

Disability Impact Assessment

A handbook on DIA



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Human rights in focus

The Disability Impact Assessment (DIA or, in Swedish, FKB) is a tool based on human rights and the UN Convention on the Rights of Persons with Disabilities. The purpose of using the tool is to promote human rights for people with disabilities. DIA has been developed by the Greater Stockholm Disability Rights Federation, together with our 44 member organisations and their 70,000 members.

The aim is for a DIA to help get it right from the start. This means that the region does not have to adjust things afterwards, which can be both costly and time-consuming. A DIA prevents discrimination and violations of rights in society. A DIA is based on a norm-critical approach. With a DIA, it is easy to apply universal design and to create social environments that are accessible and usable for everyone.

Region Stockholm will use DIA in all decision-making processes that affect citizens. A DIA will make it easier for decision-makers to include the disability rights perspective from the beginning. Disability rights organisations can use DIA in their advocacy work.

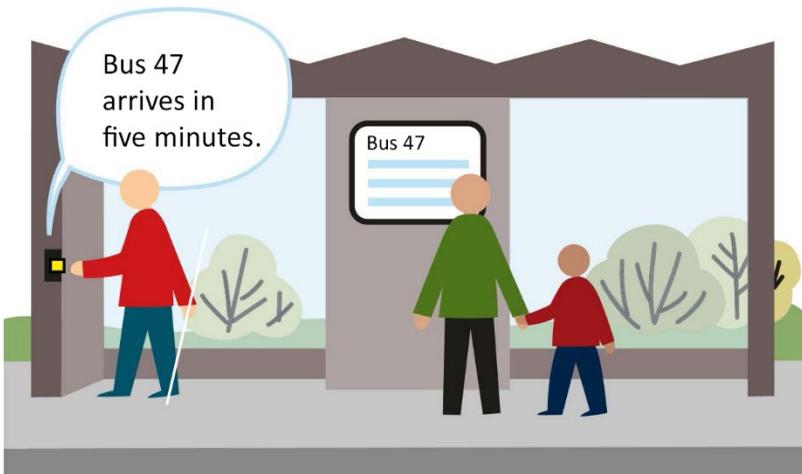


What is DIA?

A Disability Impact Assessment (DIA) is a clear and structured tool that is easy to use at the structural and individual level. The DIA is used to identify and use knowledge about the needs, conditions and opportunities of people with disabilities. It should be used in the dialogue between disability rights organisations and the region.

Structural level

Decisions at the structural level are those taken by the region's committees and administrations. The DIA tool should be a guide through the entire decision-making process. This means that a DIA should be included from the beginning of the service statement, the decision and implementation, to the follow-up and evaluation. The disability rights perspective must permeate all the region's organizations.





Individual level

DIA should serve as a support in the contact between citizens and all organisations for which Region Stockholm is responsible. This could, for example, be the meeting between a patient and a healthcare professional, or between a traveller and the Public Transport Administration customer service. The goal is for a person with a disability to achieve the best possible health and full participation in society. A DIA is a concrete support for the individual.

Starting points for DIA

UN Convention and Swedish legislation

The UN Convention on the Rights of Persons with Disabilities, also known as the Disability Rights Convention, was approved by Sweden in 2008. It states that people with disabilities should have the same rights in society as everyone else. All public authorities, including municipalities and regions, are responsible to comply with the Convention. The public sector must involve persons with disabilities, or organisations representing them, in matters concerning them. The DIA should be a tool in the dialogue between the parties. Human rights are inviolable.

The Swedish constitution, the Instrument of Government (1974:152), states that discrimination based on disability should be combated. This provides constitutional protection against discrimination for persons with disabilities.

The Discrimination Act contains seven grounds for discrimination, including disability. The law is mandatory and aims to protect individuals who are at risk of being discriminated against in society.



Norm criticism

A DIA is based on a norm-critical approach to counteract the unequal power balance maintained by norms. Norm criticism is an educational method for creating more equality and inclusion in society. This means that norms need to be broadened to include everyone. Having a norm-critical approach means analysing the different needs and conditions of citizens. Making decisions from a normative person's perspective – someone who has full mobility, can run, see, read, hear, understand and process information – is not norm-critical.

A DIA is conducted to be inclusive, and therefore it applies an intersectional perspective. The intersectional perspective visualises how different power structures, or grounds for discrimination, interact. For example, a person can have a non-normative disability, a non-normative ethnic identity and a non-normative sexual orientation at the same time.





Social sustainability

Social sustainability is a concept used to describe the right of all citizens to have the best physical and mental health. It recognises the equal value and participation of people in society. A DIA is necessary to achieve social sustainability for persons with disabilities.

The principle of universal design

The principle of universal design assumes that products, services and environments are accessible and usable for those who need them the most. Therefore, universal design is good for the majority of citizens. The principle is about recognising from the planning phase that different people have different needs.

Four types of accessibility

To achieve an inclusive society, society's living environments need to be adapted to people's needs. Therefore, all the region's organizations must have knowledge of, and be able to meet, all citizens in a respectful manner. The concept of accessibility is often used in a broad perspective. The DIA makes a deeper analysis of the four different aspects of accessibility.

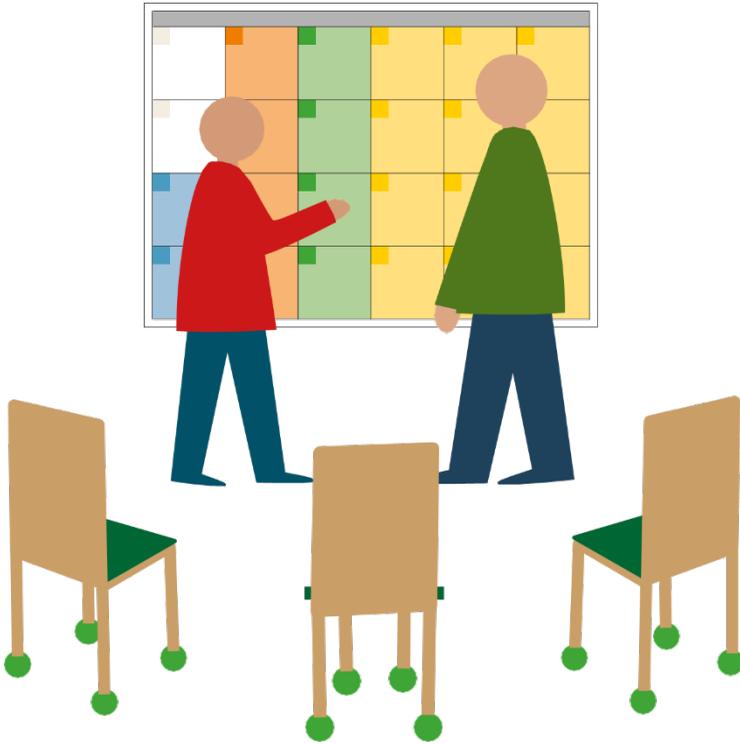


Physical accessibility means that people with different disabilities can move as freely as possible in society.

Cognitive accessibility means making it easy to find, understand and process information. For example, a cognitively accessible orientation board in hospitals. A healthcare facility that has implemented the DIA has a clear, well-developed structure and logic.

Communicative accessibility means that everyone can access the information. This can include audibility, readability, predictability and clarity. There should be alternatives when communication does not work, for example if a person cannot hear, there should be visual information. A vehicle type that has applied DIA has a clear, well-developed structure and logic in its communication.

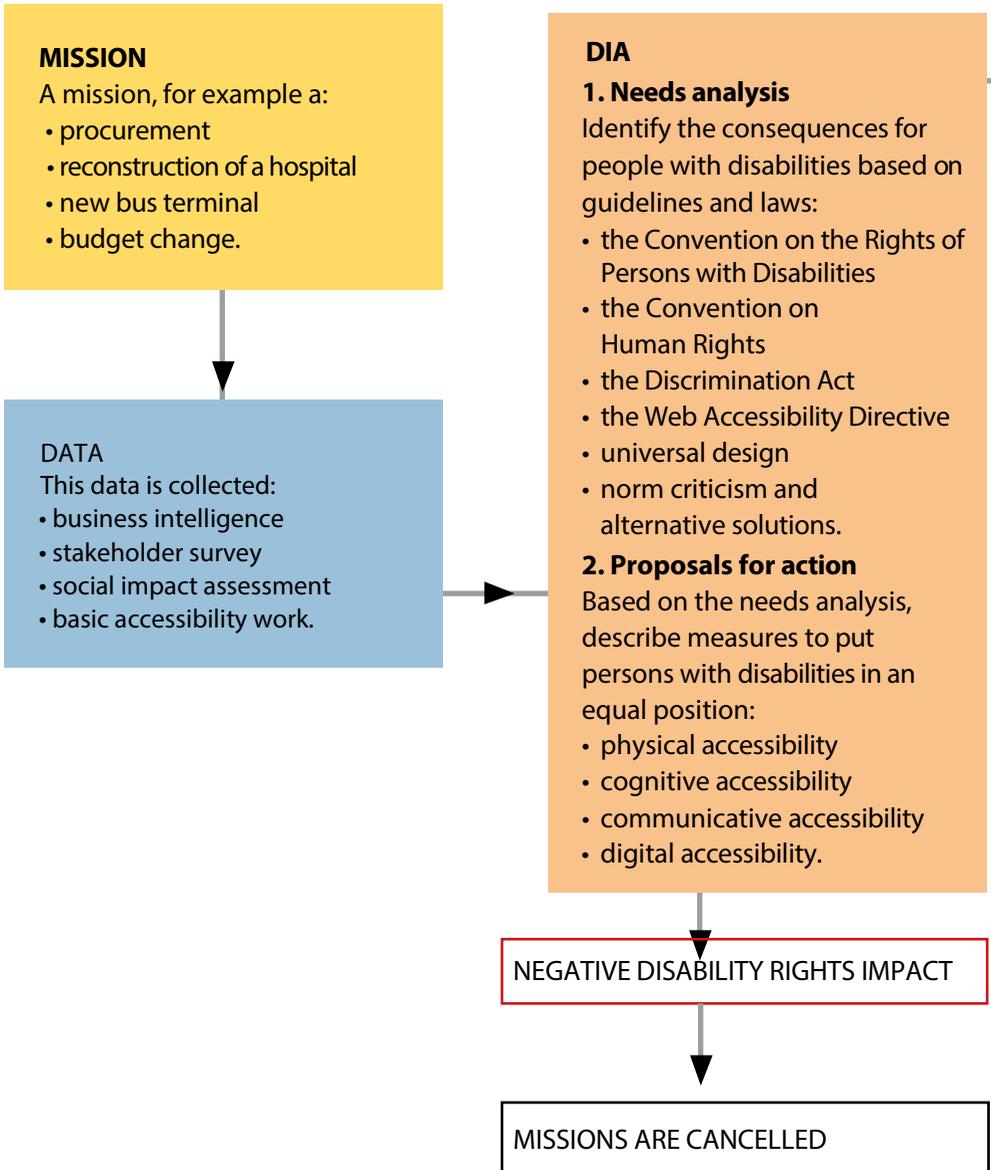
Digital accessibility must consider people who, for example, have visual impairments, hearing impairments, cognitive impairments or dyslexia. Digital accessibility is regulated by law through the Act on Accessibility to Digital Public Services (Act 2018:1937). A digital tool that has applied DIA has a clearly elaborated structure and has performed a thorough accessibility test where the needs of different target groups have been analysed.

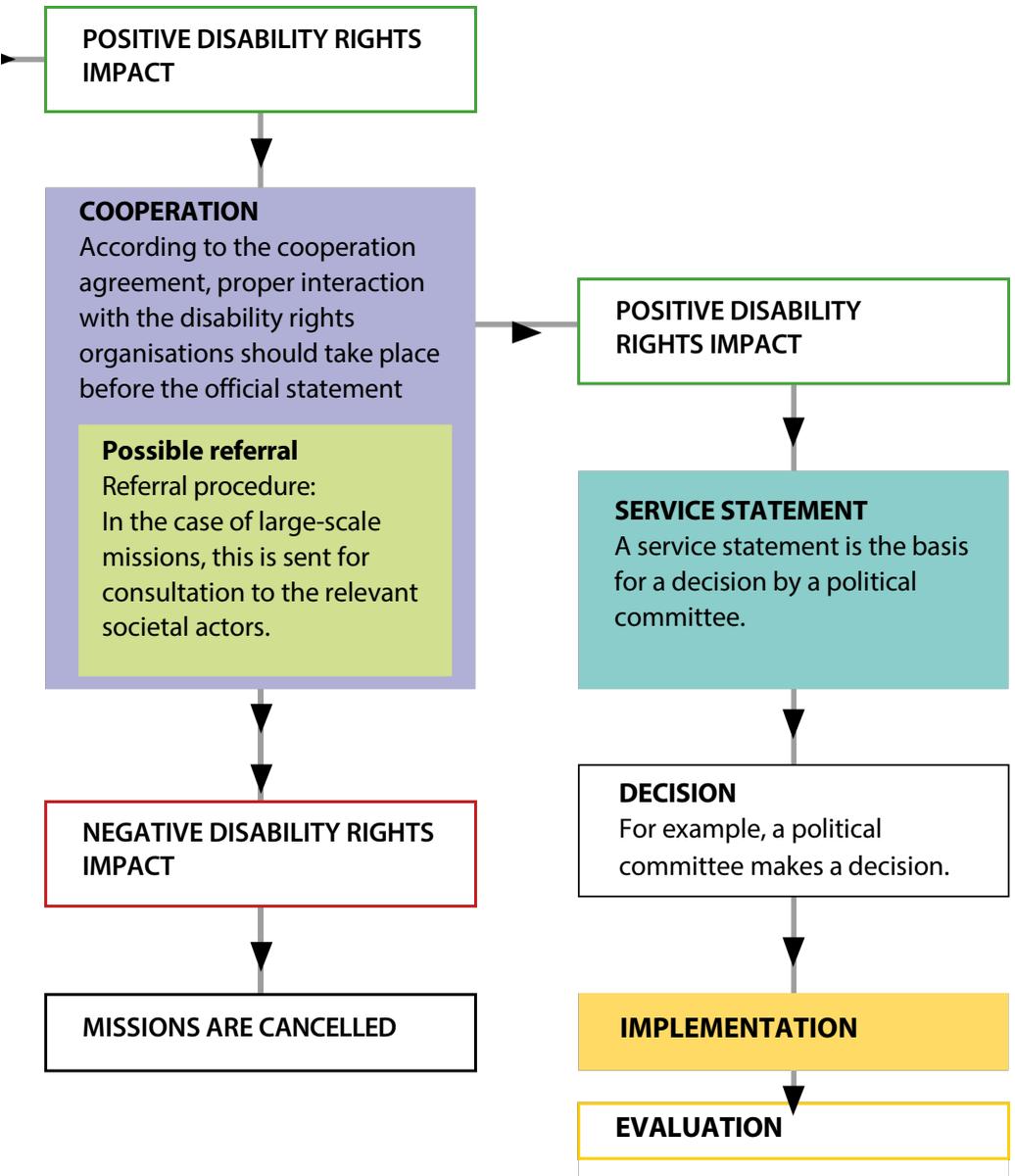


Solutions for everyone

A DIA describes the need for solutions that increase accessibility and thus include everyone. To avoid exclusion, there must be a variety of solutions, so that everyone can find a solution that works for them. For this reason, it is important to think about accessibility from the start, rather than adding expensive and excluding specialised solutions afterwards. It is important that apps, buildings, services, etc. work for as many as possible. It is also important to consider from the start that there must be solutions completely outside the digital realm, such as a telephone number and a manned reception.

The DIA process





CHECKLIST

The Greater Stockholm Disability Rights Federation has compiled a list of links to laws, rules and guidelines that public authorities are required to follow. The purpose of the list is to make it easier for decision-makers in various processes to do the right thing from the start.

Guidelines and laws

UN Convention on the Rights of Persons with Disabilities

government.se

UN Convention on Human Rights

regeringen.se

The Web Accessibility Directive

digg.se

Discrimination Act | Lack of accessibility

riksdagen.se

Universal design

certec.lth.se/ud/

Accessibility and user-friendliness

Physical accessibility | Planning and Building Act

riksdagen.se

Physical accessibility | The Boverket building regulations

boverket.se

Physical accessibility | Smoke-free environments

mfd.se

Digital accessibility | Digital Public Service Act

riksdagen.se

Communicative accessibility | Language law

riksdagen.se

Cognitive accessibility | Signage
mtm.se

Area | Health care

Health Care Act
riksdagen.se

The Patient Act
riksdagen.se

Public transport | Law on transport services
riksdagen.se

The law on public transport
riksdagen.se

Region Stockholm's regional policy documents

Sustainability policy
regionstockholm.se

Participation policy for people with disabilities
regionstockholm.se

Other links

Norm criticism
jämställdhetsmyndigheten.se

Universal design
certec.lth.se/ud/

Grounds for Discrimination
do.se

Full links are available on our website
<https://funktionsrattstockholmslan.se/fkb/>



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