

COLOMBIA

QUARTERLY PROGRESS REPORT Quarter 1 – FY 2013 October- December 2012

AFRO-COLOMBIAN & INDIGENOUS PROGRAM (ACIP)

COOPERATIVE AGREEMENT
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SUBMITTED TO:

Ms. Danielle Spinard
Agreement Officer's Representative
Afro-Colombian and Indigenous Program
U.S. Agency for International Development
Bogotá, DC – Colombia
dspinard@usaid.gov

SUBMITTED BY:

Sergio E. Rivas
Country Representative
Chief of Party
Carrera 7, No. 78-47
Phone: 321-2210
Bogotá, DC – Colombia
srivas@acdivoca.org

Field Code Changed

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ACDI/VOCA Colombia
Cra. 7 No. 78-47
Bogotá D.C.
Tel/Fax: (571) 321-2210

ACDI/VOCA Home Office
50 F Street NW, Suite 1075
Washington, DC 20001
Tel: (202) 469-6000
Fax: (202) 469-6257
www.acdivoca.org



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Acronyms

ACILLORO	Asociación de Cabildos Indígena de Lloró
ACIN	Asociación de Cabildos Indígenas de Norte del Cauca
ACIP	Afro-Colombian and Indigenous Program
ACIRTA	Asociación de Cabildos Indígenas del Resguardo de Tarena
ACITADO	Asociación de Cabildos Indígenas de Tadó.
ACONC	Association of Community Councils of northern Cauca
ADEL	Agencia para el Desarrollo Económico Local
AFRODES	Asociación de Afrocolombianos Desplazados
AFROSANMAG	Asociación de Afrodescendientes de Santa Marta
AJUAP	Asociación Juvenil Unidos por Amor al Pueblo
AJUDEC	Asociación de Jóvenes Unidos Por El Desarrollo De Condoto
AMCIC	Red Amcic Emisoras Indígenas
ANDI	Asociación Nacional de Empresarios de Colombia
ANSPE	Agencia Nacional para la Superación de la Pobreza Extrema
APA	Asociación de Periodistas Afros
APS	Annual Program Statement
ASOCODITA	Mesa Juventud Afronortecaucana
ASOCASAN	Consejo Comunitario Mayor del Alto San Juan
ASOCOC	Asociación de Consejos Comunitarios de Cartagena
ASODEBA	Asociación de Desplazados de Bagado
ASODETA	Asociación Desplazado de Tadó
ASOMUBA	Asociación de Mujeres de Bagado
ASON	Asociación de Mujeres
ASOREWA	Asociación de Cabildos Indígenas Emberá, Waunaan, Katío, Chamí y Tule del Departamento del Chocó
ASOPRODUCE	Asociación de Productoras de Dulces
BPO&IT	Business Process Outsourcing and Information Technology
CAMAIBO	Cabildo Mayor Indígena de Bojayá
CBO	Community-based organization
CNOA	Conferencia Nacional de Organizaciones Afrocolombianas
CIMA	Cabildo Indígenas del Medio Atrato
CIT	Confederación Indígena Tayrona
COCOILLO	Consejos Comunitarios de Comunidades Negras de Lloró
COCOMACOIRO	Consejo Comunitario Mayor de Condoto y Río Iró
COCOMACIA	Consejo Comunitario Mayor de la Asociación Campesina Integral del Atrato
COCOMAN	Consejo Comunitario Mayor de Nóvita
CONSPRELLO	Fundación Construyendo Presente para Lloro
COOPWACE	Cooperativa Multiactiva Indígena Wayuu
CRIC	Consejo Regional Indígena de Cauca
CRICH	Consejo Regional Indígena del Chocó
CSO	Civil Society Organization
CTC	Consejo Territorial de Cabildos

DANE	Departamento Administrativo Nacional de Estadística
DNP	Departamento Nacional de Planeación
EOCA	Ethnic Organizational Capacity Assessment
FEDEOREWA	Federación de Asociaciones de Cabildos Indígenas del Chocó
FONADE	Fondo Nacional de Desarrollo
FPIC	Free Prior and Informed Consent (<i>consulta previa</i>)
FUNDASET	Fundación para el Desarrollo Agrícola, Social y Tecnológico
FUNDECO	Fundación para el Desarrollo de los Colombianos
GOC	Government of Colombia
ICBF	Instituto Colombiano de Bienestar Familiar
INCODER	Instituto Colombiano de Desarrollo Rural
MARD	Ministry of Agriculture and Rural Development
MEO	Mission Environmental Officer
OBAPO	Organización de Barrios Populares
OGT	Organización Gonawindua Tayrona
PCN	Proceso de Comunidades Negras
OIK	Organización Indígena Kankuama
PMA	Plan de Manejo Ambiental (Environmental Management Plan)
REMA	Asociación de mujeres afro del Caribe
SNSM	Sierra Nevada de Santa Marta
UNIPA	Unidad Indígena del Pueblo Awá
UOAFROC	Unidad de organizaciones Afrocaucanas
USAID	United States Agency for International Development

"I CAME ALL THE WAY FROM CALI AND WAS EXPECTING A SMALL EVENT WITH A GROUP OF ABOUT 50 PEOPLE, BUT I WAS SURPRISED TO ARRIVE AT THIS INCREDIBLE EVENT. I NEVER IMAGINED THE QUALITY OF THIS RECOGNITION FOR OUR PEOPLE. THIS GIVES US STATUS; IT MAKES US VISIBLE AND SHOWS THE CONTRIBUTIONS OF THE AFRO-COLOMBIAN COMMUNITY IN THE COUNTRY'S DEVELOPMENT. THE COMMUNITIES IN OUR REGIONS ARE NOT AWARE OF THE IMPORTANCE OF THIS EVENT, I HAVE TO TELL THEM AND SHOW THEM THAT THIS RECOGNITION WAS NOT MERELY PERSONAL, BUT RECOGNITION OF THE AFRO-COLOMBIAN PEOPLE. I'M LEAVING HAPPY"

ARIE ARAGON, FORMER MAYOR OF VILLA RICA (CAUCA),
RECIPIENT OF AN HONORABLE MENTION IN THE 'PUBLIC OFFICIALS' CATEGORY
AT THE ACIP-SPONSORED '12 AFRO-COLOMBIANS OF THE YEAR' EVENT
BOGOTA, DECEMBER 12, 2012

Section I: Background

This document presents the quarterly progress of the Afro-Colombian and Indigenous Program (ACIP or the Program), Cooperative Agreement No. AID-514-A-11-00004, funded by USAID and implemented by ACIDI/VOCA. The Program has a five-year life of project (LOP) from August 30, 2011 through August 29, 2016. While the United States Agency for International Development (USAID) in Colombia has been working with ethnic minorities for over a decade through its various sectoral programs, this is the first time that a stand-alone program has been developed for the sole purpose of improving the lives of Afro-Colombian and indigenous persons.

The purpose of the five-year, \$61.4 million program is to increase the socio-economic and political inclusion of Afro-Colombian and indigenous populations in three geographic regions—Pacific, Caribbean and Central. Ethnic minority populations are among the most marginalized groups in the country and suffer from exploitation, inequality, poverty, discrimination, exclusion, displacement, violence, feelings of invisibility, and breakdown in social structures and identity. Among the more specific problems that these communities face are ineffective State resource investment in and public policy implementation for ethnic minorities, weak civil society organizations, threatened governance of ethnic territories, limited access to employment and income-generation opportunities, and lack of education and awareness about diversity, ethnic rights, and cultural heritage in Colombia.

This quarterly progress report covers the first quarter of fiscal year 2013 (the first quarter of Program Year Two and the fifth consecutive quarter of the program's implementation), encompassing activities carried out from October 1 to December 31, 2012.

Section II: Executive Summary

This Quarterly Report presents the activities and project advances of the Afro-Colombian and Indigenous Program from October 1 to December 31, 2012. During the quarter, the Program made important strategic changes to its organizational structure and project implementation, with 21 project ideas and requests for assistance in final design by the ACIP technical team, 25 projects in the sub-awarding process, 57 under

implementation and four completed during the quarter. The Program had a significant surge in burn rate with a 32 percent increase in quarter-over-quarter spending.

From a technical standpoint, the Program continued to work with community organizations, the Government of Colombia (GOC) and the private sector towards increased socio-economic and political inclusion of Afro-Colombian and indigenous populations. The ACDI/VOCA – INCODER agreement which began implementation this quarter will allow the Program to increase the scope and reach of its rural economic security, value chain and collective titling projects while public-private alliances with member companies of the National Business Association of Colombia have resulted in significant leveraging for projects that will boost economic opportunities for ethnic minorities.

At the national level, the main achievements included:

- Significant technical assistance to the Presidential Programs for Afro-Colombian and Indigenous Affairs in Free, Prior and Informed Consent (FPIC), inclusive labor policies, the formulation of sustainable, long-term Life Plans and Ethno-development Plans, ethnic territorial land rights and differentiated public policies for Afro-Colombian and indigenous communities
- Forty-nine projects received significant cost-share funding from the Colombian Institute for Rural Development (INCODER) through the ACDI/VOCA – INCODER agreement to advance economic security and land formalization for Afro-Colombian and indigenous communities.
- Support to the National Indigenous Organization of Colombia (ONIC) in the election of its new governing council
- Technical assistance for the Afro-Colombian Women’s Network – Kambirí to strengthen Afro-Colombian women’s inclusion and participation in the process of public decision making
- Increased advocacy capacity of displaced Afro-Colombian youth leaders
- Three workforce development and job placement projects signed through an agreement with the National Business Association of Colombia
- First pilot project implementing a diversity and labor inclusion protocol
- Support to the International Indigenous Film Festival hosted in Colombia for the first time since its creation in 1985
- Afro-Colombian contributions honored at first-ever “Afro-Colombians of the Year” awards ceremony and gala

Main achievements in the Pacific Region included:

- Capacity building for indigenous authorities to represent their communities’ needs and achieve GOC funding through the design of effective Life Plans
- Support to the Government of Chocó by financing of a strategic relations team and assistance in the selection of a person to manage the Gran Darién Contrato Plan
- Technical assistance for the city of Quibdó in the development of its Public Policy for Women’s Equality
- Assistance to the Inclusive Development and Employment Promotion Forum in Quibdó
- Training of municipal officials in Cauca to increase allocation of GOC resources including Northern Cauca Contrato Plan funds
- Support to the Regional Indigenous Council of Cauca (CRIC) in negotiations with the GOC
- Consultations with Afro-Colombian organizations to design an organizational strengthening strategy in Cali

Main achievements in the Caribbean Region included:

- Technical assistance to indigenous authorities in the design of Life Plans
- Government representatives commit to allocate resources for ethnic minority populations at the Inter-ethnic Forum in Cartagena

- Empowered Afro-Colombian women's organizations to access royalty funds and monitor development plan spending
- Over 600 youth begin workforce development training for job placement
- Wayuu indigenous cultural heritage protected through the preservation of two historic burial grounds
- Six municipalities in Guajira leverage royalty funds with ACIP technical assistance
- Consultations with raizal communities in San Andrés and Providencia in the design of a land tenure study to protect their territorial rights

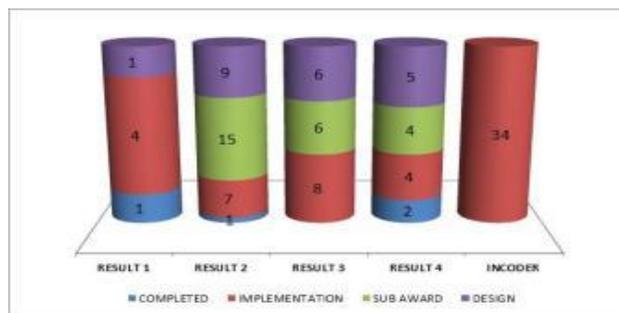
While the Program's achievements last quarter were heavily weighted to Result 1 and 2 components in supporting government institutions and ethnic minority organizations, the Program expects to see a major increase in value chain project execution as a result of new positions filled in the Result 3 income generation component as well as the ACDI/VOCA – INCODER agreement which began implementation this quarter. Also falling under the ACDI/VOCA – INCODER agreement framework, the Program will increase its team of land titling experts to focus on territory formalization and expansion for Afro-Colombian and indigenous collective territories. Upcoming positive messaging initiatives under Result 4 will also be put in motion with a comprehensive communications training strategy that will be carried out with influential indigenous organizations.

Section III: Activities by Region

This section consists of a breakdown of ACIP's portfolio for the quarter by result and implementation status. As of December 31, 2012, the ACIP program had a total of 107 projects in its portfolio this quarter (See **Annex E "Project Pipeline" for further detail**). Currently, 21 project ideas and requests for assistance are in final design by the ACIP technical team, 25 projects are in sub-awarding process, 57 are under implementation and four were completed during the quarter. Of this total, 34 projects correspond to the agreement with INCODER.

Table 1. Number of projects by implementation status and by result

Project Status	RESULT 1	RESULT 2	RESULT 3	RESULT 4	INCODER	TOTAL
DESIGN	1	9	6	5		21
SUB AWARD		15	6	4		25
IMPLEMENTATION	4	7	8	4	34	57
COMPLETED	1	1		2		4
TOTAL	6	32	20	15	34*	107



December 2012: 107 projects

*The 34 projects mentioned in the table above are financed by INCODER while 15 additional projects are financed jointly with USAID resources and are therefore reflected in Results 2 and 3.

NATIONAL



The following section offers a summary of information and progress to date, by region, for those ACIP activities under implementation during Q1 FY13.

At the national level, ACIP focuses on improving the policy framework and implementation capacity for activities that support Afro-Colombian and indigenous empowerment. The Program improves advocacy skills and organizational capacity of national level Afro-Colombian and indigenous organizations, while

promoting greater awareness of the contributions of ethnic minorities to Colombian society, economy and politics among the general population. ACIP also works to promote access to economic opportunities for minority populations at the national level by collaborating with the private sector to establish workplace diversity protocols.

R-1. STATE INSTITUTIONAL CAPACITY STRENGTHENED

IR-1.1: Development and implementation of pro-minority policies strengthened

ACDI/VOCA begins implementation of INCODER agreement to support value chain projects and land titling for ethnic minority communities. At the end of last quarter, ACDI/VOCA signed a collaborative agreement with the Colombian Institute for Rural Development (INCODER) to support land titling and value chain projects for Afro-Colombian and indigenous communities. This quarter the Program began implementation of this seven-month agreement simultaneously with the regular ACIP activities through three components: 1) technical assistance for land formalization for indigenous and Afro-Colombian collective territories, 2) capacity building for the design, implementation and monitoring of value chain projects to build economic security and farm diversification (*food sovereignty*) to improve the socio-economic status of these communities, and 3) support to INCODER's ethnic affairs office in upgrading its file system to systematize ethnic minority data. **(See Section IV below for further detail)**

Presidential Programs for Afro-Colombian and Indigenous Affairs and ACIP increase dialogue and coordination between ethnic communities and GOC. During the quarter, ACIP continued direct technical assistance to each of these fundamental presidential programs in topics such as FPIC, inclusive labor policies, the formulation of sustainable long-term Life Plans and Ethno-development Plans, ethnic territorial land rights and differentiated public policies for Afro-Colombian and indigenous communities. ACIP supports these programs to foment dialogue and understanding between government institutions and ethnic minority communities as well as provide ethnic organizations with essential information on the legal and normative framework concerning government mechanisms that affect their communities. To date, ACIP has supported the Presidential Program for Indigenous Affairs in a total of five regional and national workshops, four of which were conducted this quarter (see regional sections for further detail); the Program has also supported the Presidential Program for Afro-Colombian Affairs in four workshops, two of which were conducted this quarter (see regional sections for further detail). Throughout the quarter, ACIP's senior management has held several one-on-one meetings with the directors Gabriel Muyuy and Oscar Gamboa to evaluate progress and continue to define priorities.



Gabriel Muyuy, Director of the Presidential Program for Indigenous Affairs at the third macro-regional workshop on sustainable Life Plans.



The Afro-Colombian and Indigenous Program trained cultural entrepreneurs to increase profitability and sustainability in Barranquilla.

Ethnic cultural organizations gain tools to access available funding for entrepreneurship. In a joint effort with the Ministry of Culture, the Afro-Colombian and Indigenous Program is building the capacity of ethnic organizations to run successful cultural enterprises through a series of informational and participatory workshops that focus on improving administrative and operational management as well as formulating business plans. The Program will support the Ministry of Culture's Training for Cultural Entrepreneurs for Innovation and Development initiative in each of the eight cities prioritized by

the Ministry: Barranquilla, Cali, Cartagena, Medellín, Quibdó, Riohacha, San Andrés and Santa Marta. These trainings are designed to aid cultural enterprises to formulate successful projects and business plans in order to access entrepreneurship resources that are available through the *Fondo Emprender* of Colombia's National Learning Service (SENA), the Ministry of Culture's Program for Entrepreneurship, the Inter-American Development Bank's Cultural Development for Civil Society program and local government resources.

The first three cultural entrepreneurship trainings were held in Cali (Nov. 22-23), Barranquilla (Nov. 28-29) and Quibdó (Nov. 29-30), with a participation of more than 70 cultural enterprises. In total, 303 cultural organizations from 41 municipalities are expected to benefit from the workshops.

IR-A: Rights to land for ethnic communities increased

ACIP continues negotiations with the Land Restitution and Victims Units to improve assistance for ethnic minorities living in collective territories. Last quarter, ACIP began negotiating an agreement with the Ministry of Agriculture's Land Restitution Unit and the Department for Social Prosperity's (DPS) Victims' Unit to improve attention to ethnic minority victims in land restitution procedures. Although ACIP has been eager to settle on cooperation terms and conditions, the three-way agreement has not yet been finalized due to delays in defining the agreement's structure. However, the three parties are currently defining the project agreement that will strengthen capacities of the Victims Reparation and Land Restitution Units through the development of a methodology model to assess damages and infringements (*daños y afectaciones*) inflicted upon collective ethnic territories and communities as a result of the armed conflict. This model will ultimately be used to collect information that can be used as evidence in land restitution trials. The first phase of the characterization study will be presented to USAID for approval in January.

USAID approves projects to support formalization of collective territories. During the reporting period, USAID approved land formalization projects with the Community Council of Rio Naya, the Joaquinico Indigenous Collective Territory and 13 indigenous collective territories in Guajira with Wayuu communities. The titling process for the Community Council of Rio Naya is particularly important since it will be the final major collective title to be granted in the Pacific region. This project will begin implementation during the second quarter of Program Year Two.

ACIP and INCODER start process to develop land titling procedures and legal safeguards. Under the agreement with INCODER, ACDI/VOCA has hired 12 consultants to begin working in four of ACIP's intervention areas (Cauca, Chocó, Guajira and Sierra Nevada). Next quarter, the land titling technical assistance team will be completed by an additional 18 consultants (30 in total). This team of land formalization experts will work in coordination with ethnic organizations and traditional authorities under the technical supervision of INCODER. At the institutional level, the project will strengthen the technical and legal capacity of INCODER to meet outstanding commitments to ethnic communities. The



ACIP-INCODER technical teams meet with community and indigenous leaders of Naya, Cauca to construct land formalization plans.

project will build the capacity of territorial organizations to implement protection processes, planning and management of territories and facilitate governance and administrative management of their territories as well as natural resource management. Under this agreement, selected collective territories will receive resources for the development of value chain projects and for strengthening organizations to ensure effective use and governance of the titled territories. During the reporting period, the Program held

induction workshops with the technical teams in Cauca and Chocó. During these meetings, the technical teams met with the traditional authorities and community council leaders to start defining a work plan.

R-2. ETHNIC MINORITY COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

IR-2.1. Organizational capacity to attend to communities and territories strengthened

ACIP supports the National Indigenous Organization of Colombia (ONIC) in the election of its new governing council. ONIC is the largest indigenous organization in Colombia and meets every four years to elect its governing council. The VIII National Congress of Indigenous Communities, held in Bogotá on October 7-12, brought together 4,500 representatives of 80 indigenous communities and 642 official delegates representing 42 organizations from across the country. The participants elected a new chief



ACIP supports ONIC, the largest indigenous organization in Colombia, to elect its governing council at its National Congress, held once every four years.

advisor and seven thematic advisors for a four-year term; two remaining advisors must be elected in the coming weeks to complete the ten-person governing council. The group also made progress on important issues including: self-government, territory, indigenous justice systems, communications, organizational strengthening and gender. During the Congress, ONIC recognized USAID and ACIP for the continued technical assistance to its member communities in several issues including: the regulation process for FPIC, an evaluation of indigenous women's conditions in the departments of Chocó and La Guajira and the preparation of the public policy proposal that will encompass their demands in critical issues and will be presented to the President of Colombia in February 2013.

ACIP helps community-based organizations to monitor public spending. At the national level, ACIP provided technical assistance in the development of an information system and a social control mechanism that allows ethnic communities and organizations to better monitor public spending. This involved a detailed review of each of the municipal development plans that included an ethnic differentiated approach (Medellín, Bogotá, Cali and Cartagena). On November 15, 16 and 17 the National Conference of Afro-Colombian Organizations (CNOA) held a *minga*, or conference, to bring together representatives from Medellín, Bogotá, Cali and Cartagena and to build their organizational capacities to monitor the ethnic differentiated approach in public policies at the local level. Over 60 leaders of Afro-Colombian organizations belonging to CNOA participated in the *minga*; half of all participants were women. As a result of this technical assistance, the community based organizations reviewed public policies and the municipal development plans in Cali, Bogotá, Medellín and Cartagena and created a proposal for future monitoring and evaluation (M&E) of the development plans' implementation in these four cities.

IR-2.2. Advocacy capacity of ethnic minority community-based organizations improved

Female leaders meet with Afro-Colombian women to foster their inclusion in public decision making. On December 10, 11 and 12, the Afro-Colombian Women's Network - Kambiri held its Seventh Annual National Conference in Medellín. ACIP provided technical and logistical assistance for the workshops, roundtables and conferences which brought together Afro-Colombian



Aura Dalia Caicedo, Director of the Kambiri network, speaks at Kambiri's Seventh Annual National Conference in Medellín

female leaders with women in politics and the academic sector to discuss women's rights, strengthen inclusion and participation in the process of public decision making. Prior to the conference, ACIP supported a meeting of 102 women delegates of the organizations that form part of the network in Cali to ensure a strong design and management of the conference. During the conference the women developed a workplan to guide the network's actions over the next five years, elected new regional delegates to represent the network at the departmental and municipal level, established guidelines for coordinating the local organizations' workplans with those of the organizations that operate at the municipal and departmental level, and strengthened the network's presence and visibility in the department of Antioquia. Over 300 female delegates of the network, public entities and international organizations participated in the conference.

Fifty-five Afro-Colombian women are trained to increase their capacity for leadership, territorial management and participation in governance processes. On November 15, ACIP trained 55 Afro-Colombian women living in collective territories to build their capacity for leadership, defense, participation in governance processes and territorial management. The trainings focused on M&E of Afro-Colombian women's inclusion in influencing the Public Policy for Women's Equality and the implementation and socialization of the Law to Prevent Gender-Based Violence (Law 1257 of 2008). As a result of the training, ACIP was able to bring Afro-Colombian women's issues before the President's High Commissioner for Women's Equality to make advances in the development of a participatory public policy and to build alliances with other civil society organizations that are known for their work with women's issues in Colombia.

Displaced Afro-Colombian youth leaders receive public policy advocacy tools. On December 12, 14 and 15, ACIP supported the National Association of Displaced Afro-Colombians (AFRODES) in its three-day workshop in Bogotá to train 22 leaders (69 percent female) of AFRODES in legal, political, social and cultural rights, as well as mechanisms, skills and tactics for negotiation with the GOC. The leaders came from several regions of the country including Cali, Cartagena, Buenaventura, Quibdó and Bogotá. This technical assistance and capacity building was designed to improve the effectiveness of public policy for displaced Afro-Colombians, to ensure the protection and restoration of their rights by strengthening technical and administrative planning and advocacy capacity of AFRODES and its network of organizations. As a result of the trainings, AFRODES leaders achieved a direct line of communication with the government to influence the government's decisions in several public policies that affect their communities. Specifically, AFRODES made progress in the development of a document on Afro-Colombian youth concerns to be presented to the Victims' Unit to influence its policy for addressing displaced youth.

Leading Afro-Colombian organization receives assistance to train women and youth for leadership roles. ACIP provided technical and logistical assistance for the conference which brought together Afro-Colombian leaders of the *Proceso de Comunidades Negras* (PCN) with influential women in politics and the academic sector to discuss women's rights and strengthen inclusion and participation of Afro-Colombian women in the public decision making process. The training was held in Bogotá on November 21 with the participation of 720 people (41 percent female) and a specific focus on Afro-Colombian youth. Members of the District Secretary for Integration and Participation, the Ministry of Agriculture and Rural Development, the Victims' Unit and international organizations participated in the workshops.

Afro-Colombian organizations' ability to influence public policies is increased. ACIP supported AFRODES and the Afro-Colombian Women's Network Kambirí in the improvement of their organizational capacities during the quarter. ACIP conducted the Ethnic Organizational Capacity Assessment (EOCA) with both organizations and provided technical assistance in the development of strengthening plans to improve their capacity to influence public policy. Fifty-five persons participated and 60 percent of all participants were female.

R-3. ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED**IR-3.1: Formal employment of ethnic minorities in urban areas increased****Sub IR-3.1.1: Employability of ethnic minorities increased**

Eight project proposals approved by USAID to increase ethnic minority access to economic opportunities. Through these economic opportunity projects, 2,613 young Afro-Colombian and indigenous persons will receive workforce development training and 2,295 of these participants will benefit from job placement based on their training. The training programs have been designed hand-in-hand with the business community in Quibdó, Cali, Barranquilla and Bogotá so that the participants are guaranteed to have the necessary background and skills to work in the designated companies. Training and job placements will take place in prioritized sectors such as Business Process Outsourcing and Information Technology (BPO&IT), textile and clothing, automobile, transportation, tourism, logistics, financial and health services.

Sub IR-3.1.2: Diversity in private-sector firms increased

ANDI-ACIP alliance achieves important advances for ethnic diversity in private sector companies. The Program's alliance with the National Business Association of Colombia (ANDI – Asociación Nacional de Empresarios de Colombia), an association of more than 1,500 companies, plays a key role in the Program's strategy to not only create more work opportunities for ethnic minorities but to introduce diversity and inclusion protocols in an important number of private sector firms. This quarter, three new projects have been designed with two ANDI-affiliated companies, Atento-Movistar (in Quibdó) and Gente Estratégica (in Barranquilla and Bogotá). Gente Estratégica, in Barranquilla, started training courses last September while projects in Quibdó and Bogotá will start their workforce development training programs next quarter.

ACIP finishes design of questionnaire to begin evaluation of diversity policies in Colombian companies. The Program contracted the National Consultancy Center to develop a comprehensive survey and analysis document that would qualitatively measure company employees' perceptions of persons belonging to ethnic minority communities. The assessment consists of questions related to human resources and hiring policies, opinions and perceptions of people of different ethnic backgrounds and the breakdown of staff categorized by ethnicity or race, gender, position within the company and seniority level. The Program will use this questionnaire as a first step in the diversity protocol implementation process for 100 companies.

Colombian private sector businesses paired with international companies to learn best practices for implementing diversity protocols in ACIP's first diversity and inclusion pilot project. ACIP is working with private sector companies in Colombia to pair them with international companies that have successfully implemented diversity and inclusion protocols. As a first step in this project, the Program has conducted a case study on SIMOUT, a leading outsourcing company based in Cali. SIMOUT has a staff of over 500; half of its staff and 80 percent of its board of directors is Afro-Colombian. Currently, the Program is providing technical assistance to SIMOUT to transfer knowledge and best practices from the South African Black Economic Empowerment (BEE) initiative to improve its diversity and inclusion efforts. The BEE was developed by the South African Ministry of Commerce in 2003 as a program to encourage diversity in the workplace and to track private sector companies' progress in increasing diversity. The SIMOUT case study results will be one of the components used to determine a project baseline and diversity protocol manual that the Program will use to implement diversity and inclusion protocols in 100 private sector companies.

IR-3.2: Income for rural ethnic minority populations increased

ACIP moves forward with 11 value chain projects that will benefit 2,569 Afro-Colombian and indigenous families. This quarter, USAID approved 11 projects to upgrade rural value chains to enhance product competitiveness for Afro-Colombian and indigenous growers. The 11 projects will focus on improving environmentally sound cultivation processes as well as developing and implementing market-driven strategies to prioritize and link value chains to the private sectors. The value chain projects are concentrated in rural areas of Chocó, Sierra Nevada de Santa Marta (SNSM), Valle del Cauca, Nariño and Bolivar and will focus on improving harvests of plantains, cacao, coffee and exotic forest fruits (*acai and jaguar*) and in increasing ecotourism in Bolivar.

R-4. POSITIVE MESSAGING OF ETHNIC MESSAGING ISSUES INCREASED

IR-4.1 Quantity and quality of positive messaging of Afro-Colombian and indigenous issues increased

Colombia hosts the International Indigenous Film Festival with ACIP support. In 1985, the Latin American Council for Indigenous Film and Communication, a group dedicated to preserving the culture and



Bolivian indigenous woman (Rosa Jalja) in interview at the ACIP-supported XI International Indigenous Film Festival. Medellin, Colombia.

heritage of indigenous communities across Latin America through art, hosted the first International Indigenous Film Festival in Mexico City. Since then, the host country has rotated and for the first time since its creation, Colombia hosted the annual month-long festival opening in Maicao (Guajira) on September 6 and concluding in Medellin on October 6. ACIP provided technical assistance and funding to the organizers of the festival which drew the participation of 70 indigenous communities from 15 countries. ACIP funding allowed 30 indigenous communications professionals to participate in the festival. In preparation for the event, the organizers provided training to 60 professionals of indigenous descent in a variety of communications and audiovisual techniques. A total of 150 Colombian and international indigenous audiovisual

professionals presented their work in the form of films and photography. Over 3,000 people participated in the festival while 35 local media outlets and 20 international media outlets covered the event, raising awareness of indigenous cultures in Colombia and across the globe.

Afro-Colombian contributions to Colombian society honored at first “Afro-Colombians of the Year” awards ceremony. ACIP promotes recognition of Afro-Colombian role models as a means to raise awareness about their important contributions to society and to promote positive messaging of ethnic minority issues. On the evening of December 12, more than 300 people gathered at a unique event called *Colombia Reconoce* (Colombia Recognizes), to celebrate the outstanding achievements of Afro-Colombians in diverse areas of the public and private sectors including arts, communications and journalism, politics, education, business, social justice, health, science and technology, law, armed forces, academia and youth.

As the event’s name suggests, the objective was to reinforce the recognition of Afro-Colombians who are making notable headway in key areas of society, thereby cultivating a sense of ethnic identity and pride as well as an appreciation of multicultural diversity as one of Colombia’s greatest national assets. With the financial and technical support of ACIP, *Fundación Color de Colombia* succeeded in organizing an event that received substantial public and private



Peter Natiello, USAID/Colombia Director at the awards ceremony to recognize distinguished Afro-Colombians.



Rafael Mejía, President of the Colombian Agricultural Society, and Captain Jairo Eligio Orobio, recipient of the 2010 prize in the 'armed forces' category.

attention. The event was broadcasted live on 23 regional channels and covered by national and local media publications such as Caracol News and *El Espectador*. This major communications strategy was developed hand-in-hand with *El Espectador* and included the gala awards dinner and the publication of the foundation's *Revista Color de Colombia* magazine distributed by *El Espectador*. In addition to circulation with *El Espectador*, the magazine was also circulated by ANDI to more than 1,500 of its members. Members of ANDI are Colombia's leading businesspeople, making this an ideal channel to impact public opinion and high-level decision makers.

PACIFIC



AFRO-COLOMBIAN & INDIGENOUS PROGRAM (ACIP)
Pacific Region Activities

With regional offices and operations based in the cities of Quibdó and Popayan, ACIP takes a decentralized approach to implementing Program strategy in the Pacific region, which targets two rural subregions and two urban centers. The former are rural areas located in Chocó and Cauca departments, while the latter consist of the cities of Quibdó, capital of the department of Chocó, and Cali, capital of the department of Valle del Cauca. In Chocó, ACIP focuses on strengthening government institutional capacities and increasing Afro-Colombian communities' access to income generation opportunities. The Program's activities in Cauca address ongoing conflict by supporting dialogue between GOC and indigenous communities of the region as well as solving interethnic conflicts through land formalization.

1. Chocó

R-1. STATE INSTITUTIONAL CAPACITY STRENGTHENED

IR-1.1: Development and implementation of pro-minority policies strengthened

ACIP strengthens capacity of indigenous authorities to represent their communities' needs in government planning and policies. As reported above, under the strategy to promote indigenous public policy and representation, ACIP funded a two-day workshop in Pereira for indigenous leaders from Chocó, Cauca, Risaralda, Valle del Cauca, Quindío, Caldas and Nariño on how to formulate sustainable Life Plans that can be used as a tool to access government resources. As of 1991, departmental and municipal development plans are required to take Life Plans of indigenous communities into consideration. However, considering that indigenous communities tend to express their needs and concerns in more traditional terms, oftentimes, these documents are unclear or difficult for public officials to understand and as a result the current and future needs of the communities are not represented in government planning and policies.

The workshop in Pereira was one in a series of five macro-regional workshops hosted in alliance with the Presidential Program for Indigenous Affairs to socialize high priority issues for indigenous communities throughout Colombia. During the workshop sessions, 45 representatives of indigenous organizations gathered to learn about design methodologies for formulating Life Plans that include possible results and indicators so that they can be managed and measured. Another objective of the meeting was to discuss issues pertinent to the indigenous communities of the Pacific region that should be addressed in the national public policy document on indigenous matters currently under development.

IR-1.2. State planning and resource investment for ethnic minorities improved

With ACIP assistance, the department of Chocó makes important institutional progress. The main focus of the Program's technical team in Chocó, working on site at departmental offices, is to provide technical assistance in institutional management, community participation coordination and project planning. Furthermore, the team is responsible for establishing a strategic relations plan for the GOC as well as with neighboring departments. On November 2, officials from the departments of Chocó, Antioquia and Córdoba met to finalize a strategic agreement to contract a person to manage the Gran Darién Contrato Plan. The Contrato Plan is valued at approximately US\$604 million of public resources that will be allocated to Chocó, Antioquia and Córdoba. Moving forward with the contracting process is crucial to the department's organizational strengthening goals since the Contrato Plan administrator will facilitate all planning, development, implementation and follow up for projects funded by Contrato Plan resources. Contrato Plan projects will cover a wide array of departmental needs such as infrastructure, social development, housing and economic strengthening and will benefit 25 municipalities of Chocó, Antioquia and Córdoba. ACIP also supported the government of Chocó to negotiate and establish the terms for project execution under Contrato Plan with representatives from the National Planning Department (*Departamento Nacional de Planeación - DNP*) and the Financial Fund for Development (*Fondo Nacional de Desarrollo - FONADE*).



ACIP works hand-in-hand with acting Governor of Chocó Hugo Tovar's administration to increase resource flow to the department in benefit of ethnic minority communities. Photo courtesy of Government of Chocó.

This quarter, the Program's technical team has also supported the department of Chocó in securing resources from the General System of Royalties. Additionally, the team has supported the department in defining strategic budget resource allocation and plans for 2013 and 2014. The departmental budget includes the allocation of resources by sector and municipality.

R-2. ETHNIC MINORITY COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

IR-2.1. Organizational capacity to attend to communities and territories strengthened

ACIP applies the EOCA tool and develops institutional strengthening plans for indigenous organizations. In Chocó, ACIP supported three indigenous territorial organizations FEDEOREWA, ASOREWA and CRICH to measure their institutional capacities and to create plans for institutional strengthening. ACIP designed the methodology to be used in each EOCA workshop and participated with the communities in their self-evaluation and the design of their plans to improve the organizations and better serve their communities. Three EOCA workshops were held with the participation of 60 community members (20 per organization). Thirty percent of the participants were youth while 40 percent were female. The three resulting organizational strengthening plans were approved by the organizations, all including economic security (*seguridad alimentaria*) as a top priority in their plans.

INCODER-ACDI/VOCA agreement expands ACIP technical assistance in Chocó. Thanks to an agreement with INCODER, ACIP expanded its intervention this quarter to offer coverage in all indigenous communities in the department; 961 indigenous families will be directly benefitted in the municipalities of Tadó, Bagadó and Bojaya. Additionally, 920 Afro-Colombian families in the municipalities of Bagadó, Atrato, Lloró, Medio Atrato and Nóvita will benefit from project assistance. The technical assistance consists of training in governance and land management for seven territorial organizations (CRICH, ASOREWA, FEDOREWA, COCOLLO, COCOMACIA, COCOMOPOCA and COCOMAN) as well as economic security (*seguridad alimentaria*) initiatives.

ACIP provides technical assistance to five ethnic minority organizations in improved governance. ACIP is supporting three indigenous territorial organizations (FEDEOREWA, ASOREWA and CRICH) in the development of their Life Plans as a part of the agreement with INCODER and is supporting two Afro-Colombian organizations, ASOCASAN in the design of its Ethno-development Plan and COCOILLO in policies to improve its ability to effectively conduct FPIC and in economic security initiatives.

R-3. ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

IR-3.2: Income for rural ethnic minority populations increased

INCODER-ACDI/VOCA agreement fosters economic security among Afro Colombian community councils in Chocó. Also in Chocó with INCODER assistance, ACIP will implement two income generation and value chain projects (Espave and Pacifico Productivo) as part of ACIP's strategy to ensure sustainability through economic security and farm diversification. These two projects will begin implementation during the next quarter.

2. Quibdó

R-1. STATE INSTITUTIONAL CAPACITY STRENGTHENED

IR-1.1: Development and implementation of pro-minority policies strengthened

ACIP supports the city of Quibdó to develop its first-ever gender policy. ACIP continues promoting gender equality in Quibdó's municipal government through technical assistance for the formulation of an unprecedented gender policy scheduled to be officially launched on March 8, 2013, on occasion of the International Women's Day. Working closely with the Mayor of Quibdó and the newly appointed Secretary



ACIP assistance to Quibdó's Public Policy for Women's Equality.

of Gender Equality, a robust team of eight ACIP gender specialists has been supporting the conceptualization, discussion and drafting of the municipal gender policy. This new policy, intended to address ethnic minority women's needs in relation to health, income generation, human rights, housing and education, was the focus of the ACIP sponsored workshop held on November 23, in commemoration of the International Day for the Elimination of Violence against Women. Workshops and discussions starting in November and continuing until the beginning of March, will cultivate a greater culture of participation and advocacy from women living in both urban and rural areas. Another objective of these meetings is to determine the issues specific to the women of this region that should be prioritized in the public policy. Since November, over 800 women, including

women of rural areas surrounding Quibdó, have participated in these workshops and information sessions.

R-2. ETHNIC MINORITY CBOs STRENGTHENED

IR-2.2. Advocacy capacity of ethnic minority community-based organizations improved

ACIP will support Afro-Colombian women to increase leadership, management and influence in public policies. ACIP is currently preparing a call for proposals from Afro-Colombian organizations in Quibdó in order to provide technical assistance in leadership, management and negotiation skills. The call for proposals will be open to organizations that design their own organizational strengthening plans, offer training and technical assistance to target populations and strengthen the capacity of ethnic minorities (with a specific focus on women) to participate in public policy decision-making and interaction with government entities. ACIP will officially open the call for proposals next quarter during the launch of the Public Policy for Women's Equality in Quibdó.

R-3. ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

IR-3.1. Formal employment of ethnic minorities in urban areas increased

Sub IR-3.1.1. Employability of ethnic minorities increased

Call Center in Quibdó invests in new facilities in preparation to train 100 Afro-Colombian youth in ACIP's BPO&IT workforce development program. Atento-Movistar, one of Colombia's largest call center and telecommunications companies, is equipping a new call center in Quibdó which will serve as a training center for 100 young Afro-Colombians participating in ACIP's workforce development and job placement program. The project's first phase, outreach and participant selection, started on December 7, 2012 and first training sessions will begin in April of this year.

Sub IR-3.1.2. Diversity in private-sector firms increased

ACIP supports inclusive development and employment promotion in Quibdó. In partnership with the Presidential Program for Afro-Colombians and the Ministry of Labor, the Government of Chocó held the first Inclusive Development and Employment Promotion Forum for Afro-Colombian communities on October 23 in Quibdó. As part of this event, the participating government entities signed the Declaration of Racial Equality and Equal Opportunities, in which they commit



ACIP supports the Presidential Program for Afro-Colombian Affairs in hosting the first Inclusive Development and Employment Promotion Forum in Quibdó.

to promoting public policies aimed at preventing discrimination in hiring and in the workplace.

3. Cauca

R-1. STATE INSTITUTIONAL CAPACITY STRENGTHENED

IR-1.2. State planning and resource investment for ethnic minorities improved



ACIP trains public officials in Cauca to increase access to public investment funds.

ACIP trains municipal officials in Cauca to increase allocation of Contrato Plan and the General System of Royalties (SGR) funds. ACIP has played a critical role in facilitating project prioritization and the use of the General Adjusted Methodology (MGA) to formulate value chain projects for Cauca's northern and Pacific region municipalities in order to access the Northern Cauca Contrato Plan and royalty funds. On November 1, 2012, ACIP assigned six consultants to work on site with the Department of Cauca providing the departmental and municipal planning secretaries, municipal finance departments and community council and indigenous council leaders technical assistance and training on project formulation that will benefit ethnic minority communities. They ensure that projects meet technical requirements and specifications for Contrato Plan and

royalties. The consultants also ensure that the projects include a focus on women and youth. Activities this quarter were concentrated in the northern and Pacific (western) regions of Cauca.

In the northern region, the Program conducted joint initial evaluations with ten municipal planning departments (Caloto, Caldone, Corinto, Padilla, Miranda, Santander de Quilichao, Buenos Aires, Villa Rica, Guachene and Puerto Tejada) to identify problems and difficulties related to previous project formulation efforts. During these meetings, the technical team identified specific projects in health, tourism, education and potable water and basic sanitation that are in need of technical assistance. Similar meetings were carried out in the Pacific region with the municipal planning departments of Guapí, López de Micay and Timbiquí. In addition, the Program carried out a workshop in Guapí for government officials on the General System of Royalties.

R-2. ETHNIC MINORITY COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

IR-2.1. Organizational capacity to attend to communities and territories strengthened

Six ethnic minority organizations strengthen their institutional capacity in Cauca with ACIP technical assistance. During the quarter, ACIP began working with four indigenous organizations (CRIC, ACIN, Pueblo Naya and Pueblo Misak), one Afro-Colombian community council (ACONC) and one civil society ethnic minority organization (Asociación Municipal de Mujeres ASOM) to strengthen their institutional capabilities and leadership skills through a series of workshops. The workshops drew a total of 155 participants.

ACIP provides technical assistance to 22 indigenous councils in the design of Life Plans. This quarter, ACIP began supporting 22 indigenous councils of the Indigenous Councils of Northern Cauca Association (ACIN) living on 12 collective territories to design Life Plans that would be used as organizational tools to improve their quality of life and protect their cultural heritage. The first meeting with ACIN was held on December 7 and an operations committee meeting was held on December 20 with ACIP support. A total of 30 people participated in the meetings including delegates of 12 indigenous collective territories in northern Cauca. The project, already under implementation, aims to build capacity for self-governance and consolidate territorial rights of 22 indigenous councils in northern Cauca.

Improved governance initiatives lead to better standard of living for ethnic territorial organizations.

In partnership with INCODER, ACIP began supporting nineteen Afro-Colombian community councils and one indigenous council in the municipalities of Guapi, Timbiquí, López de Micay, Silvia and Suárez in Northern Cauca in order to improve their governance initiatives and ensure economic security. These organizational strengthening initiatives will benefit 2,685 families. ACIP's technical team has started formulating projects that will provide training and technical assistance to improve governance capacities of the ethnic organizations. Another important part of the Program's strategy is to strengthen the communities' economic security by establishing food diversification methods as well as reviving and preserving traditional systems of cultivation.

IR-2.2. Advocacy capacity of ethnic minority community-based organizations improved**ACIP attends negotiations between the GOC and the Regional Indigenous Council of Cauca (CRIC).**

On October 18, ACIP participated as an observer in the CRIC – GOC Negotiating Roundtable held in Popayan, Cauca. This was the final of several roundtable meetings held each week for a period of two and a half months to discuss and resolve problems related to the commitments made by the GOC with the indigenous communities of Cauca. Thirty-five people from 11 indigenous councils belonging to the CRIC participated in this final roundtable discussion along with delegates of the Ministries of Agriculture and Rural Development, Mining and Environment. The Negotiation Roundtable was an opportunity for indigenous leaders to dialogue with the GOC and to influence public policy decisions that affect their communities.

ACIP promotes dialogue between indigenous communities, GOC and private sector on FPIC process.

On December 5 to 8, 2012, ACIP supported the Presidential Program for Indigenous Affairs in a three-day workshop on FPIC for 35 representatives from several indigenous organizations (CRIC, OZIP, the Regional Indigenous Association of Tolima, ACIN, ACIVA and CRIHU). The Ministry of Justice and the Secretary of Nariño represented the GOC and the private sector was represented in the workshop by Corponariño (a public-private entity that brings together all regional entities in Nariño to handle issues related to natural resource use and the environment) and energy companies such as Ecopetrol, Pacific Rubiales, and VETRA. The objective of the workshop was to establish a framework of understanding between the different stakeholders and organizations on FPIC rights and processes. The workshop in Cali was one of five macro-regional workshops that ACIP has supported to strengthen indigenous organizations as well as foster dialogue between indigenous communities and the GOC.

4. Cali

R-2. ETHNIC MINORITY CBOS STRENGTHENED**IR-2.2. Advocacy capacity of ethnic minority community-based organizations improved****ACIP consults with Afro-Colombian organizations to design its organizational strengthening strategy in Cali.**

In order to define an organizational strengthening strategy for ethnic community-based organizations in the city of Cali, ACIP held consultation meetings with two Afro-Colombian associations, Palenke Urbano that has a membership of 17 organizations and Afroamérica XXI that has a network of over 100 organizations. As a result of these meetings, ACIP defined the open competition mechanism that will be used to select organizations that will work with the Program to improve key advocacy capacities. The request for proposals will emphasize youth and gender criteria and will be released during the next quarter.

R-3. ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED**IR-3.1. Formal employment of ethnic minorities in urban areas increased****Sub IR-3.1.1. Employability of ethnic minorities increased**

ACIP forms public-private alliances to initiate workforce development and job placement initiatives in Cali. In December, USAID approved three projects that will increase access to economic opportunities for 858 Afro-Colombian and indigenous persons in Cali. The projects will consist of program participant evaluations, workforce development training, job placement and follow up. Program beneficiaries, based on their previous work experience and interests, will receive sector-specific training to gain the necessary skills to work in leatherworking and automotive companies. After receiving training, 640 of the 858 program beneficiaries (74.6 percent of the beneficiaries) will receive formal job placement. It is important to note that these projects will be implemented under the framework of public-private alliances. Participating companies will also implement diversity and labor inclusion protocols that will ensure the socio-economic inclusion of ethnic minorities even when the projects are completed.

Sub IR-3.1.2. Diversity in private-sector firms increased

Fulbright scholar volunteers with ACIP to research labor inclusion dynamics and trends for Afro-Colombian women in Cali, Cartagena and Barranquilla. During the reporting period, Naakoshie Mills, a Fulbright researcher, joined ACIP as a volunteer with the Program in Result 3 to research ethnic minority gender issues in relation to economic employment opportunities and trends in Cali, Cartagena and Barranquilla. Ms. Mills will initiate work next quarter and will produce a research document summarizing the conclusions and information gathered during the upcoming quarter.

CARIBBEAN



AFRO-COLOMBIAN & INDIGENOUS PROGRAM (ACIP)
Caribbean Region Activities

From a regional office in Cartagena and satellite offices in Barranquilla, Santa Marta and Riohacha, the Program's area of intervention along the Caribbean coast is divided operationally into three distinct target areas based on their geographic and demographic characteristics. The first target area includes the greater metropolitan areas of the capital cities of Cartagena, Barranquilla, and Santa Marta, associated due to similar urban port settings and predominance of Afro-Colombian populations. The second is a mostly rural area consisting of the SNSM and relatively small municipalities in the department of Guajira, including its capital, Riohacha; these areas have been grouped together due to their geographic proximity and predominance of indigenous communities. Finally, the third target area is the insular department of San Andrés, comprised of the capital, San Andrés, and neighboring rural island of Providencia.

1. Cartagena, Barranquilla and Santa Marta

R-1. STATE INSTITUTIONAL CAPACITY STRENGTHENED

IR-1.1. Development and implementation of pro-minority policies strengthened

Indigenous community leaders are trained in the Caribbean region to formulate sustainable long-term life plans to facilitate access to government resources. As indicated above, Life Plans consolidate the communities' cultural, administrative, economic and social proposals that guarantee the physical and cultural existence of the communities in the long term. Life Plans are often written using traditional concepts that can be difficult for non-community members (such as public officials) to understand the communities needs and consequently to establish concrete projects for their benefit. To address this, 50 indigenous leaders from the Wayúú, Yukpa, Zenú, Arhuaco, Mokaaná, Kankuamo and Barí communities as well as 10 public officials from the territorial and national levels gathered in Santa Marta, to receive training in formulating comprehensive life plans. Gabriel Muyuy, director of the Presidential Program for Indigenous Affairs presented a proposal for developing life plans and collected feedback and suggestions to improve the methodology and, ultimately, define the technical criteria for formulating sustainable life plans with the indigenous communities.

Government representatives commit to allocating resources for ethnic minority populations at Inter-ethnic Forum.

In alignment with its strategy to promote inter-institutional dialogue and alliances that will lead to public policies benefitting ethnic minority populations, ACIP supported the first Inter-ethnic Forum on Differentiated Public Policies for Afro-Colombian and Indigenous Communities of the Caribbean Region on December 15. Sponsored by ACIP, in alliance with the Presidential Program for Afro-Colombian Affairs, the event gathered over 200 community leaders and representatives of several GOC institutions including the Ministries of Education, Interior, Culture, Commerce and Tourism, Labor, the Colombian Institute of Family Wellbeing (*Instituto Colombiano de Bienestar Familiar - ICBF*), the DPS and the departmental governments of Sucre, Bolívar, Atlántico, Cesar, and Córdoba. Indigenous leaders from the SNSM and Afro-Colombian leaders from several departments in the Caribbean region were also present to provide the ethnic minority viewpoint in the inter-ethnic dialogues. During the forum, government representatives committed to allocating resources to the departmental development plans as well as applying a clear differentiated approach to the plans. Participants met in three working groups: pro-minority public policy, economic opportunities and ethnic territories. The primary conclusions of the forum identified future steps and initiatives to facilitate participatory policy implementation and monitoring.



Mr. Oscar Gamboa, Director of the Presidential Program for Afro-Colombian Affairs during the first Inter-ethnic Forum of the Caribbean Region

R-2. ETHNIC MINORITY COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

IR-2.1. Organizational capacity to attend to communities and territories strengthened

Afro-Colombian organizations in Cartagena evaluate their own organizational capacity. In the Caribbean region, ACIP supported several Afro-Colombian community-based organizations in workshops to evaluate their organizational capacity and in the creation of organizational strengthening plans to build their capacities. The workshops—held with ACIP technical assistance—had a participation of 110 people, 87 percent of which were women. The organizations supported in Cartagena include: Afro-Caribbean Community Council Gavilaneo, the Notable Women of Barranquilla (NOTABLAZO), Afro-Caribbean Women's Network (REMA), Afro-Colombian Community Council of San Basilio de Palenque Makankamaná and an association of Afro-Colombian agricultural and sweets producers and workers in the tourism industry, Asopraduce.

ACIP will implement an organizational strengthening plan to benefit Afro-Colombian communities from San Basilio de Palenque. During the quarter, ACIP supported Makankamaná, an Afro-Colombian community council in the design of its organizational strengthening plan. Makankamaná represents Afro-Colombians from San Basilio de Palenque (Bolívar), an area that was recognized by the GOC as one of the first two Afro-Colombian collective territories in the Caribbean region of Colombia. Organizational strengthening is necessary in order to ensure that this community is able to effectively manage its territory. The organizational strengthening plan was approved by USAID and will begin implementation in early 2013.

IR-2.2. Advocacy capacity of ethnic minority community-based organizations improved

USAID technical assistance empowers Afro-Colombian women's organizations to access royalty funds and monitor development plan spending. In a workshop led by the Secretary of District Planning, ten Afro-Colombian women leaders of Caribbean Network community-based organizations gathered at the Technological University of Bolívar in Cartagena to learn and acquire tools that would allow them to create projects eligible for royalty funds and in the development of mechanisms to better monitor public spending linked to the municipal and departmental development plans. The focus of the workshop was to promote active participation on the part of the organizations to articulate their communities' needs and priorities into projects to be developed at the local level. An important component of the workshop was to learn the MGA, a methodology designed by the National Planning Department (DNP) to identify, prepare and evaluate investment projects that may be financed with royalty funds. The MGA requires users to organize information through problem identification in relation to its causes or effects as well as defining alternative solutions. During the five-day workshop, the participants received technical assistance on how to design royalty projects with a differentiated approach and upload them to the District Project Bank's information system.

R-3. ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

IR-3.1. Formal employment of ethnic minorities in urban areas increased

Sub IR-3.1.1. Employability of ethnic minorities increased

Over 600 disadvantaged Afro-Colombian youth to be placed in professional and technical jobs in Barranquilla. During the quarter, ACIP forged a partnership with the Barranquilla municipal government and a leading private sector company (Gente Estratégica) to strengthen diversity and inclusion policies in



ACIP offers workforce development training for 600 Afro-Colombian youth in Barranquilla.

the private sector through a workforce development and job placement program. Beginning on October 5 and throughout the quarter, over 3,000 Afro-Colombian youth applied for workforce development training scholarships in sales, operation of heavy machinery, financial management, human resources and payroll management, IT administration, call center assistance, administrative assistance in customs, commercial logistics, gas pipe installation, warehousing, distribution center work, and culinary skills. A total of 650 applicants were selected and awarded scholarships for workforce development training with guaranteed job placement for those who successfully complete the trainings.

2. Sierra Nevada of Santa Marta (SNSM), Guajira and Riohacha

R-1. STATE INSTITUTIONAL CAPACITY STRENGTHENED

IR-1.1. Development and implementation of pro-minority policies strengthened

Indigenous communities are empowered by training in FPIC processes and laws. In alliance with the Presidential Program for Indigenous Affairs, ACIP funded a three-day workshop for indigenous leaders from the northern departments of Colombia to discuss and learn about FPIC. Thirty-five indigenous leaders,



Indigenous man participates in FPIC training.

including ten women leaders, from the Wayuu, Arhuaco, Zenu, Wiwa, Yukpa, Embera Katio, Kankuamo and Mokaaná communities met in Santa Marta with representatives of the Presidential Program, the Colombian Constitutional Court and the Ministry of Interior (the state entity in charge of coordinating FPIC processes) to deepen their knowledge about FPIC's legal framework, steps and requirements. In turn, participating government institutions learned about indigenous groups' frustrations related to lack of compliance with FPIC processes by public and private actors and agreed that better administrative controls are necessary.

IR-A: Rights to land for ethnic communities increased

ACIP will strengthen indigenous authorities in the SNSM by supporting them in protecting and formalizing their territorial rights. During the quarter, USAID approved projects in the Koguí – Malayo – Arhuaco collective territory in the SNSM to strengthen the indigenous authorities of these territories by supporting them in protecting and formalizing their indigenous territorial rights under the framework of the INCODER agreement. Apart from providing technical assistance in the administrative and legal land titling procedures, the project will provide in-kind support in the form of equipment such as GPS devices, cameras and printers in order to improve the indigenous council's capacities in land formalization procedures. The project will be executed during the next two quarters.

R-2. ETHNIC MINORITY COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

IR-2.1. Organizational capacity to attend to communities and territories strengthened

Wayuu indigenous cultural heritage is protected by preserving two historic burial grounds in Guajira. During the quarter, the program provided institutional strengthening assistance to the Social and Territorial Organization of the Wayuu Communities through the construction of tombs and improvement of cemeteries in the Hurraichichon and Mayapo jurisdiction of the municipality of Manuare and in the Wayuu de Yaretshikal collective territory in rural Riohacha (La Guajira). The results of this project affect 121 families of 12 Wayuu clans that consider these burial grounds as sacred and an integral part of their heritage.

Ethnic Organizational Capacity Assessment is conducted in eight indigenous councils. In the department of Guajira, ACIP held a series of workshops with the Wayuu Painwashí Organization, the Zenú de Maicao Indigenous Council and the Association of Indigenous Authorities of Wayuu de Maicao in the development of an organizational strengthening project for seven indigenous collective territories in the rural areas of Riohacha that form part of the Wayuu Painwashí Organization. During the two workshops held



ACIP supports the Yaretshikal Wayuu indigenous community in the restoration of the Ishapa Cemetery in the rural area of Riohacha.

on October 25 and November 21 a total of 132 people participated, of which 30 percent were female.

IR-2.2 Advocacy capacity of ethnic minority community-based organizations improved

Six municipalities in Guajira royalty funds with ACIP technical assistance. ACIP continues to work with Fundación Cerrejón this quarter to build the capacity of target municipal governments to access royalty funds and with indigenous councils to receive additional funding from the General System of Participations. During the quarter ACIP held trainings benefiting 70 indigenous leaders and 54 public officials in Guajira. The Department of National Planning and six mayor's offices of Dibulla, Uribia, Manaure, Maicao, Barrancas and Hatonuevo participated in the trainings. As a result of these trainings the six municipal governments were able to submit 45 royalty projects to the College of Administration and Decision (OCAD by its Spanish acronym). These projects were accepted and approved by the OCAD and disbursements to the municipal governments will begin in 2013.

R-3. ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

IR-3.2 Income for rural ethnic minority populations increased

USAID finalizes project agreements that will generate incomes for 1,227 indigenous families in the SNSM. During the reporting period, USAID approved three agreements with the Koguis, Arhuacos and Wiwas to improve coffee and cacao production techniques and strengthen rural value chains to increase indigenous families' incomes. The three projects will benefit a total of 1,227 families. These projects aim to increase incomes of the beneficiary families through improved crop production and building capacity within the communities to form commercial and private sector alliances to sell their coffee and cacao at competitive prices. During the next quarter, ACIP expects to sign a fourth value chain project in the SNSM to benefit 517 families of the Kankuamo collective territory.



Danielle Spinard of USAID witnesses Kogui indigenous authority, Jose de los Santos de Sauna signing income generation agreement to benefit his community.

R-4. POSITIVE MESSAGING OF ETHNIC MESSAGING ISSUES INCREASED

IR-4.1 Quantity and quality of positive messaging of Afro-Colombian and indigenous issues increased

Cultural awareness and preservation of indigenous communities of the SNSM and Guajira is promoted. This quarter, USAID approved two important cultural projects that will increase visibility and cultural awareness of indigenous communities in the Sierra Nevada de Santa Marta and Guajira region. As a part of ACIP's strategy to spread awareness about indigenous contributions to society and foster a greater understanding of indigenous communities, the Program will provide technical assistance to the Zhigoneshi Communications Center to create, market and distribute eight documentaries based on Wiwa, Kogui, Kankuamo and Arhuaco traditions. In the second project, the Program will safeguard cultural heritage of the Wayuu community by strengthening the organizational structure of the Wayuu *Palabrer*os, the central element in the traditional administration justice system of the Wayuu. The Wayuu *Palabrero* system was declared Intangible Cultural Heritage of Humanity by UNESCO in 2010.

3. Islands in the Caribbean Region

IR-A: Rights to land for ethnic communities increased

ACIP consults the design and implementation of a land tenure study with Raizal communities of San

Andrés y Providencia. The Raizal communities of San Andrés and Providencia have continually had their rights to territorial land threatened; today, they hold just 48 percent of the archipelago. While the Constitution orders the protection of native lands, the municipal governments have done little to protect the Raizal community's land rights on the islands. During the quarter, ACIP began consultations with Raizal communities for the design of a land tenure evaluation on the islands as a first step to developing recommendations and strategies to increase protection of these communities' territorial rights. Project planning falls under the framework of the ACIP-INCODER agreement and ACIP will present a proposal to USAID for approval during the next quarter.



Raizal man in front of his house in Providencia.

Section IV: INCODER-ACDI/VOCA Alliance

As an expansion of activities that are already underway through ACIP, ACDI/VOCA is implementing a joint program with INCODER, the Colombian Institute of Rural Development. The ACDI/VOCA – INCODER agreement is implemented in some of Colombia's poorest and most under-developed regions and will empower Afro-Colombian and indigenous communities by strengthening value chains, establishing methods of farm diversification (*food sovereignty*), increasing economic security and formalizing territorial rights.

The ACDI/VOCA – INCODER agreement is expected to have a duration of seven months, ending in April 2013. In total, 49 projects have been approved by the Technical Administrative Committee comprised of USAID, ACDI/VOCA and INCODER. ACDI/VOCA – INCODER projects will be implemented in the departments of Arauca, Bolivar, Casanare, Cauca, Cesar, Choco, Guainía, Guajira, Magdalena, Nariño, Risaralda, San Andrés and Providencia and Valle del Cauca and will benefit more than 8,500 Afro-Colombian and indigenous families.



ACDI/VOCA-INCODER economic security initiatives will implement seed recovery and traditional cultivation methods.

Value chains and economic security

As part of the strategy to achieve what's locally known as *food sovereignty* (farm diversification) and to improve socio-economic conditions for Afro-Colombian and indigenous populations, the program will develop 38 projects focused on improved territorial use and management through activities such as improved value chain processes, seed recovery, recovery of traditional cultivation methods, crop diversification, food preparation education and the general improvement of cultivation techniques and processes. In some cases, beneficiaries will receive the necessary supplies and technical assistance to establish small livestock farming activities (i.e. goats, poultry and fish). The main objective of these projects

is to strengthen ethnic organizations and to improve traditional crops and cultivation practices that have been diminishing with the generations, making sure that all activities fit within the cultural framework of

the communities. Fifteen of these value chain projects will be implemented jointly with ACIP funding under Result 2 and 3.

Land formalization and tenure studies in collective territories

Through community-based projects, the program works directly with leaders and members of Afro-Colombian community councils and indigenous collective territory councils by providing technical assistance in building organizational capacities and support in the communal land titling process. In 10 of the ACDI/VOCA – INCODER projects, Afro-Colombian community councils and indigenous councils will receive technical assistance throughout the land titling process. One project will be implemented in the department of San Andres and Providencia to conduct a land tenure assessment and design a strategy to increase protection of territorial rights for the Raizal communities. To complement land titling efforts and to ensure effective and sustainable use of the titled territories, these community and indigenous councils will also receive resources for the development of value chain projects.

Section V: Environmental Compliance

In line with USAID’s commitment to environmental protection and sustainable development, ACDI/VOCA ensures its effective compliance with approved Regulation 216 environmental documentation, the requirements established on the Initial Environmental Examination (IEE) LAC-IEE-10-102, as well as applicable environmental norms issued by the Government of Colombia. ACDI/VOCA ensures its environmental compliance by:

- Integrating environmental considerations into project design,
- When applicable, guaranteeing sufficient financial resources for the implementation of an environmental management plan (Plan de Manejo Ambiental, PMA), as approved by the Mission Environmental Officer (MEO),
- Promoting the participation of communities in ensuring environmental compliance,
- Ensuring full use and application of the Latin America and Caribbean Bureau Environmental Officer-approved PERSUAP and Integrated Pest Management documentation by providing necessary training and technical assistance to partners and local communities.

Monitor. During the quarter, the Environmental Compliance unit registered a total of 50 new activities in the environmental module of the USAID/Colombia M&E Program’s Monitor system, classified by the following environmental considerations:

	Categorical Exclusion	PMA
Approved by MEO	24	6
Pending approval by MEO	8	12

Training. During the reporting period, ACIP’s Environmental Specialist led a series of trainings for program staff in the central and regional offices. The training included the importance of budgeting environmental monitoring resources into each project as well as environmental impact mitigation methods. During these trainings, emphasis was given to understanding the social and cultural contexts of the communities ACIP works with when implementing environmental management plans, giving special relevance to the fragile ecosystems in the Sierra Nevada de Santa Marta and Chocó.

Section VI: Monitoring and Evaluation

Performance Monitoring and Evaluation Plan. ACDI/VOCA submitted a final Performance Monitoring and Evaluation Plan (PMEP) on November 30, 2012, which was approved by AOR Danielle Spinard on December 7, 2012. The following table lists the approved indicators to be monitored by ACDI/VOCA (indicators 1-24) and the USAID/Colombia M&E Program (indicators 25-29) throughout the life of the Program.

No.	Type of Indicator	Indicator
1	Output	Number of State officials trained
2	Output	Number of State entities benefiting from ACIP support
3	Outcome	Number of public policies adopted to promote equality as a result of ACIP support
4	Outcome	Number of State information systems improved as a result of ACIP support
5	Output	Number of FPIC cases benefiting from ACIP support
6	Output	Number of community leaders trained
7	Output	Number of Afro-Colombian and indigenous community-based organizations benefiting from ACIP support
8	Impact	Average percent change in score of Ethnic Organizational Capacity Assessment (EOCA) among targeted Afro-Colombian and indigenous community-based organizations
9	Output	Number of collective ethnic territory formalization, expansion, and clarification requests receiving ACIP support
10	Impact	Number of ethnic collective territories formalized, expanded, or clarified by INCODER
11	Impact (F) 4.5.4-16	Number of rural hectares formalized
12	Impact (F) 4.5.1-25	Number of households with formalized land
13	Output (F) 4.6.3-4	Number of persons completing USG-funded workforce development programs
14	Impact	Number of Afro-Colombian or indigenous persons gaining formal employment as a result of ACIP support
15	Output (F) 4.5.2-13	Number of rural households benefiting directly from USG intervention
16	Outcome (F) GNDR-2	Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources
17	Output	Number of private-sector leaders and employees trained in diversity and inclusion
18	Outcome	Number of private-sector firms that developed a diversity protocol as a result of ACIP assistance
19	Impact	Average percent change of proportion of Afro-Colombian and indigenous employees hired during the last 12 months in targeted private-sector firms
20	Output	Number of positive messaging initiatives supported

21	Output	Number of cultural heritage protection initiatives supported
22	Impact	Proportion of survey respondents reporting improved understanding of ethnic minority issues
23	Outcome	Public funds leveraged
24	Outcome	Private-sector funds leveraged
25	Impact	Average percent change in score of Assessment of State Institutional Capacity for Attention to Ethnic Minority Needs among targeted State institutions benefiting from ACIP support
26	Impact	Average percent change in proportion of women holding leadership positions in targeted Afro-Colombian and indigenous organizations
27	Impact	Average percent change in proportion of youth holding leadership positions in targeted Afro-Colombian and indigenous organizations
28	Impact	Average percent change in estimated income of Afro-Colombian and indigenous families in targeted rural areas
29	Impact	Average percent change in perceptions of Afro-Colombian and indigenous persons of their socio-economic and political inclusion

Collaboration with the USAID/Colombia M&E Program. In December of this reporting period, ACDI/VOCA collaborated with the USAID/Colombia M&E Program to correctly format the indicators for their inclusion in the USAID Monitor system. ACDI/VOCA will begin reporting data corresponding to Year One and the first quarters of Year Two during the next reporting period.

During the next quarter, ACDI/VOCA will collaborate with the USAID/Colombia M&E Program in designing the methodology of the **ACIP baseline**. According to commitments expressed by the USAID/Colombia M&E Program, the methodology design will be completed by the end of January 2013. Field data collection will take place from February to mid-March. By late March, a preliminary baseline report will be submitted to USAID by the USAID/Colombia M&E Program, followed by a final baseline report submitted by late April.

Management information system. In December of this reporting period, a software company was hired to design ACIP's management information system. The system will include technical, M&E, administrative, contracts and grants, geographic information, environmental compliance, and finance modules, and ACDI/VOCA's M&E Manager will lead the design process. In December, progress was made in designing the project cycle flow, from activity design to close, and during the next reporting period ACDI/VOCA plans to make significant advances in the design of the technical, M&E, and contracts and grants modules of the system.

Staffing. In line with the Program's restructuring, ACDI/VOCA's organizational chart was restructured during the last reporting period. The M&E unit was expanded to include environmental compliance and geographic information systems. In December, ACDI/VOCA hired a junior environmental specialist to accompany our senior environmental specialist, and candidates were interviewed for the geographic information systems vacancy.

Training. In December of this reporting period, extensive training for the M&E staff was conducted by ACDI/VOCA's M&E Manager. The two-day training covered topics including the PMEP, the approved indicators, data collection methods, data quality, internal and external Data Quality Assessments (DQAs), and the Program's information system. In January of the next reporting period, these trainings will be repeated by the M&E Manager for the technical teams in the central and regional offices.

Section VII: Communications

This quarter, the Strategic Communications Team (SCT) led by DCOP for Strategic Planning, Alliances and Communications and comprised of the Communications Unit and the Information Management and Reporting Unit, underwent a realignment to better unify program messages and facilitate accurate and timely dissemination of information to stakeholders. To complement this realignment, the SCT has begun updating its Communications Strategy for Year 2 for USAID approval.

During the reporting period the SCT produced a number of communications products and tools to highlight the Program's progress and increase visibility of ethnic minority issues. This quarter, the SCT produced 12 weekly highlights informing USAID and ACDI/VOCA headquarters of events and program progress categorized by result or program component and contributed three times to the USAID Biweekly Public Policy Report, a joint effort among several USAID program operators. Additionally, the Program produced three informational briefers on ACIP intervention areas (Sierra Nevada de Santa Marta, Cauca, and Chocó) and one Success Story from a project currently in implementation in Barranquilla (see Annex B). Lastly, the SCT carried out the call for proposals to select a communications agency that will support the Program and will finalize the selection in the upcoming months. Also next quarter, the SCT will select the website design and development provider, launch its external newsletter and design a 2013 calendar highlighting program achievements.

Section VIII: Program Management

During the reporting period, USAID approved a third modification to the ACIP cooperative agreement, reflecting a new strategic focus and more ambitious program goals developed during the previous quarter. Similarly, the program's Year-Two Work Plan and Performance Monitoring and Evaluation Plan were approved following the new approach and goals. The Program began implementation under these new arrangements in November.

Also during the quarter, long-term ACDI/VOCA employees, Chief of Party Sergio Rivas and Director of Contracts and Grants Gabriela Salazar, joined the ACIP staff, relocating from Paraguay and Washington, D.C. respectively. Their combined over 40 years of experience in international development and USAID project management as well as in-depth knowledge of ACDI/VOCA policies and procedures facilitated the transition, allowing the Program to quickly adapt to new leadership.

As described in the program management section of the previous quarterly report, the new strategic focus involved shifting responsibilities between some results, creating a new DCOP position for strategic planning, alliances and communications, filled this quarter by Jimena Niño. Jimena is a development specialist with extensive experience working with international cooperation programs and over five years working for ACDI/VOCA in Colombia on the USAID Specialty Coffee Program and ACIP. In her new role, Jimena manages strategic planning, public private alliances and communications while continuing in her role as Result 4 manager.

Other structural changes involved eliminating all regional manager positions and changing the reporting structure of staff in regional offices directly to each result manager in order to streamline management of regional activities and staff through the results framework.

In addition to the COP, new DCOP and contracts and grants director, there were 22 personnel transitions or newly filled positions this quarter. Eight new staff members joined the team under the INCODER

agreement, one joined under ACIP partner Consucol, one under Tetrattech and nine additional staff members were hired by ACIDI/VOCA; three staff members left the project.

To complement these structure realignments, ACIDI/VOCA Director Brandie Maxwell joined the ACIP team at the ACIDI/VOCA home office to provide overall backstop and supervision for the program.

The new organizational structure has allowed for more agile administrative processes and has incorporated more streamlined program development resulting in a significant increase in the number and quality of project summary sheets submitted to USAID each week, thereby increasing the number of new projects approved and implemented during the quarter. Implementation increased drastically in comparison with the previous quarter, leading to a rapid increase in the project's burn rate during the first quarter of Year Two.

Section IX: Upcoming Events

R-1. STATE INSTITUTIONAL CAPACITY STRENGTHENED

Public Policies with a Differentiated Focus Workshops, Ministry of Agriculture and Rural Development, Rural Women Program. February – April 2013.

Event description: ACIP will support ethnic minority issues workshops for the Rural Women Program of the MARD to analyze laws and policies that include a differential focus for ethnic minorities, with an emphasis on women. The objective of these workshops is to deepen the understanding of ministry officials so that they can provide a higher level of attention to ethnic minority women living in rural areas.

Launch of Quibdó's Public Policy for Women's Equality, Mayor's Office of Quibdó. March 8, 2013.

Event description: A need identified in Quibdó's municipal development plan, Mayor of Quibdó Zulia Mena has prioritized the development of a gender policy in the municipality. Throughout December and January, ACIP has supported open discussions between Afro-Colombian women in Quibdó and the municipal government to make the public aware of advances in Quibdó's first gender policy as well as to receive feedback on the draft document. The March 8 launch will be a public event with high level government officials from the department and the GOC in attendance.

R-3. ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

Workforce Development Graduation Ceremony for 600 Afro-Colombian Youth, Barranquilla. February 18, 2013.

Event description: Six hundred Afro-Colombian youth will graduate from ACIP's first call center workforce training program on February 18, 2013. The event is a milestone for the Afro-Colombian community in Barranquilla seeing that this is the first time that the municipal government has dedicated resources specifically for Afro-Colombians in employability and income generation. The graduation marks the end of a six-month training period for the 600 program participants and the start of the job placement phase of the training and employment program.

Atento-Movistar Workforce Development Training Program Launch, Quibdó. Tentatively scheduled for February.

Event description: Launch of an employment generation program for 100 young Afro-Colombians in Quibdó, the departmental capital with the highest unemployment rate in Colombia. Program participants will first engage in call center training and will then be placed in private sector jobs by Atento.

Project Launch of Three Workforce Development and Job Placement Initiatives, Cali. Tentatively scheduled for March.

Event description: These three projects will allow 858 young Afro-Colombians to gain much-needed job skills while 640 of the participants will be guaranteed job placement. The event will draw the participation of the Mayor of Cali, the Minister of Labor and representatives of the Presidential Program for Afro-Colombian Affairs.

R-4. POSITIVE MESSAGING OF ETHNIC MESSAGING ISSUES INCREASED

Communication Workshops with CRIC and AMCIC Network. Maicao, Quibdó, Popayan. March – April 2013.

Event description: In alliance with the Indigenous Regional Council of Cauca (CRIC), the Program will carry out three workshops that will improve communications capacities of indigenous organizations in Maicao, Quibdó and Popayan. The objectives of these workshops are to improve communication with other organizations within the Association of Indigenous Media Outlets in Colombia (AMCIC) as well as to create communications strategies at the national level.

Annexes

A. ACIP in the news



BOLETÍN DE PRENSA No. 3

FORMATO EDICIÓN 15-12-2012 CÓDIGO F2 - PA - CP - 02

TITULACIÓN COLECTIVA DEL CONSEJO COMUNITARIO DEL RÍO NAYA Y RESGUARDO INDÍGENA JOAQUINCITO

- *Inició el proceso de titulación colectiva de un área cercana a 90 mil hectáreas.*
- *El título colectivo beneficiará aproximadamente a 18.570 personas representadas en 3780 familias.*
 - *Este es un caso emblemático de titulación, restitución y restablecimiento de derechos a comunidades negras afectadas por el conflicto armado interno.*

Valle del Cauca, enero 25 de 2013. El Instituto Colombiano de Desarrollo Rural INCODER inició el proceso de titulación colectiva del Consejo Comunitario de la comunidad negra del Río Naya y ampliación del resguardo indígena Joaquincito.

Este proceso se da en el marco de la Ley 70 de 1993 y el Decreto 1745 de 1995 y en cumplimiento de la Sentencia T- 909 de 2009, la cual reconoce los derechos colectivos derivados de la ocupación ancestral del territorio.

Las comunidades afrodescendientes representadas en el Consejo Comunitario del Río Naya se encuentran ubicadas en los departamentos del Valle (municipio de Buenaventura) y Cauca (municipios López de Micay y Buenos Aires).

La Subgerencia de Promoción Seguimiento y Asuntos Étnicos del INCODER y la Agencia de Cooperación Internacional ACCI-VOCA, que apoya el proceso, se trasladaron a Buenaventura entre el 14 y 21 de enero de 2013, con el objeto de trabajar en conjunto con el Consejo Comunitario.

Aproximadamente, 60 personas de la comunidad participaron del encuentro, tras lo cual se obtuvo como resultado el cronograma de trabajo en campo y la inducción a los profesionales encargados del proceso.

El Consejo Comunitario celebró el inicio de la titulación colectiva con cantos alegres inspirados en la protección y permanencia de su territorio, un área cercana a 90 mil hectáreas que vienen esperando hace 13 años.

El título colectivo beneficiará aproximadamente a 18.570 personas representadas en 3.780 familias, integradas en 52 comunidades.

Así mismo, se trabajó con los integrantes del resguardo indígena Joaquincito, comunidad indígena Emberá Eperara del Río Naya ubicada en el corregimiento de Puerto Merizalde, municipio de Buenaventura, departamento del Valle del Cauca.

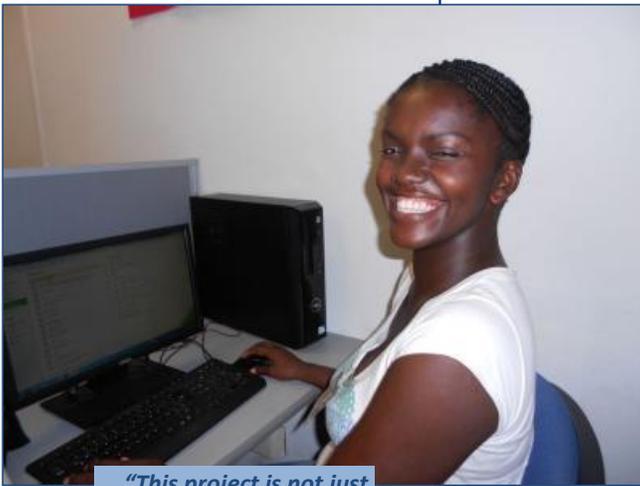
Av. El Dorado CAR Calle 43 # 57-41 Bogotá D.C. - Colombia
 Mayor información: Oficina Asesora de Prensa
 Tel.: 383 0425 Fax: 383 0444 E-mail: 1103 - 1105 - 1006
 www.Incoder.gov.co Correo Electrónico: prensa@incoder.gov.co



SUCCESS STORY

Breaking barriers and opening doors to economic opportunity

ACIP focuses on increasing economic opportunities for ethnic minorities in urban and rural settings by promoting formal employment in urban areas and strengthening value chains in target growing sectors.



"This project is not just about securing a job. It's about changing the mindset of our youth"

Ana María Herazo

With her energetic disposition and bright smile, one would never have guessed that Ana María Herazo has never had a formal job and struggles to make ends meet. Ana María is a 27-year-old single mother that lives with her five-year-old daughter, Dariana, in Barranquilla, a city where minorities face rigid social barriers and discrimination.

Although she has a university degree in Sociology and has been active in her community for the last 15 years, Ana María has had

to eke out a meager living to support herself and her daughter by setting up an informal hair-braiding salon out of her home. She describes it as honest work but it is not enough to provide a better future for herself and her daughter.

Ana María's breakthrough arrived in the form of a brochure handed to her by a community outreach facilitator of the USAID-funded Afro-Colombian and Indigenous Program (ACIP). The brochure offered free workforce development training courses for young Afro-Colombians in Barranquilla which would lead to guaranteed job placement.

"As soon as I saw that I would have the opportunity to work in a company on top of receiving job training, I applied right away for the Administrative Assistant course," explains Ana

María.

Ana María is one of 600 young Afro-Colombians living in Barranquilla that will receive workforce training and guaranteed job placement in a private sector company through ACIP. To achieve this, the Program has identified high-demand jobs and sectors in Barranquilla through key public-private alliances with businesses and the municipal government. Next it is offering

workforce training and, finally, will link trained Afro-Colombian young adults to companies through job placement.

Coming from a single parent family herself, Ana María aspires to work for the Colombian Institute of Family Welfare (ICBF) to work with marginalized children and youth to play a part in motivating them to further their education. Ana María is grateful for the ACIP program and the invaluable professional tools and opportunity that it offers. She also adds, “This project is not just about securing a job. It’s about changing the mindset of our youth, that we can take control of our futures and that there are opportunities for us. Most importantly, it is sending the message to others that we are good for much more than selling bread rolls on the street.”

Throughout the five-year ACIP Program, similar employment opportunity models will be implemented in cities with large Afro-Colombian and indigenous populations including Quibdó, Cartagena, Santa Marta, Cali, Medellín, Bogota, Barranquilla, San Andrés and Riohacha to achieve job placement for a total of 25,000 young adults belonging to ethnic minority communities.

ACIP program objectives are to strengthen Government of Colombia institutions’ capacity to develop and implement pro-minority public policies and improve state resource allocation to benefit ethnic communities, enhance the advocacy and governance capacities of ethnic minorities, increase ethnic minority access to economic opportunities and spread awareness of ethnic minority issues and contributions to society.

C. State Institutions

Entity	Area or sub-unit	Geographic Location (Municipio, Dept)
INCODER	Dirección de Asuntos Étnicos Subgerencia de Promoción, Participación y Asuntos - Dirección Técnica de Asuntos Étnicos - Oficinas territoriales por departamento	Bogotá
Alta Consejería para la Equidad de la Mujer		Bogotá
Ministerio del Interior	Dirección de Comunidades Negras, Dirección de Consulta Previa, Dirección de comunidades Indígenas	Bogotá
Ministerio de Cultura	Dirección de Poblaciones	Bogotá
Ministerio de Trabajo	Subdirección de Análisis, Monitoreo y prospectiva laboral; Subdirección de Promoción y Generación de Empleo.	Bogotá
Ministerio de Comercio		Bogotá
Ministerio de Agricultura y desarrollo rural	Dirección de Desarrollo Rural - Programa para la Mujer Rural	Nacional
Departamento Administrativo de la Presidencia	Programa Presidencial Afro	Bogotá
Departamento Administrativo de la Presidencia	Programa Pres. Indígena	Bogotá
DPS	Unidad Administrativa Especial de Atención y Reparación Integral a las Víctimas	
Unidad Administrativa Especial de Gestión para la Restitución de Tierras Despojadas y Abandonadas	Dirección de Asuntos Étnicos	Bogotá
DANE	Dirección de Censos y Poblaciones	Bogotá
DNP	Dirección de Desarrollo Territorial	Bogotá
DPS	Agencia Nacional para la Superación de la Pobreza	Bogotá

Instituto Geográfico Agustín Codazzi - IGAC	Dirección General Subdirección de catastro	Bogotá
Superintendencia de Notariado y Registro -SNR-		Nacional
Consejo Superior de la Judicatura	Sala Administrativa	Nacional
Gobernación de Chocó	Secretaria de Hacienda, Despacho del Gobernador	Chocó
Gobernación de Cauca	Secretaria de Planeación, Secretaria de Gobierno	Cauca
Gobernación de San Andrés	Secretaria de Gobierno	San Andrés
Gobernación Guajira	Secretaria de Gobierno	Guajira
Alcaldía de Cartagena	Asesoría en Asuntos Étnicos, Secretaria de Gobierno	Cartagena, Bolívar
Alcaldía de Santa Marta		Santa Marta, Magdalena
Alcaldía de Quibdó	Secretaria de Planeación, Despacho de la Alcaldía	Quibdó, Chocó
Alcaldía de Barranquilla	Secretaria de Gobierno	Barranquilla, Atlántico
Alcaldía de Providencia		Providencia, San Andrés Islas
Alcaldía de Medellín	Secretaria de Inclusión Social	Medellín, Antioquia
Alcaldía de Riohacha		Riohacha, Guajira
Alcaldía de Uribía		Uribía, Guajira
Alcaldía de Manaure		Manaure, Guajira
Alcaldía de Maicao		Maicao, Guajira
Alcaldía de Dibulla		Dibulla, Guajira
Alcaldía de Barranca		Barranca, Guajira
Alcaldía de Hato Nuevo		Hato Nuevo, Guajira
Alcaldía San Juan del Cesar		La Guajira
Alcaldía de Guapí		Cauca Pacifico
Alcaldía Timbiquí		Cauca Pacifico
Alcaldía López de Micay		Cauca Pacifico
Alcaldía Silvia		Cauca Centro
Alcaldía Totoró		Cauca Centro
Alcaldía Páez		Cauca Centro
Alcaldía Puracé		Cauca Centro
Alcaldía Buenos Aires		Cauca Norte I
Alcaldía Caldono		Cauca Norte I
Alcaldía Caloto		Cauca Norte I
Alcaldía Corinto		Cauca Norte I
Alcaldía Santander de Quilichao		Cauca Norte II

Alcaldía Jambaló		Cauca Norte II
Alcaldía Suárez		Cauca Norte II
Alcaldía Toribío		Cauca Norte II
Alcaldía Bojayá		Choco Medio Atrato
Alcaldía Medio Atrato		Choco Medio Atrato
Alcaldía Atrato		Choco Medio Atrato
Alcaldía Lloró		Choco Sur
Alcaldía Bagadó		Choco Sur
Alcaldía Condoto		Choco Sur
Alcaldía Tadó		Choco Sur

D. Community-based Organizations Chart

Department	Municipality	City	Organization	CSO or Territorial Org
Atlántico	Barranquilla	Barranquilla	Fundación de Jovenes Afro de Barranquilla	CSO
Atlántico	Barranquilla	Barranquilla	Asociación de Mujeres Notables de Barranquilla (Notablato)	CSO
Bolívar	Cartagena	Cartagena	Asociación de Consejos Comunitarios de Cartagena - ASOCOC	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de la Boquilla	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Puerto Rey	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Arrollo Piedra	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Tierra Baja	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Manzanillo del Mar	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Punta Canoa	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Bayunca	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Pontezuela	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Arroyo de las Canoas	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Arroyo Grande	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Pua II	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Tierrabomba	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Punta arena	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Caño de Oro	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Islas del Rosario	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Baru	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Santa Ana	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Ararca	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Pasacaballos	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de el Recreo	Territorial Org
Bolívar	Cartagena	Cartagena	Consejo Comunitario de Leticia	Territorial Org
Bolívar	Cartagena	Cartagena	Cabildo Indígena Zenú de Menbrillal	Territorial Org
Bolívar	Cartagena	Cartagena	Cabildo de Integración Social Afro Caribeño Gavilaneo	CSO
Bolívar	Cartagena	Cartagena	Fundación Kusuto	CSO
Bolívar	Cartagena	Cartagena	Asociación de mujeres afro del Caribe - REMA	CSO
Bolívar	Cartagena	Cartagena	Fundacion Jorge Artel	CSO
Bolívar	Cartagena	Cartagena	Organizaciones Juveniles	CSO
Bolívar	Cartagena	Cartagena	Centro cultural Afro Colombiano	CSO
Bolívar	Mahates		Asociación de Productoras de Dulces (Asoproduce)	CSO
Bolívar	Mahates		Consejo Comunitario de Palenque -Ma kankamaná	Territorial Org
Cauca	Guapi		Consejo Comunitario de Guapi	Territorial Org
Cauca	López de Micay		Consejo Comunitario de Lopez de Micay	Territorial Org
Cauca	Timbiquí		Consejo Comunitario de Timbiquí	Territorial Org
Cauca	Paez		Capitania Páez	Territorial Org

Cauca	Suarez, Buenos Aires, Santander de Quilichao, Padilla, Puerto Tejada, Villa Rica, Guachene, Caloto, Corinto y Miranda.		ACONC (Asociación de Consejos Comunitarios del Norte del Cauca)	Territorial Org
Cauca	Suarez, Buenos Aires, Santander de Quilichao, Caloto, Corinto, Miranda, Toribio y Jambaló.		ACIN (Asociación de Cabildos Indígenas del Norte del Cauca)	Territorial Org
Cauca	Guapi, Timbiquí y López de Micay		ACIESCA	Territorial Org
Cauca	Inzá.		Asociación de cabildos indígenas Juan Tama (Zona Tierradentro)	Territorial Org
Cauca	Popayán		Fundación Sol y Tierra	CSO
Cauca	29 Municipios del Cauca	Popayán	CRIC (Consejo Regional Indígena del Cauca)	Territorial Org
Cauca	Silvia		Cabildo ancestral de Guambia (Pueblo Misak)	Territorial Org
Cauca	Puracé, Popayán y El Tambo.		Asociación de cabildos indígenas Genaro Sanchez (Zona Centro)	Territorial Org
Cauca	Paéz		Asociación de cabildos indígenas Nasa Çhâçha (Zona Tierradentro)	Territorial Org
Cauca	Paez		Capitania Páez	Territorial Org
Cauca	Silvia, Totoró, Piendamó.		Asociación de cabildos indígenas Totowampa (Zona Oriente)	Territorial Org
Cauca	Guapi, Timbiquí y López de Micay		OBIEZCA	Territorial Org
Cauca	Santander de Quilichao		ASOCODITA –MESA JUVENTUD AFRONORTECAUCANA	CSO
Cauca	Puerto Tejada		Unidad de organizaciones Afrocaucanas - UOAFROC	CSO
Cauca	Santander de Quilichao		Alianza de organizaciones afro del norte del Cauca - La Tonga	CSO
Cauca	Puerto Tejada		Fundación Cultural Afrocolombiana Masai	CSO
Cauca	Suarez, Buenos Aires, Santander de Quilichao, Padilla, Puerto Tejada, Villa Rica, Guachene, Caloto, Corinto y Miranda.		Red de Mujeres del Norte del Cauca	CSO
Cauca	Popayán	Popayán	Asociación Casa del Agua - Agencia para el Desarrollo Económico Local (ADEL)	CSO
Cauca	Buenos Aires		Consejo Comunitario de Buenos Aires	Territorial Org
Cauca	Guapi		Asociación de consejos comunitarios - ASOMANOS NEGRAS	Territorial Org
Cauca	Guapi		Red de Mujeres Matamba y Guazá (Guapi)	CSO
Cauca	Guapi		Consejos Comunitarios de Guapi (6)	Territorial Org
Cauca	Timbiquí		Consejos Comunitarios de Timbiquí (7)	Territorial Org
Cauca	Lopez de Micay		Consejos Comunitarios de López de Micay (6)	Territorial Org
Cauca	Buenos Aires		Asociación de mujeres - ASON	CSO
Cauca	Suarez, Buenos Aires, Santander de Quilichao, Padilla, Puerto Tejada, Villa Rica, Guachene, Caloto, Corinto, Miranda, Toribio y Jambaló.		Amunorca (Asociación de Municipios del Norte del Cauca)	CSO
Cauca	Caldono		Asociación de cabildos indígenas de Caldono (Zona Nororiente)	Territorial Org
Cesar	Valledupar	Valledupar	Organización Indígena Kankuama - OIK-	Territorial Org
Cesar	Valledupar - Santa Marta	Valledupar - Santa Marta	Cabildo Gobernador kankuamo	Territorial Org

Magdalena	Santa Marta	Santa Marta	Organización Indígena Wiwa Yugumaian Bunkwanarrwa Tayrona OWYGT	Territorial Org
Cesar	Valledupar	Valledupar	Confederación Indígena Tayrona -CIT-	Territorial Org
Cesar	Valledupar	Valledupar	Consejo Territorial de Cabildos -CTC-	CSO
Chocó	Bagadó, Atrato, Cértegui y Lloró		Consejo Comunitario Mayor del Alto Atrato (COCOMOPOCA)	Territorial Org
Chocó	Quibdó	Quibdó	Fundación para el Desarrollo de los Colombianos FUNDECO	CSO
Chocó	Quibdó	Quibdó	Corporación Ambiental Pandó "MICHITA"	CSO
Chocó	Quibdó	Quibdó	Fundación Sonrisas	CSO
Chocó	Quibdó	Quibdó	Corporación en la Fe	CSO
Chocó	Quibdó	Quibdó	Fundación Muntu Bantú	CSO
Chocó	Quibdó	Quibdó	Fundacion Franciscana	CSO
Chocó	Quibdó	Quibdó	Federación de Mineros del Chocó	CSO
Chocó	Quibdó	Quibdó	Chocó Turístico	CSO
Chocó	Quibdó	Quibdó	Organización de Barrios Populares " OBAPO"	CSO
Chocó	Condoto		Fundacion social y Cultural las Mojarras "Funda Mojarras"	CSO
Chocó	Condoto		Asociacion de Jovenes Unidos Por El Desarrollo De Condoto" AJUDEC"	CSO
Chocó	Lloró		Fundacion Construyendo Presente para Lloro "CONSPRELO"	CSO
Chocó	Tadó		Asociacion Desplazado de Tado " ASODETA"	CSO
Chocó	Tadó		Fundacion cultural la platina	CSO
Chocó	Bagadó		Asociacion de Mujeres de Bagado "ASOMUBA"	CSO
Chocó	Bagadó		Asociacion de desplazados de Bagado "ASODEBA"	CSO
Chocó	Bojayá		Cabildo Mayor Indigena de Bojayá "CAMAIBO"	Territorial Org
Chocó	Bojayá		Corporacion Bohaba	CSO
Chocó	Bojayá		Asociacion juvenil unidos por amor al pueblo "AJUAP"	CSO
Chocó	Medio Atrato		Cabildo Indigenas del Medio Atrato "CIMA"	Territorial Org
Chocó	Atrato		Asociacion de Mujeres Microempresarias de Yuto	CSO
Chocó	Atrato		Asociacion de jovenes Del Atrato	CSO
Chocó	Quibdó	Quibdó	Consejo Regional Indígena del Chocó (CRICH)	Territorial Org
Chocó	Quibdó	Quibdó	CIMA: Cabildo Mayor Indigena del Medio Atrato	Territorial Org
Chocó	Quibdó	Quibdó	Federación de Asociaciones de Cabildos Indígenas del Chocó (FEDEOREWA)	Territorial Org
Chocó	Quibdó	Quibdó	Asociación Regional Indígena AWA (ASOREWA)	Territorial Org
Chocó	Lloró		Consejo Comunitario Integral de Lloró (COCOILLO)	Territorial Org
Chocó	Tadó		ACITADO: Asociacion de Cabildos Indigenas de Tadó.	Territorial Org
Chocó	Tadó		ACIRTA: Asociacion de Cabildos Indigenas del Resguardo de Tarena - Tadó	Territorial Org
Chocó	Lloró		ACILLORO: Asociacion de Caibildos Indigena de Lloró	Territorial Org
Chocó	Lloró		Cabildo Mayor Indigena Alto Chitré	Territorial Org
Chocó	Bagadó		Cabildo Mayor Indigena del Alto Andagueda - Zona I, II y III	Territorial Org
Chocó	Bojayá		Asociacion de Productores de Platano del medio Atrato	CSO
Chocó	Condoto y Río Iró		Consejo Comunitario Mayor de Condoto y Río Iró (COCOMACOIRO)	Territorial Org
Chocó	Nóvita		Consejo Comunitario Mayor de Nóvita (COCOMAN)	Territorial Org

Chocó	Quibdó	Quibdó	Consejo Comunitario de Guayabal	Territorial Org
Chocó	Quibdó, Medio Atrato, Bojayá	Quibdó, Medio Atrato, Bojayá	Consejo Comunitario Mayor de la Asociación Campesina Integral del Atrato (COCOMACIA)	Territorial Org
Chocó	Bojayá		Cabildo Indígena de Bojayá -ACIRU y DRUAWANDRA	Territorial Org
Chocó	Medio Atrato		Cabildo Indígena de Medio Atrato	Territorial Org
Chocó	Condoto		Cabildo Indígena de Condoto	Territorial Org
Chocó	Lloró		Cabildo Indígena de Lloró	Territorial Org
Chocó	Tadó		Cabildo Indígena de Tado	Territorial Org
Chocó	Bagadó		Cabildo Indígena de Bagadó	Territorial Org
Chocó	Bojayá		Consejo Comunitario de Bojayá	Territorial Org
Chocó	Atrato		Consejo Comunitario de Atrato	Territorial Org
Chocó	Medio Atrato		Consejo Comunitario de Medio Atrato	Territorial Org
Chocó	Lloró		Consejo Comunitario de Lloró	Territorial Org
Chocó	Tadó		Consejo Comunitario de Tado - ASOCASAN	Territorial Org
Chocó	Bagadó		Consejo Comunitario de Bagadó	Territorial Org
Chocó	Condoto		Consejo Comunitario de Condoto	Territorial Org
Chocó	Quibdo	Quibdo	Red Departamental de Mujeres del Chocó	CSO
Chocó	Quibdo	Quibdo	Organización de Barrios Populares - OBAPO	CSO
Chocó	Quibdo	Quibdo	Red de Jóvenes del Chocó	CSO
Chocó	Quibdó	Quibdo	Foro Interétnico Solidaridad Chocó	CSO
Chocó	Quibdó	Quibdó	Mesa de Diálogo Interétnica	CSO
La Guajira	Manaure		Asociacion de Autoridades tradicionales Wayuu de Manaure Akuaipa	Territorial Org
La Guajira	Manaure		Asociacion de Autoridades tradicionales Wayuu de la Zona de Wimpiraren de	Territorial Org
La Guajira	Riohacha	Riohacha	Asociacion de Autoridades tradicionales Wayuu de Riohacha Jeketu Akuaipa	Territorial Org
La Guajira	Riohacha	Riohacha	Delegación Wiwa del Resguardo Kogui - Malayo - Arhuaco	Territorial Org
La Guajira	Riohacha	Riohacha	Fundación Cerrejón para el Fortalecimiento Institucional de La Guajira	CSO
La Guajira	Riohacha	Riohacha	Asociacion de Autoridades tradicionales Wayuu Ejepenejirrawa de Riohacha	Territorial Org
La Guajira	Uribia		Asociacion de autoridades tradicionales Wayuu de Uribia	Territorial Org
La Guajira	Maicao		Asociación indígena YANAMA	CSO
La Guajira	Maicao		Cooperativa Multiactiva de la Guajira - Capriwayuu	CSO
La Guajira	Riohacha	Riohacha	Resguardo Indígena Wayuu Perratput	Territorial Org
La Guajira	Riohacha	Riohacha	Junta Mayor de Palabrereros	Territorial Org
La Guajira	Riohacha	Riohacha	Resguardo Indígena Wayuu Mañature	Territorial Org
La Guajira	Maicao		Asociacion de Autoridades tradicionales Wayuu de Maicao de Pulikumana	Territorial Org
La Guajira	Maicao		Asociacion de Autoridades tradicionales Sumain Wayuu de Maicao	Territorial Org
La Guajira	Uribia		Asociacion de autoridades tradicionales Wayuu Yaretshi Waya de Uribia	Territorial Org
La Guajira	Uribia		Asociacion de Jefes Familiares de la Zona Norte de la Alta Guajira Wayuu	CSO
La Guajira	Riohacha	Riohacha	Cooperativa Multiactiva Indígena Wayuu COOPWACE	CSO
La Guajira	Uribia		CENEWACOL	CSO
La Guajira	Uribia		Asociacion de Autoridades tradicionales Wayuu Jepirachi del Cabo de la	Territorial Org

La Guajira	Uribia, Manaure, Maicao, Riohacha, Fonseca, Dibulla, Hatonuevo, Barrancas, San Juan y Distracción		Mesa de Diálogo y Concertación del Pueblo Wayuu	Territorial Org
Magdalena	Santa Marta	Santa Marta	Fundación Pro Sierra Nevada de Santa Marta	CSO
Magdalena	Santa Marta	Santa Marta	Corporación Territorios	CSO
Magdalena	Santa Marta	Santa Marta	Organización Gonawindua Tayrona -OGT-	Territorial Org
Magdalena	Santa Marta	Santa Marta	Cabildo Indígena Kogui - Malayo - Arhuaco	Territorial Org
Magdalena	Santa Marta	Santa Marta	Organización Afrodescendiente Kumkumbamana	CSO
Magdalena	Santa Marta	Santa Marta	Organización Afrodescendiente Raíces	CSO
Magdalena	Santa Marta	Santa Marta	Asociación de Afrodescendientes Nelson Mandela	CSO
Magdalena	Santa Marta	Santa Marta	Asociación de afrodescendientes de Santa Marta - Magdalena -	CSO
Magdalena	Santa Marta	Santa Marta	Cabildo Indígena Arhuaco	Territorial Org
Nacional	Bogotá	Bogotá	Organización Nacional Indígena de Colombia (ONIC)	CSO
Nacional	Bogotá	Bogotá	Asociación de Afrocolombianos Desplazados (AFRODES)	CSO
Nacional	Bogotá	Bogotá	Conferencia Nacional de Organizaciones Afrocolombianas (CNOA)	CSO
Nacional	Bogotá	Bogotá	Proceso de Comunidades Negras (PCN)	CSO
Nacional	Cali	Cali	Kambiri /Red Nacional de Mujeres Afrocolombianas	CSO
Nacional	Bogotá	Bogotá	Mesa nacional de Organizaciones Afrocolombianas	CSO
Nacional	Bogotá	Bogotá	Colectivo de Estudiantes Universitarios Afrocolombianos (CEUNA)	CSO
Nacional	Bogotá	Bogotá	Asociación Movimiento Nacional por los Derechos Humanos de las Comunidades Afrocolombianas CIMARRON	CSO
Nacional	Bogotá	Bogotá	Organización Raizal Fuera del Archipiélago (ORFA)	CSO
Nacional	Bogotá	Bogotá	Amunafro	CSO
San Andres	San Andrés	San Andrés	Asociación Raizal de Mujeres	CSO
San Andres	San Andrés	San Andrés	Asociación Manos Unidas	CSO
San Andres	San Andrés	San Andrés	Fundación Raizal	CSO
San Andres	San Andrés	San Andrés	AMEN	CSO
Valle del Cauca	Cali	Cali	Palenque Urbano	CSO
Valle del Cauca	Cali	Cali	Asociación de Mujeres de Agua Blanca	CSO
Valle del Cauca	Cali	Cali	Afrodes	CSO
Valle del Cauca	Cali	Cali	Afrolider	CSO
Valle del Cauca	Cali	Cali	Asociación Cultural Raíces Negras	CSO
Valle del Cauca	Cali	Cali	ASOCIACION DE COMUNIDADES NEGRAS DE CALI	CSO
Valle del Cauca	Cali	Cali	ASOCIACIÓN DE MUJERES AFROCOLOMBIANAS	CSO
Valle del Cauca	Cali	Cali	Titanio Organización	CSO
Valle del Cauca	Cali	Cali	Afroamérica XXI	CSO
Valle del Cauca	Cali	Cali	Asolibertad	CSO
Valle del Cauca	Cali	Cali	SIMOUT	CSO
Valle del Cauca	Cali	Cali	APA (Asociación de Periodistas Afros)	CSO

Valle del Cauca	Cali	Cali	Consejo Comunitario de Playa Renaciente	Territorial Org
Valle del Cauca	Buenaventura		Consejo comunitario Bajo Calima	Territorial Org
Valle del Cauca	Buenaventura		Resguardo Indígena Santa Rosa de Guayacán, Bajo Calima	Territorial Org
Valle del Cauca	Buenaventura		Consejo Comunitario Yurumangui	Territorial Org
Valle del Cauca	Buenaventura		Consejo Comunitario La Plata Bahía Málaga	Territorial Org
Valle del Cauca	Buenaventura		Consejo Comunitario Puerto España y Miramar	Territorial Org
Valle del Cauca	Buenaventura		Consejo Comunitario de Anchicayá	Territorial Org
Valle del Cauca	Buenaventura		Consejo comunitario de la comunidad negra de Bazan Bocana	Territorial Org
Valle del Cauca	Buenaventura		Consejo Comunitario Río Naya	Territorial Org
Valle del Cauca	Buenaventura		Indígenas Eperera Siapidara. Resguardo Indígena Joaquinco	Territorial Org
Nariño	Tumaco		CC Unión Patía Viejo y CC La Voz de los Negros	Territorial Org
Risaralda	Marcella		Resguardo Suratena	Territorial Org
Arauca	Arauca		Fundación para el Desarrollo Agrícola, Social y Tecnológico FUNDASET	CSO
Guainía	Cumaribo		4 comunidades indígenas del Guainía	Territorial Org
Casanare	Casanare		Indígenas Cuiba Wamone. Resguardo Caño Mochuelo	Territorial Org
Cesar	Becerril		DUSAKAWI IPS	CSO

