

## DFAT Management response to the DFAT-CBM Australia – Nossal independent review 2024

### Recommendations related to the remainder of the DFAT-CBM Australia-Nossal partnership:

Recommendation	Response	Explanation	Action Plan	Timeframe
<b>Recommendation 1.</b> The Partnership should continue to invest in strengthening the internal expertise and capabilities of DFAT, including more explicit capacity development responsibilities for the remote secondee.	Agree	DFAT agrees that building internal expertise and capabilities in disability equity and rights is a priority for the remainder of this partnership.	DFAT has agreed a 2024-25 workplan with partners CBM Australia and the Nossal Institute. It prioritises internal capability building including the development, or refresh as necessary, of training and guidance materials, targeted support to posts and a capacity building focus for the CBM secondee to DFAT.	2024-25
<b>Recommendation 2.</b> CBM-IAG to work with PDF during the remainder of this Partnership agreement to identify how the Partnership can best support it during the organisation's leadership transition and through the next strategy development cycle.	Agree	DFAT agrees that CBM-IAG should continue its support to the Pacific Disability Forum (PDF) for the remainder of this Partnership.	DFAT has agreed a 2024-25 workplan with partners CBM Australia and the Nossal Institute. It includes provision for support to PDF such as support to the PDF executive team during its leadership transition and development of its next strategic plan.	2024-25
<b>Recommendation 4.</b> Informed by consultation with target audiences, DFAT (supported by CBM-IAG as needed) should identify practical ways that i) just-in-time access by DFAT staff to existing knowledge products could be improved ii) upcoming knowledge products can be more effectively disseminated upon completion. These measures could be trialled over the remainder of the Partnership, to inform the new design.	Agree	DFAT agrees to improve product dissemination measures during the remainder of the Partnership. Where appropriate, lessons from this will inform the new design of the DFAT GEDSI helpdesk.	DFAT has established an internal online community for disability focal points, allies and practitioners. This is complemented by the internal disability equity and rights SharePoint site. DFAT will refresh its SharePoint site during the remainder of the partnership. DFAT has also agreed to a refresh of the <a href="#">DID4All resources library</a> .	2024-25
<b>Recommendation 5.</b> CBM-IAG and DFAT to update the capacity building plan to reflect key priorities for the remainder of the Partnership, informed by the upcoming IDEARS.	Partially agree	DFAT agrees to document its capacity building priorities for the remainder of the partnership; and informed by the upcoming International Disability Equity and Rights Strategy, as part of the annual joint work planning process with CBM-IAG.	DFAT will use the partnership's annual work planning process to prioritise and agree its approach to capacity building during the remainder of the partnership, rather than duplicate this process through a separate refresh of earlier capacity building plans.	2024-25

<b>Recommendation 6.</b> DFAT to explore with Nossal Institute opportunities to support DIS and other relevant DFAT staff engage in accredited DID capability development.	<b>Partially agree</b>	DFAT partially agrees with this recommendation. Accreditation in this context is not clearly defined. In line with recommendation 1, DFAT will prioritise internal capability building.	DFAT will consider options, including through consultation with the Nossal Institute, for provision of disability inclusive development capability development.	2024-25
<b>Recommendation 7.</b> In the remainder of this Partnership, CBM-IAG and DFAT to collaborate on the development of outcome-focused case studies that examine key examples of outcomes achievement and their contributing factors. For example, these could be focused on a variety of key Posts (e.g. by size) where improvements in DID practice seem to be more evident. These should be timed to inform the upcoming design.	<b>Agree</b>	DFAT agrees to the creation of outcome-focussed case studies during the remainder of the partnership. Where appropriate, case studies will inform the future design of the DFAT GEDSI Helpdesk.	DFAT is identifying, in collaboration with CBM-IAG, DFAT programs that contain good practice examples that could readily inform other programs. Case studies, that both showcase good practice and capture key lessons learned for application across DFAT programming, will be developed in alignment with the forthcoming priorities of the International Disability Equity and Rights Strategy.	2024-25
<b>Recommendation 8.</b> The Partnership should synthesise design/IMR review and DID4All Helpdesk data to identify key priorities for future DID support e.g. key topics for future research or guidance; geographical or thematic areas requiring greater assistance etc.	<b>Agree</b>	DFAT agrees to use existing datasets such as IMR scores and DID4All helpdesk data to prioritise future disability inclusive development support and evidence-creation.	DFAT has agreed a 2024-25 workplan with partners CBM Australia and the Nossal Institute. It provides sufficient flexibility to adjust priorities for sector and geographic-specific support. As necessary, DFAT will agree adjustments to the workplan based on evidence including quantitative and qualitative review of 2024 Investment Performance Reporting data as well as design appraisals. The work planning process also set priorities for proactive research during the remainder of the partnership.	2024-25
<b>Recommendation 9.</b> DFAT, CBM-IAG, and Nossal to prioritise shared strategic work planning for the remainder of the Partnership to ensure collective understanding of priorities, roles and responsibilities.	<b>Agree</b>	DFAT agrees to prioritise shared strategic work planning for the remainder of the partnership.	Partners met in December 2023 and July 2024 to conduct joint work planning. This is supplemented by monthly trilateral operational meetings and 6-monthly steering committee meetings where strategic direction is set.	2024-25
<b>Recommendation 11.</b> Over the remainder of the Partnership, CBM-IAG and DFAT should identify areas in which DFAT approval responsibilities could	<b>Partially agree</b>	DFAT agrees to a more efficient approvals process where possible. DFAT agrees to consult further on this recommendation.	DFAT will look to adopt, wherever possible, more streamlined approval processes for the clearance of partnership products. This will be an enabler	2024-25

be elevated to a more strategic level, to improve efficiency.			of enhanced knowledge sharing during the remainder of the partnership.	
<b>Recommendation 12.</b> During the remainder of the Partnership, CBM-IAG, SURGE and DFAT should conduct one or more reflection workshops to capture emerging lessons in relation to the application of a more integrated approach to the provision of GEDSI technical advice. This should include consideration of thresholds with regards to when disability specialist technical assistance is needed vs. when GEDSI technical assistance is 'good enough'.	Agree	DFAT agrees to conduct one or more reflection workshop with CBM-IAG and SURGE to capture emerging lessons in relation to the application of a more integrated approach to the provision of GEDSI technical advice.	DFAT, CBM-IAG and SURGE met in July 2024 to collect and discuss lessons learned in the provision to DFAT programs of joined up GEDSI technical assistance. Another workshop is proposed as part of the design process for the new GEDSI helpdesk. Thresholds with regards to disability specialist technical assistance will be considered as part of the design process.	2024-25
<b>Recommendation 13.</b> During the remainder of the Partnership period, CBM-IAG should develop a definition inclusive of experience, credentials and capabilities for a disability equity and inclusion advisor, and work with SURGE and other key stakeholders to develop gender equality and GEDSI advisor definitions that can contribute to the design process for the next phase.	Agree	While not for direct DFAT action, DFAT agrees to consult further with CBM-IAG and SURGE on this recommendation.	Setting standards of appropriate advisor expertise for a future GEDSI helpdesk is an important component of the design and tender processes. DFAT will, however, work with CBM-IAG and SURGE to help define required advisor standards to inform the design and tender processes.	2024-25
<b>Recommendation 15.</b> During the remainder of this Partnership, DFAT and CBM-IAG to propose a model for how Posts could establish and maintain strategic engagement with OPDs at a whole-of-Post level, with a goal of developing long term partnerships, offering core flexible funding and codifying lessons learned to be shared across portfolio investments. DFAT and CBM-IAG should also review current IMR criteria relating to engaging with OPDs, to mitigate the risk of non-strategic or inefficient OPD engagement.	Agree	DFAT agrees to work with CBM-IAG to document approaches to establishing and maintaining strategic engagement with OPDs at the whole-of-Post level.	Establishing and maintaining strategic whole-of-post relationships with OPDs at Posts will require a context-specific approach. Accordingly, the partnership is preparing detailed but flexible guidance, as opposed to a 'model approach', to working with OPDs at the whole-of-post level, which will include case studies.	2024-25
<b>Recommendation 16.</b> DIS to map DFAT support to OPDs to ensure a shared understanding of what engagement is happening and contribute to	Partially agreed	DFAT partially agrees with this recommendation.	While this process is agreed in principle, how this occurs and when will be determined by DFAT as part of future partnerships with OPDs.	2024-25

strategic discussions about harmonisation across engagement activities.				
-------------------------------------------------------------------------	--	--	--	--

#### Recommendations related to the new design of the GEDSI helpdesk:

Recommendation	Response	Explanation	Action Plan	Timeframe
<b>Recommendation 3.</b> The new design should consider how best to ensure that these OPD partnerships can be maintained by CBM-IAG or an equivalent organisation with strong legitimacy in the disability movement.	<b>Partially agree</b>	DFAT partially agrees with this recommendation. DFAT interprets the reference to 'the new design' as being for the GEDSI helpdesk. The helpdesk will not be the main modality for future DFAT support to OPD partnerships. DFAT will consider future partnerships with and/or support for OPDs in 2024-25.	Consideration of DFAT's future approach to partnerships with and/or support to organisations of people with disabilities (OPDs) is outside the scope of the design for the new GEDSI Helpdesk. DFAT will, however, address these considerations through a separate process.	2024-25
<b>Recommendation 10.</b> Informed by lessons from the Partnership, DFAT's design of the new integrated GEDSI advisory service should be clearer about which 'levers of change' the service should prioritise in its efforts to improve policy and practice in DFAT. This should involve more explicit trade-offs between deep vs. broad and responsive vs. proactive engagements. As noted under KRQ1, one option is to provide more intensive, multi-faceted and continuous support to selected country/regional programs, guided by multi-year capacity improvement strategies.	<b>Agree</b>	DFAT agrees with this recommendation. The GEDSI helpdesk will respond to the evolving needs of DFAT and its international development program.	Considerations such as depth versus breadth of technical assistance and guidance, the balance between responsive versus proactive pieces and approaches to programming support of will be addressed by ensuring the future GEDSI helpdesk has sufficient flexibility to support DFAT's varying and evolving technical assistance needs.	2024-25
<b>Recommendation 14.</b> During the design of the next phase, DFAT and the design team should examine opportunities to maintain a multi-pronged approach to capacity development, rather than relying on advisory support alone. As noted under recommendation 10, this should be underpinned by a clearer set of overarching strategic priorities and more explicit trade-offs	<b>Agree</b>	DFAT agrees with this recommendation.	DFAT will ensure the design process for the new GEDSI helpdesk will examine how the helpdesk function can be used to support DFAT capability building.	2024-25

e.g. breadth vs. depth. A more intentional approach to investment in capability of DIS and other staff advising on DID should also be a key feature, informed by a clear-eyed assessment of relevant operational constraints.				
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--	--	--