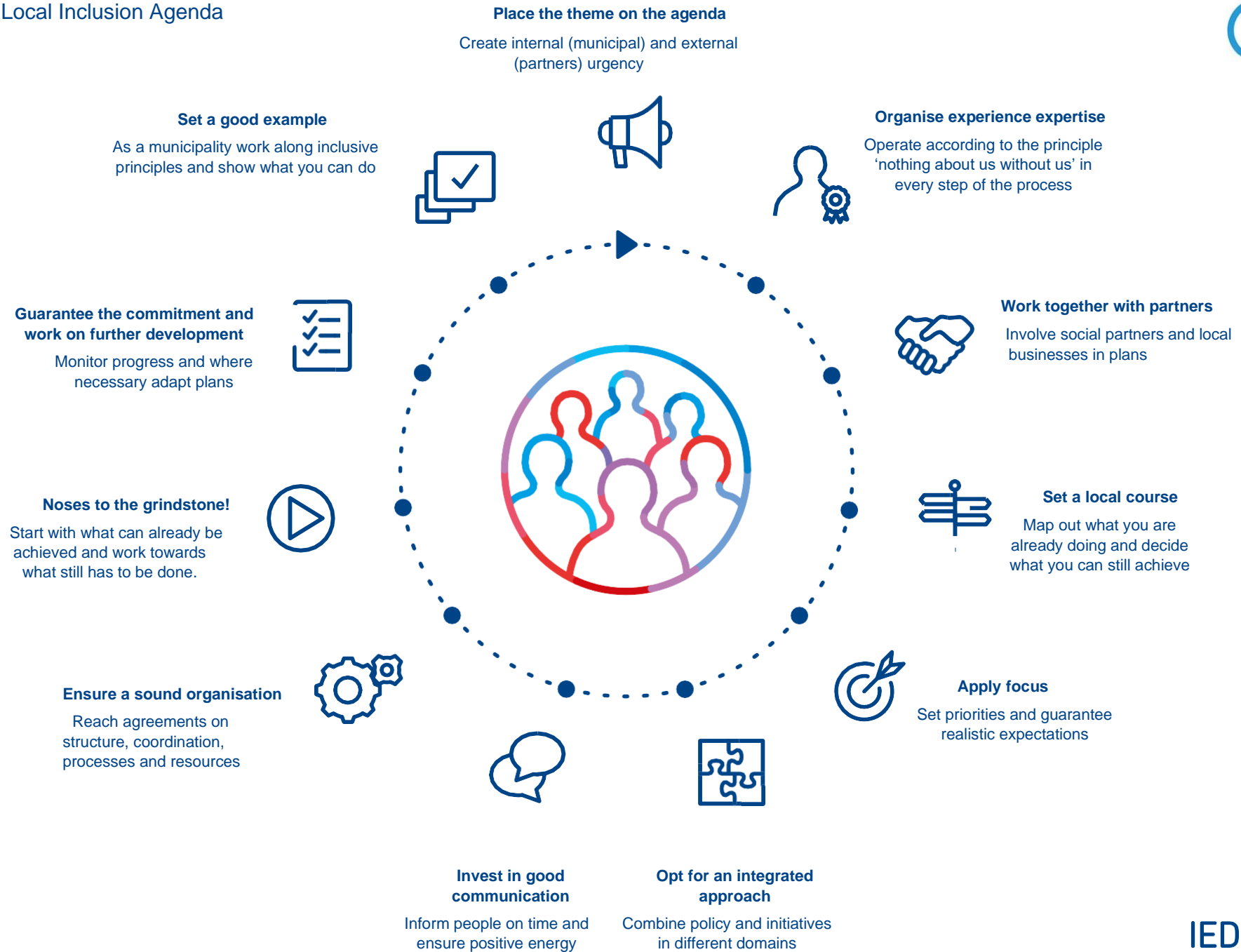
When drawing up this handbook, we took the description of the 'target group' in the national implementation programme [Unrestricted Participation Onbeperkt Meedoen!](#) as our starting point. This programme ties in with the UN CRPD which itself applies to: 'all types of disabilities that can limit people in participating in society. This includes physical and mental disabilities and chronic illness'. These impairments are experienced by people in all their life phases, from childhood to adolescence and from adulthood to old age.

In an inclusive society, everyone can participate, and no one is discriminated against or excluded. For people with an impairment or disability, an inclusive society means that they participate on the basis of equality, that they have control over their own life and that they have access to the same facilities and services as people without a disability.

The term 'inclusion' is often used to refer to a broader group. Not only the group of people with an impairment or disability, but also other groups who for different reasons are excluded from full participation in society, for example age, ethnic origin, sexual orientation or gender identity. Every municipality is of course entirely free, when using this handbook, to include these groups in drawing up a policy on inclusion.

## **The handbook: the whys and wherefores**

The handbook effectively consists of two parts. [The Roadmap](#), which describes how a municipality can best approach the process of preparing a Local Inclusion Agenda and the [Index](#), which describes the subjects to be included in the Local Inclusion Agenda. Both sections are explained on the next few pages.



# Roadmap Local Inclusion Agenda

## How do you arrive at a Local Inclusion Agenda?

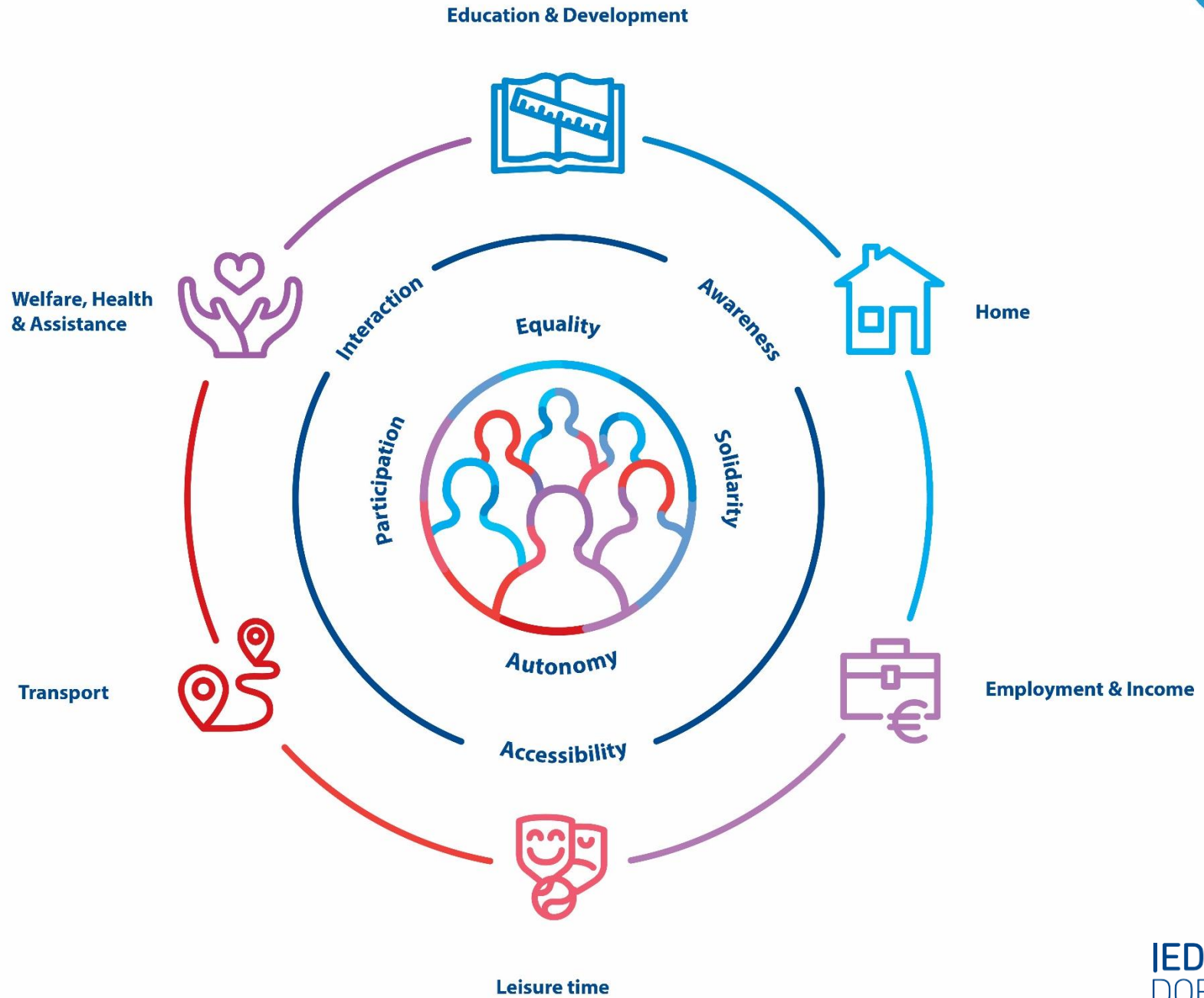
Together with municipalities and experts through experience, we have identified 11 key steps in the (further) development of local inclusion policy and embedding that policy in a Local Inclusion Agenda. The roadmap describes the steps and for each step identifies a series of focal points with examples from practice. The icons, that can be activated with a button click, correspond with the navigation subjects on the left.

At the **centre** of the roadmap is the icon: **All join in**. This shows the target group in question: people with a visible disability, people with a non-visible disability and people without an impairment or disability. In the roadmap, it also stands for the motto of the UN CRPD: 'nothing about us without us'. Only by ensuring that people with an impairment or disability are involved in the entire organisation process - at the start and in the development and implementation stages - can you be sure that you are really working towards an inclusive municipality.

Via [this link](#) you can see an animation about how we arrived at this icon. For people with a visual impairment, an audio description of this animation is available via this link (to follow).

**The starting point** of the Roadmap is marked by the arrow 'place the theme on the agenda'. However, this starting point will be different in different municipalities. Some municipalities have already taken a number of steps towards inclusion but have not yet embedded those steps in a Local Inclusion Agenda.

**The different steps** on the roadmap identify the key elements, and how each of those elements can be tackled by the municipality, step by step. It is a cyclic process in which the steps are repeated so that experts through experience and partners invest ever more heavily in an inclusive society.



# Index Local Inclusion Agenda

## What is featured in a Local Inclusion Agenda? The Index

The objective of the UN CRPD is to make the Netherlands accessible and inclusive for everyone. Society must ensure the removal of obstacles that people with a disability experience to participate fully. What does this actually mean? And what do you, as a municipality, need to work on? The Index specifically identifies those subject areas (life domains) that need to be included in a Local Inclusion Agenda, and according to what principles, and to what eventual purpose.

If you look at the index, you will see that it is made up of a series of rings which - from inside to outside - have the following meaning:

### Central icon

**All** join in. The group of people the agenda is aimed at: people with and without a disability. People with a visible disability, people with a non-visible disability and people without an impairment or disability.

Via [this link](#) you can see an animation about how we arrived at this icon. For people with a visual impairment, an audio description of this animation is available via this link (to follow).

### First ring: the underlying principles

The Aim of the UN CRPD is to make the Netherlands accessible and inclusive, for everyone. Society must ensure the removal of the obstacles that people with a disability experience in participating fully. The UN CRPD identifies a series of underlying principles that we have summarised with the words: **equality, solidarity, autonomy** and **participation**.

The aim of implementing the UN CRPD is to put these principles into practice. In creating a Local Inclusion Agenda, you can use those underlying principles as stepping stones: Does the policy developed satisfy the principles? Does it assume equal rights? Does it contribute to the autonomy of people with a disability? Does it show that we in the municipalities apply the principle of solidarity? Does this policy truly mean that everyone can participate?

## **Second ring: the commitment**

In developing the handbook, we recognised that in arriving at an inclusive society, a number of subjects were always important, and often in fact essential. These were **awareness, interaction** and **accessibility**:

- awareness is essential to help the residents and employees of a municipality to understand that there are obstacles in society for people with an impairment or disability.
- interaction between people with and without a disability helps foster understanding for the different perspectives from which people think. People with and without a disability.
- accessibility is always an essential precondition for participation. If public transport offers no wheelchair access, a wheelchair user cannot get to work. If appointments with the municipality can only be made by telephone, a person with a hearing impairment cannot take part. In other words, at some point, it must (literally) be possible for everyone to achieve access and to also safely exit afterwards (exitability).

## **The outer ring: the life domains**

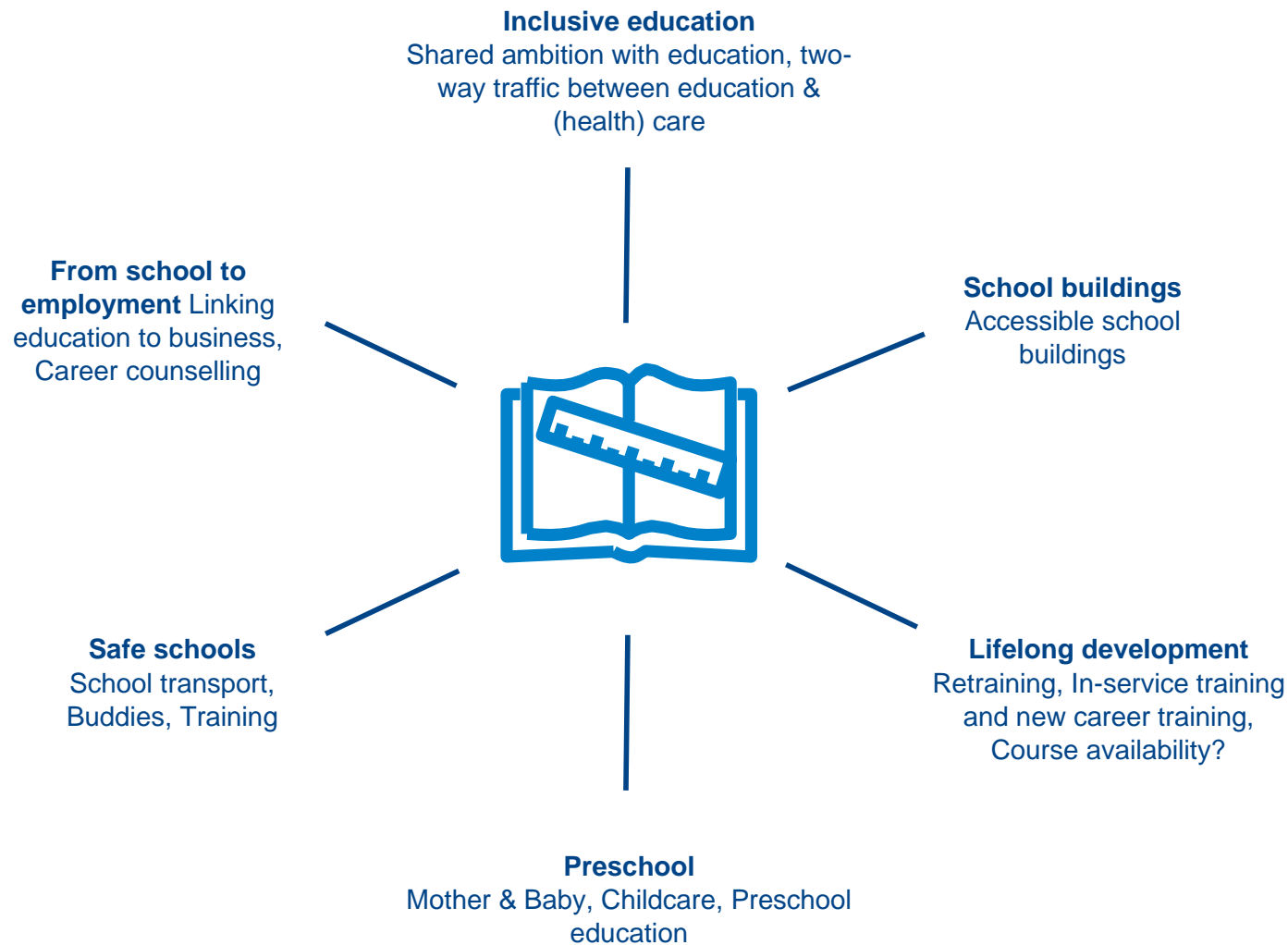
An inclusive society covers various aspects of the life of local residents. In the Index, we distinguish between six life domains that are important to everyone: **education & development, home, employment & income, leisure time, transport** and **welfare, health & assistance**.

The Index shows which aspects are relevant to the various life domains and where you as a municipality can make a real contribution to removing obstacles to the various elements.



# Education & Development

*Lifelong development opportunities*



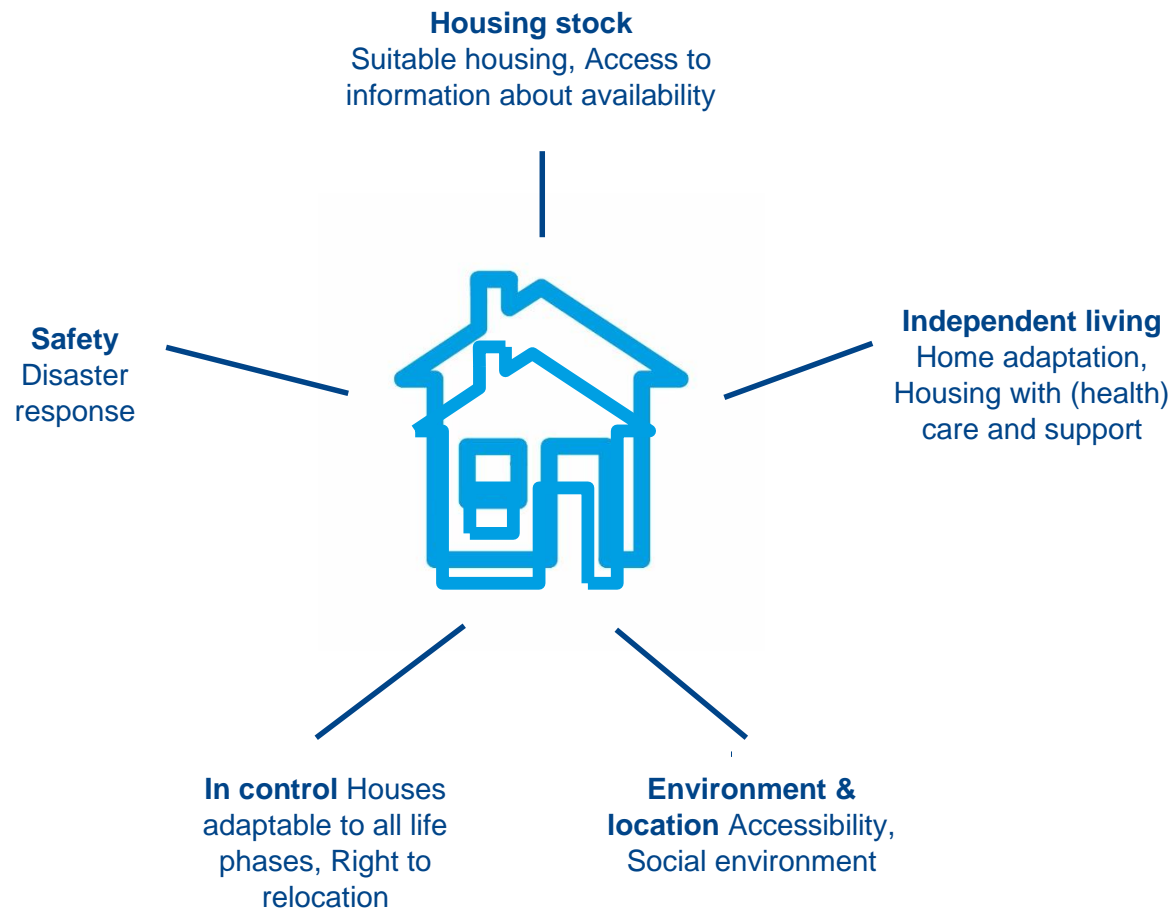
**Example 1** - Municipality of Groningen has joined education in organising classes where pupils from special and regular education are taught together.

**Example 2** - Municipality of Ridderkerk makes sure that all schools, classes and playgrounds are accessible.

**IEDEREEN  
DOET MEE!**

# Home

*Living where and how you want*



**Example 1** - Municipality of Utrecht has reached performance agreements with housing corporations on wheelchair access houses.

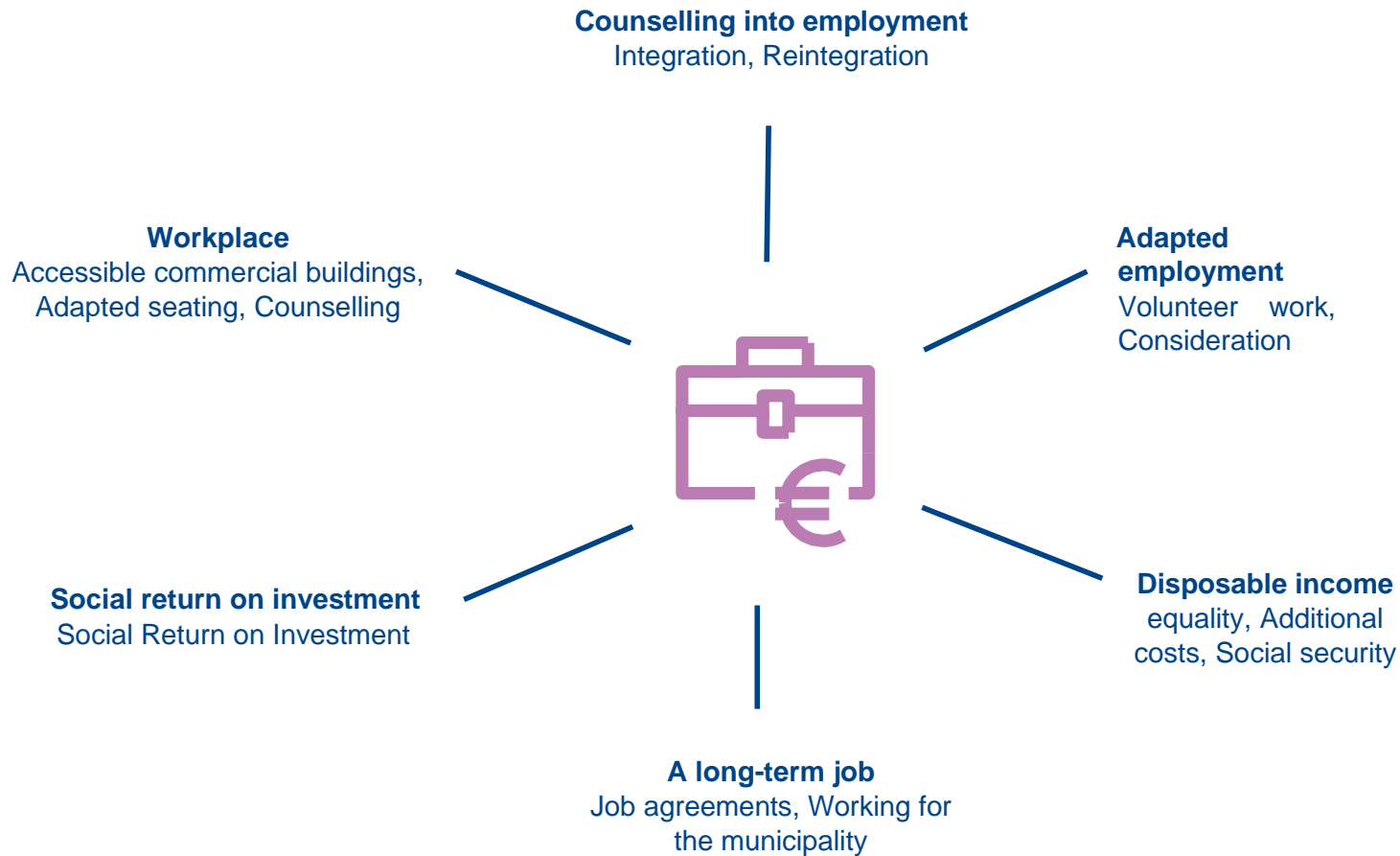
**Example 2** - Municipality Gooise Meren offers residents a small grant for home adaptation.



**IEDEREEN  
DOET MEE!**

# Employment & income

*Having social relevance*



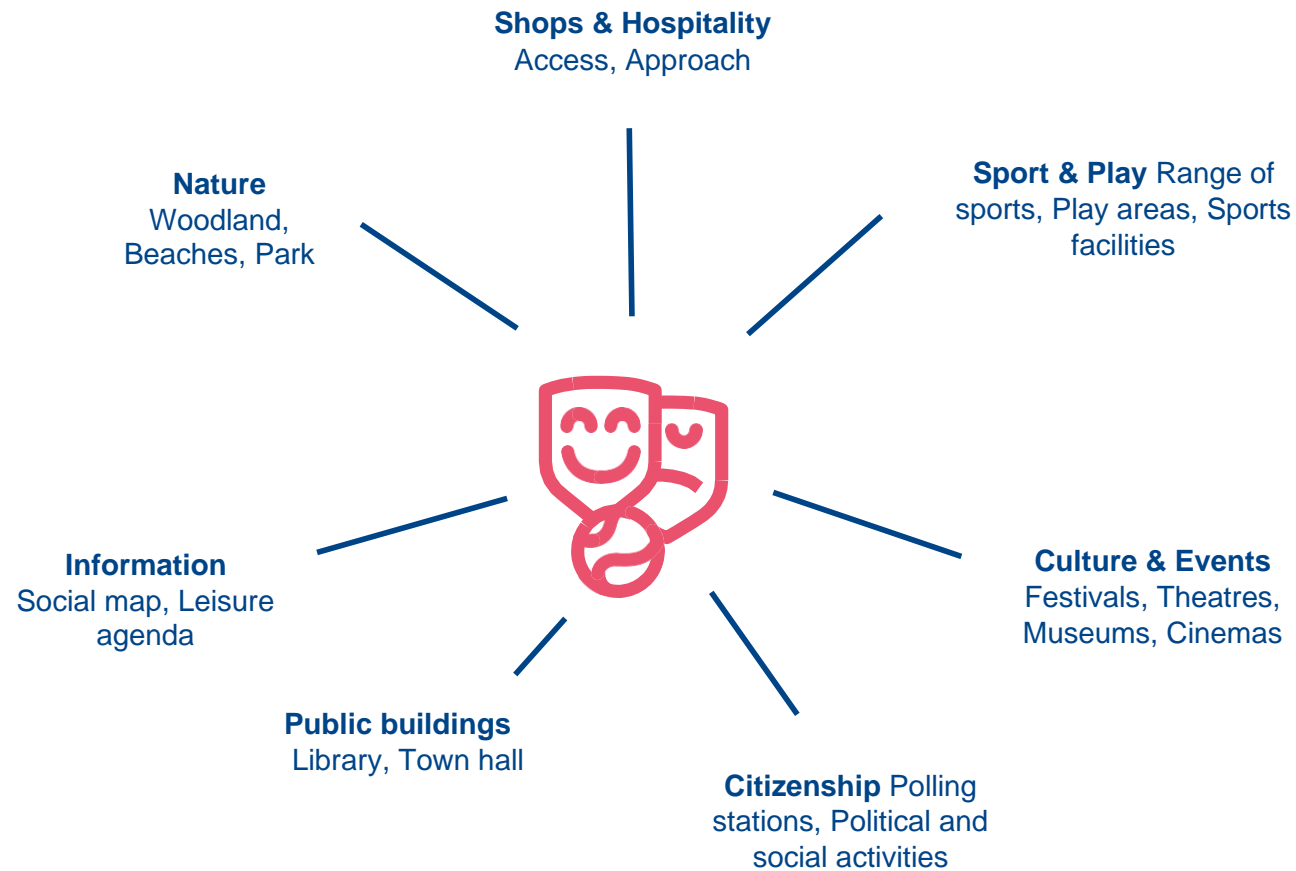
**IEDEREEN  
DOET MEE!**

**Example 1** - Municipality of Almere creates additional jobs for people with a disability, within the municipal services.

**Example 2** - Municipality of Berkelland has joined network partners in providing internships and work placements for residents with an impairment or disability.

## Leisure time

*Being able to do what you want*



**Example 1** - Many municipalities offer information about accessibility via the website [www.ongehinderd.nl](http://www.ongehinderd.nl).

**Example 2** - Municipality of Almere has included accessibility requirements in the issuing of event licences.



**IEDEREEN  
DOET MEE!**

# Transport

*The ability to move from place to place*

## Regional cooperation

Consultation with regional partners

**Public transport** Accessible means of transport, Safe entrance and exit, Communication in and about transport



**Independent transport** Parking spaces / car parks, Barriers, Signposting, Parking facilities

**Adapted transport**  
(Target) group transport, Taxi



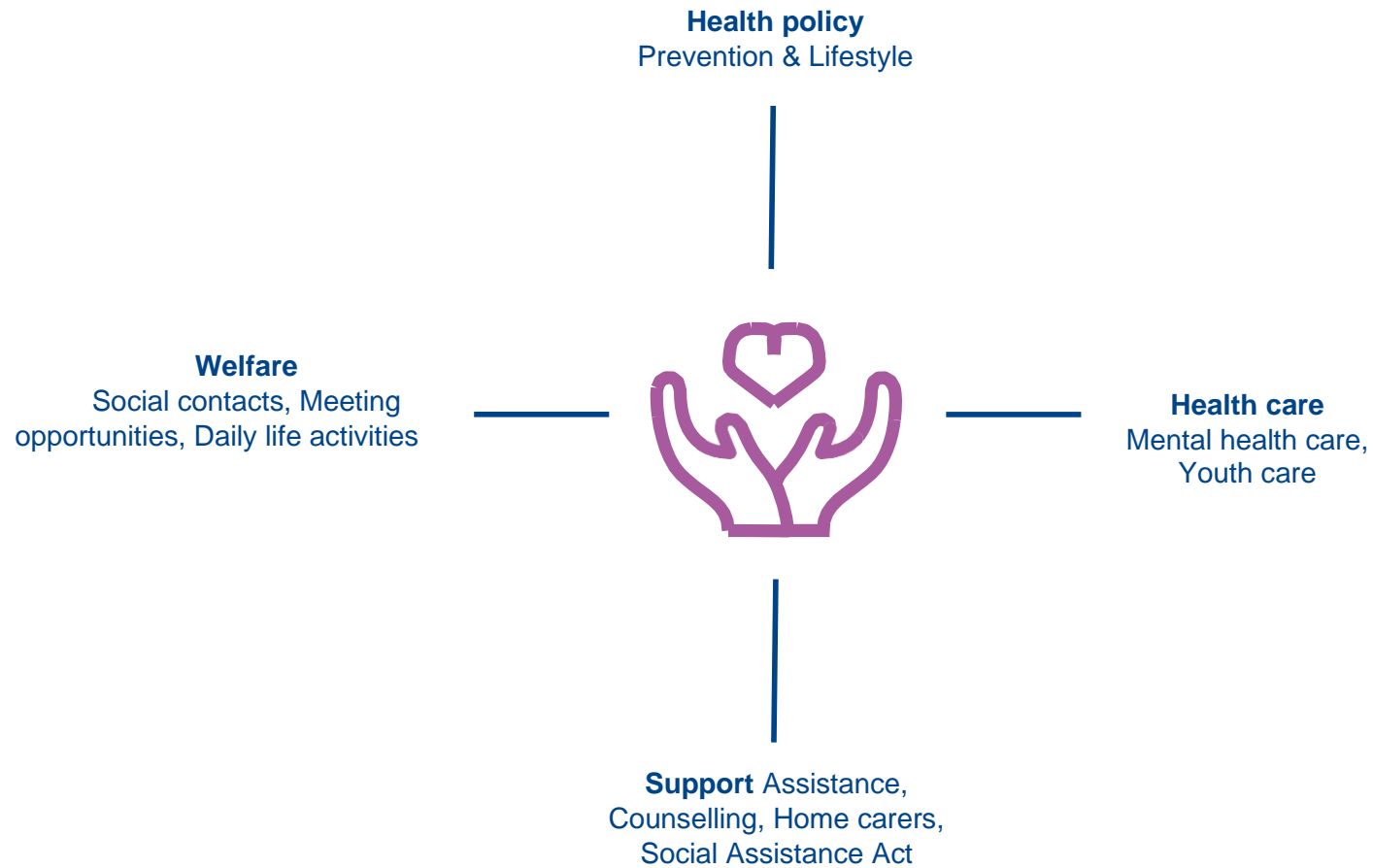
**Example 1** - Municipality of Ridderkerk has residential areas reviewed by residents with a disability.

**Example 2** - Municipality of Breda has a mental catch net for public transport use.

**IEDEREEN  
DOET MEE!**

# Welfare, Health & Assistance

Assistance nearby whenever it is needed



- Example 1** - Municipality of Utrecht organises training for establishing/maintaining social contacts.
- Example 2** - Municipality of The Hague organises courses on digital accessibility and E-Health.

**IEDEREEN  
DOET MEE!**