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Afro-Colombian and Indigenous Program (ACIP)

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SUBMITTED TO:

Mrs. Camila Gomez
Agreement Officer's Representative
Afro-Colombian and Indigenous Program
U.S. Agency for International Development
Bogotá, Colombia
cgomez@usaid.gov

SUBMITTED BY:

ACDI/VOCA
Sergio E. Rivas
Country Representative
Chief of Party
Carrera 7, No. 78-47
Bogotá, Colombia
T: 321-2210
E-mail: Srivas@acdivoca.org

50 F St., NW, Suite 1000
Washington, DC 20001
T: +1 202 469 6000
F: +1 202 469 6257
www.acdivoca.org

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The views expressed in this publication do not necessarily reflect the views of USAID or the United States Government.

Acronyms

ACILORO	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
ADACHO	Asociación de Desplazados de Chocó
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	Asociación de Medios de Comunicación Indígena de Colombia
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 Bagadó
ASODETA	Asociación Desplazado de Tadó
ASOM	Asociación de Mujeres ASOMUBA
	Asociación de Mujeres de Bagadó
ASOMUPA	Asociación de Mujeres de Palo de Agua
ASOMUQUIB	Asociación de Mujeres del Municipio de Quibdó
ASOREWA	Asociación de Cabildos Indígenas Emberá, Waunaan, Katío, Chamí y Tule del Departamento del Chocó
ASOPRODUSE	Asociación de Productoras de Dulces
ASPRODEMA	Asociación de Productores de Medio Atrato
ASPROFINCA	Asociación de Productores de Finca Tradicional
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 Lloró
COOPWACE	Cooperativa Multiactiva Indígena Wayúu
CORALINA	Corporación para el Desarrollo Sostenible del Archipelago de San Andrés, Providencia y Santa Catalina.
CORPOICA	Corporación Colombiana de Investigación Agropecuaria
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
ESAP	Escuela Superior de Administración Pública
FEDEOREWA	Federación de Asociaciones de Cabildos Indígenas del Chocó
FINAGRO	Fondo para el financiamiento del sector agropecuario
FONADE	Fondo Nacional de Desarrollo
FPIC	Free Prior and Informed Consultation (<i>consulta previa</i>)
FUNDASET	Fundación para el Desarrollo Agrícola, Social y Tecnológico
FUNDECO	Fundación para el Desarrollo de los Colombianos
FUNSBOW	Fundación para el Desarrollo Sostenible Bowden
GOC	Government of Colombia
HH	Households
ICBF	Instituto Colombiano de Bienestar Familiar
ICT	Information and Communication Technologies
INCODER	Instituto Colombiano de Desarrollo Rural
IPA	Investment Promotion Agency
LRU	Land Restitution Unit
MARD	Ministry of Agriculture and Rural Development
MEO	Mission Environmental Officer
MOL	Ministry of Labor
NGO	Non-governmental Organization
OBAPO	Organización de Barrios Populares
OCAD	Órganos Colegiados de Administración y Decisión
OGT	Organización Gonawindua Tayrona
OIK	Organización Indígena Kankuama
ONIC	Organización Nacional Indígena de Colombia
PCI	Programa contra Cultivos Ilícitos
PCN	Proceso de Comunidades Negras
PMA	Plan de Manejo Ambiental (Environmental Management Plan)
PPA	Programa Presidencial para Asuntos Afrodescendientes
PPI	Programa Presidencial para Asuntos Indígenas
RECAO	Red de Comunicadores, Comunitarios, Culturales y Ambientales del Occidente)
REDMUNORCA	Red de Mujeres del Norte del Cauca
REMA	Asociación de mujeres afro del Caribe
SENA	Servicio Nacional de Aprendizaje
SGP	Sistema General de Participaciones
SNSM	Sierra Nevada de Santa Marta
UNIPA	Unidad Indígena del Pueblo Awá
UOAFROC	Unidad de organizaciones afrocaucanas
UATUA	Unidad de Planificación de Tierras Rurales, Adecuación de Tierras y Usos Agropecuarios
USAID	United States Agency for International Development

“One of our main strategies is to raise awareness of women’s rights, working to combat gender-based violence. The other strategy is to increase economic inclusion because we know that it is what women today are most concerned about, coming from a region and communities with the highest unemployment rates. The women in our communities want to create and produce.”

LASTENIA ESPAÑA
Community Leader of ASOMUQUIB, Choco

Section I: Background

Through Cooperative Agreement No. AID-514-A-11-00004, dated August 30, 2011, the United States Agency for International Development (USAID) awarded ACDI/VOCA the Afro-Colombian and Indigenous Program (ACIP) for a five year period through August 29, 2016. This agreement was modified on July 17, 2012 to update the standard provisions sections; later on July 27, 2012 to incrementally fund the award; on October 26, 2012 to update the program description; on August 16, 2013 to modify the target of the program’s formal employment indicator; on January 14, 2014 to incrementally fund the award and incorporate a standard provision on trafficking in persons. During the reporting period the award was once again modified (December 12) to fully fund the award.

While 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. 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.

The purpose of the \$61.4 million ACIP program is to increase the socio-economic and political inclusion of Afro-Colombian and indigenous populations in three geographic regions—Pacific, Caribbean and Central. Among the more specific problems that these communities face, and ACIP is supporting to address, are ineffective State resource investment in and public policy implementation for ethnic minorities, weak civil society organizations, limited access to employment and income-generation opportunities, and lack of awareness about diversity, ethnic rights, and cultural heritage in Colombia.

This report presents the quarterly progress of ACIP (or the Program) covering the first quarter of fiscal year 2015 (the first quarter of Program Year Four and the 13th consecutive quarter of Program implementation), encompassing activities carried out from October 1 to December 31, 2014.

Section II: Summary

The most noteworthy developments and accomplishments as a result of ACIP technical assistance and support during the reporting period include the following:

RESULT 1: STATE INSTITUTIONAL CAPACITY STRENGTHENED:

- ❖ The Government of Colombia (GOC) issued two unprecedented decrees affecting the country’s rural indigenous communities.
- ❖ \$2.7 million in leveraged funds were achieved for two agricultural organizations in Chocó; directly benefiting 289 smallholder-farming families.
- ❖ 25 officials of Chocó’s environmental authority built their capacity to apply for and manage government-funded projects.

- ❖ Two public policies for Afro-Colombian and indigenous populations were developed in Cali.
- ❖ Three Caribbean governments began to implement the National Women's Public Policy.
- ❖ Three Afro-Colombian community councils approved their internal free, prior, and informed consultation (FPIC) protocols.

RESULT 1-A: RIGHTS TO LAND FOR ETHNIC COMMUNITIES INCREASED

- ❖ Four additional ethnic communities began participation in the Land Restitution Unit's (LRU) innovative pilot program for ethnic collective land restitution.
- ❖ A decades-old interethnic land conflict moved one step closer to resolution in the Pacific region.

RESULT 2: ETHNIC COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

Gender Equality

- ❖ 140 indigenous delegates gathered to reflect on the rights of indigenous women in the context of human rights and strengthened local political processes.
- ❖ 123 women leaders were trained in citizen oversight skills, ethnic rights, and public policies.
- ❖ The Women's Producer Association of Condoto increased profits through improved organizational capacity, crop management, and transport to market.
- ❖ 117 women indigenous leaders participated in developing Maicao's gender policy.

Capacity building of ethnic organizations

- ❖ 150 youth from 44 indigenous organizations contributed to the development of a national indigenous youth public policy.
- ❖ 28 indigenous leaders joined the newly created citizen oversight committee in Chocó.
- ❖ 11 life plans were finalized with the Genaro Sanchez Association of Indigenous Councils.
- ❖ Six urban indigenous councils in Cali developed life plans and a training program in self-governance, indigenous legal jurisdiction, national laws, and international treaties.
- ❖ Two educational projects were completed in Cali.
- ❖ 700 Raizal leaders met at the II Raizal Congress to make decisions regarding the community's future.
- ❖ 110 Wayuu authorities advanced in preserving *palabrero* intangible cultural heritage.
- ❖ Eight Afro-Colombian community councils finalized internal documents for collective land titling requests in Cartagena.
- ❖ 150 Zenú engaged in life plan development.
- ❖ 250 members of the Orika Community Council contributed to the development of their life plan and helped to socialize and validate the plan with other community members.

Increased access to public resources

- ❖ \$2 million in Ministry of Interior funding were leveraged for the Wayuu Committee for Agreements and Dialogue.
- ❖ Four ethnic organizations built their project formulation skills and submitted two projects for funding.
- ❖ 20 female leaders were trained on project formulation and public policies with a specific focus on the impacts of the armed conflict on Afro-Colombian women victims.
- ❖ 150 leaders from ethnic organizations built their capacity to monitor spending of public funds and participate in policy decisions with local governments in Chocó.

RESULT 3: ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

Urban economic opportunities

- ❖ 980 ethnic minority youth secured formal job contracts this quarter.

- ❖ 83 companies nationwide participated in ACIP’s diversity and inclusion campaign; 49 of these companies have solidified their commitment by signing diversity and inclusion protocols.
- ❖ 68 workforce development students achieved their high school degrees through a complementary virtual learning course.
- ❖ 200 under-resourced ethnic minority beneficiaries accessed key financial and State services.

Rural economic opportunities

- ❖ 95 Afro-Colombian and Raizal fishermen in the Caribbean region improved their fishing capabilities.
- ❖ 109 Wiwa and Arhuaco indigenous families benefited from commercial crops and food security initiatives in the Sierra Nevada de Santa Marta (SNSM).
- ❖ 1,609 ethnic minority smallholder farmers received agricultural best practices and technical support.

RESULT 4: POSITIVE MESSAGING OF ETHNIC MINORITY ISSUES INCREASED

- ❖ 12 high-profile Colombian companies committed to increasing ethnic inclusion through the *Path to Inclusion* campaign.
- ❖ 195 positive messaging publications achieved.
- ❖ 200 marginalized Afro-Colombian children and youth were engaged through cultural initiatives in Timbiquí, Cauca.
- ❖ 500 ethnic minority youth in Cali found alternatives to violence through salsa dancing.
- ❖ 30 Palenquera cultural organizations increased sustainability with enhanced performance capabilities.

Section III: Progress by Result

RESULT 1: STATE INSTITUTIONAL CAPACITY STRENGTHENED

Development and implementation of pro-minority policies strengthened; State planning and resource investment for ethnic minorities improved; Ethnic-sensitive information systems improved.

NATIONAL: The GOC issued two groundbreaking decrees affecting the country’s rural indigenous communities this quarter. Decree 1953 grants indigenous groups greater autonomy through the establishment of ‘indigenous territories’ while Decree 2719 defines the requirements that indigenous collective territories must meet in order to directly manage General System of Participations (SGP) funds. ACIP contributed to the development of the latter legislation through the contracting of two indigenous consultants that advised the Department of National Planning (DNP) on establishing the requirements for indigenous collective territories to manage SGP funds. SGP funds are an important source of funding for indigenous communities; this year the government expects to assign more than \$87 million to indigenous collective territories through this mechanism. During the next year, ACIP will continue providing technical assistance to the government in regulating indigenous health, education, and basic sanitation systems as required under the new legislation.

In urban areas, ACIP worked to improve inclusion of indigenous populations through the formulation of a draft protocol for indigenous living in urban settings. Through an ACIP-supported international forum on public policies for urban indigenous populations, 48 researchers, professors, public officials, indigenous delegates, and anthropology students from government entities, the Muisca, Yanacona, and Inga indigenous populations, the Colombian Anthropological and Historical Institute, and some of the country’s leading universities discussed the challenges that urban indigenous populations face and

produced critical inputs for a draft urban indigenous protocol. Participants also reviewed policies that are being developed in the Colombian cities of Bogota and Cali as well as Manaus, Brazil.

ACIP achieved important results related to Afro-Colombian communities at the national level through support to improve the GOC's collection of ethnically and racially differentiated data. During an international conference on ethnic and racial statistics, the Universidad del Valle presented the USAID-backed ethnic statistical study, which represents some of the most progressive work in ethnic data collection in the country. This study led to a landmark public policy to improve socioeconomic conditions of Cali's ethnic populations. The conference was an opportunity to review international best practices in ethnically and racially differentiated data and to examine ethnicity and race in a holistic way—through the lenses of sociology, anthropology, economics, geography, history, and genetics—rather than traditional methods which often relegate the topic to a single census question. As a result, Colombia's National Statistics Department (DANE) committed to include a series of questions to more accurately capture data on ethnicity and race in periodic data collection such as the labor market, vital statistics, and quality of life surveys.

ACIP continued support to the National Agency to Overcome Extreme Poverty (ANSPE) to approve its methodology to provide a differentiated approach for indigenous, Afro-Colombian, and Raizal populations. The Program sponsored workshops with Afro-Colombian families in Quibdó and Arhuaco communities in the riverbed settlements of Santa Marta, Fundación, and Aracataca (Magdalena). The workshops allowed ANSPE to identify barriers that prevent its programs from reaching these populations and to brainstorm ideas to improve access for the extreme poor in ethnic communities.



Indigenous leaders participate in workshop to create differentiated poverty reduction methodologies with ANSPE in the Sierra Nevada.

PACIFIC: In the Pacific region, ACIP continued to help local organizations to leverage and manage government resources to benefit ethnic populations through trainings in project formulation and general financial management, and began technical assistance to incorporate ethnic populations in the post-conflict agenda.

The Federation of Plantain Growers of Urabá (FEDEPLAUR) and the National Federation of Cacao Growers (FEDECACAO) increased their access to government resources in Chocó with ACIP support. ACIP aided both federations to sign agreements with the Ministry of Agriculture and Rural Development (MARD) for a total of \$2.7 million in leveraged funds. FEDEPLAUR began a process to increase productivity and sustainability of plantain crops in the municipalities of Bojayá, Rio Sucio, and Carmen del Darién with the active participation of 146 rural producer families. FEDECACAO built its capacity to design and manage cacao projects with a differentiated approach for both production and sales. This project benefits 143 rural producer families in the municipalities of Bojayá, Rio Sucio, Carmen del Darién, Acandí and Unguía.

Chocó's environmental authority (CODECHOCO) successfully built the capacity of its technical team in applying for and managing government-funded projects using the General Adjusted Methodology (MGA) with ACIP technical assistance. A total of 25 officials of CODECHOCO improved their ability to access royalties funding and to manage public funds in a three-day workshop led by ACIP and DNP in November.

Cauca's government also benefited from increased access to and improved management of public funds as a result of Program technical assistance. ACIP supported the government of Cauca in the design and implementation of a plan to manage Contrato Plan investments together with ethnic organizations.

In northern Cauca, through technical community dialogues, the government was able to establish public policy guidelines for post-conflict initiatives taking into account the social, economic, cultural, and environmental realities that affect Afro-Colombian populations. Additionally these dialogues brought to light the current context and expectations that Afro-Colombian populations in Cauca have with respect to the post-conflict agenda and identified problems associated with land ownership and the use of natural resources in Afro-Colombian collective territories.

Cali's government progressed in designing two public policies to benefit Afro-Colombian and indigenous populations in collaboration with ethnic community leaders and with ACIP technical assistance; the government expects to validate and approve both policies next quarter.

CARIBBEAN: In the Caribbean region, ACIP made important advances in promoting women's rights, provided technical assistance in public policy design, and finalized support to three Afro-Colombian community councils for the development of FPIC protocols.

In Providencia and Riohacha, ACIP worked with national and local government entities including the Ministries of Labor, Agriculture, Information and Communication Technologies (ICT), Interior, Mining, and Culture, the Department for Social Prosperity (DPS), Colombia's National Training Service (SENA), and the Colombian Rural Development Institute (INCODER) to strengthen their ability to implement the National Women's Public Policy (Conpes 161 of 2012). As a result, these local governments improved access to public services and projects for Raizal, Afro-Colombian, and indigenous women, with a specific focus on economic opportunities including formal employment and support for entrepreneurship. ACIP also supported the municipal governments of Providencia, Riohacha, and Maicao to develop local policies to enact projects and programs to benefit ethnic women with the participation of 50 Raizal and Afro-Colombian women in Providencia, 70 Wayuu, Wiwa, Kogui, Arhuaco, and Afro-Colombian female leaders in Riohacha, and 127 Wayuu, Inga, Zenu, and Afro-Colombian women in Maicao. This technical assistance allows the governments to improve implementation of the economic development and job creation sections of their respective municipal development plans.

In Barranquilla and Cartagena, the Program provided technical assistance for the design of public policies to benefit Afro-Colombian youth with a differentiated approach for women and girls in line with the National Youth Public Policy, passed last July to create more job opportunities for the country's youth. This work was carried out in coordination with the Colombian Presidential Program for Youth and the National Council for Women's Equality. ACIP provided technical assistance to these same two municipal governments to ensure that Afro-Colombian and indigenous populations are included in their district development plans.

The Program advised Santa Marta's government in including projects and budget allocations to benefit ethnic populations in its Territorial Development Plan (POT). The POT is Santa Marta's principal planning instrument and is updated annually; the participation of Afro-Colombian and indigenous leaders in its design will result in a plan that has an ethnically differentiated approach, allows for tourism development that reflects the municipality's ancestral ethnic diversity, and identifies areas for environmental and cultural preservation.

In the northern zone of Cartagena, the Villa Gloria, Barú, and Punta Arenas Community Councils approved the FPIC protocols developed over the past two quarters with ACIP technical assistance. The protocols outline actions that the communities should take in negotiations with the government and private sector regarding developments or policies that affect their communities. Next quarter, ACIP will develop an FPIC protocol with the Boquilla Afro-Colombian Community Council in Cartagena.

CENTRAL: ACIP provided technical assistance to Medellín to improve collection of ethno-racial statistics in the municipal government's information systems. Accurate collection of this data allows the

government to track the number of Afro-Colombian and indigenous residents that benefit from public services and program. This led to consultations within the municipal government to streamline population data for enhanced monitoring of the outreach of public programs and services for ethnic minority populations as part of its efforts to track commitments to ethnic groups in the municipal development plan.

RESULT 1-A: RIGHTS TO LAND FOR ETHNIC COMMUNITIES INCREASED

NATIONAL: ACIP continued support to the GOC this quarter in its historic effort to make reparations to victims of the armed conflict. Through technical meetings, interviews with key staff, and conversations with ethnic community leaders who have participated in reparations processes, ACIP worked to improve coordination among the Land Restitution Unit (LRU) and the Victims Unit—the two primary government entities tasked with providing reparations—and other relevant government institutions. ACIP’s focus was to improve these unit’s abilities to implement ethnic collective reparations including land restitution as outlined in the Victim’s Law and its regulating decrees.

The Program also continued technical assistance for the LRU’s innovative methodology to measure territorial damages and infringements for ethnic collective land restitution. Employing the methodology, the LRU and ACIP began fieldwork with the Larga – Tumaradó and Pedeguita and Mancilla Afro-Colombian Community Councils in Bajo Atrato, Chocó and the Zanjón de Garrapatero and Aires de Garrapatero Community Councils in northern Cauca this quarter. The objective of this fieldwork is to produce comprehensive reports on the collective damages suffered by these communities, which will serve as evidence for their collective restitution cases. Five cases—four with indigenous communities in Chocó and one for an Afro-Colombian community in Cauca—were prepared and submitted last quarter under this pilot program and are pending review by the land restitution judges.

PACIFIC: ACIP extended the period of performance for work under sub awards with the Embera Eperara Indigenous Council of Naya and the Afro-Colombian Community Council of Río Naya until next quarter in order to complete remaining tasks under the agreements to bring to a close a decades-old land conflict in the region. Remaining tasks include community walks through the territories, visits by INCODER’s topographical team to the territories, and close out assemblies with each of the communities; once completed, the indigenous territory will be expanded and the Afro-Colombian territory will receive a collective land title.

RESULT 2: ETHNIC COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

Organizational capacity to attend to communities and territories strengthened; Advocacy capacity of ethnic minority community-based organizations improved.

NATIONAL: ACIP continued organizational strengthening support to the National Indigenous Organization of Colombia’s (ONIC’s) Council on Women, Family and Generations this quarter. One hundred forty delegates from the Barí, Embera, Wounan, Eperara Siapidara, and Nasa indigenous communities gathered to reflect on the rights of indigenous women in the context of human rights and strengthened local organizational political processes during two workshops held in the departments of Norte de Santander and Valle del Cauca. ACIP also supported the Council on Women, Family, and Generations to accomplish the goals related to youth established in its 2014 strategic plan by analyzing the current situation of indigenous youth and proposing actions to strengthen youth leadership and political participation by youth leaders. More than 150 youth from 44 indigenous



Afro-Colombian leaders met to define strategic action plans, discuss the peace process, and evaluate development plan goals.

organizations participated in the activity, establishing an indigenous youth working group, defining a strategic action plan to increase youth political participation, and contributing to the draft National Indigenous Youth Public Policy.

The National Conference of Afro-Colombian Organizations (CNOA) held its national congress of 40 delegates from 17 chapters across the country in order to unify its 278 member-organizations and networks and to build a new generation of leaders. Topics included FPIC, leadership, development plans, and Afro-Colombian contributions to peacebuilding. ACIP continued to support the National Association of Displaced Afro-Colombians (AFRODES) in designing capacity-building modules and training 20 female leaders on project formulation and public policies with a specific focus on the impacts of the armed conflict on Afro-Colombian women victims. The women actively participated in designing modules on women's rights and non-violence against women and in developing a plan to increase women's access to public programs and projects.

PACIFIC: In Chocó, ACIP support empowered over 150 leaders from ethnic organizations by building their capacity to monitor spending of public funds and participate in policy decisions with local government. Two Afro-Colombian organizations, the Association of Displaced People of Chocó (ADACHO) and the Women's Association of Palo de Agua (ASOMUPA), improved their administrative and financial management capacities through the implementation of new accounting software and by developing citizen oversight committees to oversee public spending. One hundred twenty-three women leaders from these groups were trained in social oversight skills, ethnic rights, and public policies. The OREWA indigenous organization also developed a citizen oversight committee and trained 28 leaders to participate in the committee. The first two projects the committee will monitor are the local school nutrition program and the construction of a municipal highway in Quibdó.

Four ethnic organizations developed project formulation skills this quarter and began formulating seven projects to submit for potential Adaptation Fund or Royalties funding; two projects were submitted this quarter. The Ministry of Finance established the Adaptation Fund in 2011 after harsh winter rains destroyed homes, crops, and livelihoods of millions across the country. Chocó was especially affected, and in some areas, the populations are still recovering from that natural disaster. With funding from the Adaptation Fund, these rural indigenous and Afro-Colombian communities will be able to recover economic security through agricultural projects in cacao, rice, plantains, vegetables, and tilapia.

Also in Chocó, ACIP successfully built the administrative and organizational capacity of ethnic producer associations. Working with the Producer Association of Medio Atrato, ACIP continued trainings in business administration and marketing and designed a rice production market study for the association, which will be carried out next quarter in collaboration with the Technological University of Chocó. The Women's Producer Association of Condoto also continued to build administrative and organizational capacity while strengthening value chains for pineapple, plantain, banana and ñame. With this technical assistance and an in-kind grant of two motorized-cargo carts, the women are able to do away with transportation middlemen and increase their profits.



USAID supports women of Condoto to develop sustainable pineapple value chains.

The Regional Indigenous Council of Cauca (CRIC) began to implement its indigenous environmental policy, approved by its new board of directors last quarter. The aim of this policy is to establish a system of coordination among environmental authorities and local and regional indigenous authorities to improve environmental management in indigenous collective territories in the department of Cauca. CRIC also

advanced in becoming an environmental, economic, and territorial authority with 450 members preparing for negotiations with the GOC.

Building on 18 months of technical assistance, the Genaro Sanchez Association of Indigenous Councils finalized 11 life plans (one zonal and one for each of its 10 member associations) in order to build the association's capacity for self-governance and improve coordination with the municipal development plans in Cauca. Using the social maps developed last quarter, Genaro Sanchez members were able to gain greater territorial control of their collective territories. The association also produced 80 copies of an organizational video and 2,000 copies of an instructional brochure, which detail the organizational strengthening process.

ACIP finalized 10 months of technical assistance to Inga, Kofan, Nasa, Misak, Quichua, and Yanakona indigenous councils of Cali to draft and validate their life plans and create a comprehensive training program in self-governance, indigenous legal jurisdiction, national laws, and international treaties. This was accompanied by a visibility campaign, which included the design and publication of six informative brochures to explain the plans in language that facilitates their use by all community members and seven videos documenting the design of the training program and the life planning experience with each of the councils.



The Inga indigenous council of Cali (pictured above) is one of the six councils that strengthened ethnic rights and finalized life plans with USAID technical assistance.

ACIP continued work to support women's rights in Cali. Together with Fundación Siempre Unidos, the Program produced an informational brochure targeted to Cali's Afro-Colombian population designed to safeguard gender and youth rights in the urban context with a focus on national and international legislation. This tool is helping to improve communication and dialogue about gender and youth rights both within the Afro-Colombian community and with Cali's general population. Also with Fundación Siempre Unidos and the Cali chapter of AFRODES, ACIP worked to develop a network of Afro-Colombian organizations to increase Afro-Colombian participation in political advocacy to address concerns such as poor access to affordable and adequate housing, healthcare and education.

ACIP continued support to Federación Afroamérica XXI and ten of its member-organizations in public policy development and to increase access to ICT for the Afro-Colombian population. Building on *quilombos* (thematic discussion groups) held with the Afro-Colombian population last quarter, ACIP helped Federación Afroamérica XXI to finalize and disseminate its draft public policy document which addresses four topics: A) gender and youth, B) culture and sports, C) income generation and employment, and D) displacement. In terms of increased access to ICT, the project created 30 video notes and eight online communications initiatives this quarter related to ethnic self-identification, public policy development, communications, and peacebuilding, which were used to educate the community and to spread their message through social media.

Also in Cali, ACIP provided technical assistance to the municipal government to develop its Consensus Plan for the Afro-Descendant Population of Eastern Cali. The consensus plan is designed to increase political participation by Afro-Colombian leaders through the creation of participation guidelines and by raising awareness among the public and private sectors about the challenges this population faces.

ACIP finalized support to two educational projects with community-based organizations, a local university, and the municipal government of Cali. It closed out the Community Leadership School Project and finalized the Diploma in Leadership and Participation, documenting experiences under both, which

were developed with Program assistance earlier in 2014. The Community Leadership School produced several videos with the message “Proud to be Afro-Colombian! How about You?” to reinforce the idea that education is a pathway to improve quality of life among Cali’s Afro-Colombian population. Sixty-two leaders (30 more than originally expected) completed the three-month Diploma in Leadership and Participation.

CARIBBEAN: In San Andrés, the Program continued to build the organizational capacity of four Raizal and Afro-Colombian community-based organizations: Archipelago Movement for Ethnic Native Self-Determination (AMEN SD), Miss Nancy Land, Mahennie Native Women Foundation, and the Bowden Foundation for Sustainable Development (FUNSBOW), these last three with the support of the San Andrés Environmental Authority (CORALINA).

As part of the agreement with CORALINA, ACIP supported an intercultural dialogue in Inza and Silvia, Cauca, which brought together indigenous communities and Raizal leaders who traveled from the archipelago to learn from the indigenous communities’ experiences in terms of environmental management and organizational strengthening.

AMEN SD hosted the II Raizal Congress in San Andrés, bringing together more than 700 Raizal leaders from the archipelago and the mainland to discuss topics affecting the Raizal population and make decisions regarding the community’s future through the development of a strategy for the Raizal people. Topics of discussion included territory, self-governance, education, health, culture, natural resources and environment, public policies, gender, and youth. The congress also included a visibility component designed to help recover historic memory of the Raizal people and included the publication of a book titled “San Andrés: Her Story.” The public policy designed to benefit the Raizal population as well as the FPIC protocol for this population—both developed with ACIP technical assistance—are expected to be approved next quarter.

Raizal NGO Miss Nancy Land continued to build its organizational capacity in terms of political advocacy and self-governance and guided two grassroots women’s groups to achieve formal registration. It also published an informational brochure on environmental topics geared towards ethnic organizations and held a project close out ceremony that included events to commemorate International Day for the Elimination of Violence against Women.

Fifteen additional women joined the Mahennie Native Women Foundation’s sustainable agriculture strategy this quarter, helping to recover traditional and environmentally sustainable agricultural practices in their vegetable gardens and small farms. Mahennie also built its administrative capacity as an organization and secured a training class in Administrative Management for ten of its members from SENA. In addition to increasing agricultural yield and protecting the environment, this project strengthens the Raizal family and empowers women.

FUNSBOW’s 40 member-families also continued to recover ancestral knowledge related to land use and to implement sustainable agricultural practices. In addition, the foundation developed a training program in seed management (building on the online database developed last quarter to manage seed information) and traditional cooking practices; the foundation also worked to strengthen its members’ capacity for political advocacy.

In Guajira, ACIP strengthened eight Wayuu organizations, helping them to leverage and manage public funds, increase political participation, develop life plans, protect land rights, strengthen their autonomy, increase incomes, and map their territories. ACIP also promoted women’s rights with the Wayuu, Zenú, and Inga communities.

ACIP continued technical assistance to the Wayuu Committee for Agreements and Dialogue this quarter

with the active participation of 120 Wayuu leaders, resulting in more than \$2 million from the Ministry of Interior and several important technical achievements. The Wayuu approved an outreach strategy to present the 2014-2018 National Development Plan to their community and to carry out corresponding FPIC; selected a company to help design the Ethnic Safeguarding Plan for the Wayuu People and approved the accompanying budget; and approved a proposal to carry out the Fourth Congress of Traditional Wayuu Authorities.

The Suliwou Laulayu Association of Traditional Authorities represents 241 Wayuu communities without formal collective territories. This lack of formal land ownership means that they face greater challenges than formal collective territories do in topics like planning with municipal authorities and guaranteeing their rights. ACIP is working to help the more than 3,100 people in these communities to develop a comprehensive life plan, which will guide their interaction with the State, help them to strengthen their organization, and better manage their untitled territories.

With the support of ACIP and the \$23,500 in public funds awarded to the organization through the Ministry of Agriculture's Rural Opportunities Program last quarter, the 23 Wayuu artisans of the Zona del Río Ranchería Kanás Artisan Association continued to improve their production methods and began work with the Government of Guajira to become certified with a quality seal for production. This quality seal will allow the artisan association to earn more for their crafts and to achieve greater recognition in national and international expositions.

Five Wayuu organizations in Manaure, Riohacha also benefited from ACIP technical assistance, building their capacity in territorial management, strategic planning, and indigenous rights. ACIP also supported these organizations in developing a food security plan for the region, drafting administrative manuals, and in using GIS technology to map their communities as a planning tool that will allow them to strengthen their autonomy and self-governance.

In Maicao, ACIP trained 117 women leaders of the Wayuu, Inga, and Zenú communities to participate in developing the municipality's gender policy with a differentiated approach. ACIP also supported 110 Wayuu authorities and leaders to participate in the "Circle of the Word" as part of a strategy to preserve the traditional normative system applied by the *palabrer*os, which is recognized by the United Nations as intangible cultural heritage. In addition, ACIP supported the Wayuu of Maicao to draft a self-governance proposal to improve territorial management.

Eight Afro-Colombian community councils in Cartagena finalized internal documents collecting socio-economic and historical data about each of their communities and cartographic data related to their ancestral territories, including borders, physical, and political characteristics to support the land titling requests that each community council is developing with ACIP assistance. Once the titling requests are finalized and approved by community leaders they will be submitted to INCODER to begin the collective titling process.

The Zenú Indigenous Council of Membrillal (Cartagena) and the Afro-Colombian Community Council of Orika in the Rosario Islands of Cartagena benefited from technical assistance in life plan development this quarter. One hundred fifty Zenú collaborated to develop a strategic plan for the development, socialization, and validation of their community's life plan while 250 members of the Orika Community Council contributed to the development of their life plan and helped to socialize and validate the plan with other community members. These plans are fundamental tools that grant



Afro-Colombian community councils in Cartagena collected information to support land titling requests.

the council leaders the ability to improve council management and strengthen political dialogue with State actors.

ACIP continued to strengthen AFROSANMAG – CARIBE, an organization created last year by students at Santa Marta's University of Magdalena, which aims to develop Afro-Colombian leadership, self-recognition, and pride among students and to counter racial discrimination in universities by organizing an exchange with leaders from Afro-Colombian organization Jorge Artel Corporation in Cartagena. Thirty members of AFROSANMAG traveled to Cartagena where they met with the established Afro-Colombian organization to learn about citizen participation and how to become influential leaders.

ACIP trained an additional 20 leaders from another community-based youth organization in Santa Marta, Fundación SER AFRO, in project formulation to leverage public funds and helped them improve their ability to impact public policy decisions in the district. Fundación SER AFRO also developed and implemented a survey of more than 500 Afro-Colombian college students in Santa Marta in order to collect data for a diagnostic about the situation of Afro-Colombian youth in Santa Marta's universities.

CENTRAL: ACIP supported Raizal Week in Bogota from October 25 – November 3 as a form of cultural expression and to strengthen ties among the Raizal population on the archipelago and the mainland. The event included dance, gastronomy, music, cultural practices, sports, and talks with Raizal elders and helped to empower the Raizal population (especially youth) to protect their rights, develop new leaders, and strengthen their cultural heritage.

As a result of organizational strengthening work, the Bogotá-based Organization of Raizales outside of the Archipelago (ORFA) increased its Ethnic Organizational Capacity Assessment (EOCA) score by 27 percent, demonstrating advances in ethnic rights protection, increased participation in decision making spaces, and improved administrative and financial management. ACIP also sponsored four ORFA representatives to participate in the II Raizal Congress held in San Andrés, along with 20 other Raizal community based organizations (CBOs), where the organization played an important role in the public policy working group. The working group recommended improvements to the population tracking system and measures for climate change adaptation on the islands and designed plans to protect ethnic rights and preserve the Raizal language.

RESULT 3: ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

Formal employment of ethnic minorities in urban areas increased; employability of ethnic minorities and diversity in private-sector firms increased; Diversity in private-sector firms increased.

NATIONAL: The Program made considerable advances on large-scale joint workforce development initiatives with State entities, including the Ministry of Labor (MOL), DPS, and the Presidential Agency for Cooperation (APC) to increase economic inclusion for marginalized ethnic minority youth, including armed conflict victims, in Barranquilla, Bogotá, Medellín, Cali, and Cartagena. To date, 4,336 Afro-Colombian and indigenous youth throughout the country have secured livelihoods through stable jobs; over half are victims of the armed conflict.



ACIP workforce development beneficiaries at a Life Lessons motivational workshop in Quibdó.

In order to ensure positive work environments for the Program's beneficiaries as well as promote greater ethnic diversity in companies, ACIP continued to advance diversity and inclusion protocols in the private sector. To date, 114 employees from 83 public and private sector companies have increased diversity awareness through diversity and inclusion workshops. Forty-nine companies have already made the formal commitment to foment

ethnic inclusion at the workplace by adopting diversity and inclusion protocols, which includes identifying current barriers for ethnic groups in recruitment and selection practices. Some of these companies and organizations include Carvajal Services and Technology, the government of Cartagena, the Clinton Foundation, Yamaha, Atento, and the Universidad Autónoma del Caribe. The participating companies have hired in total 218 new employees belonging to ethnic groups. Also at the national level, in partnership with Gente Estratégica, 120 workforce development beneficiaries belonging to vulnerable ethnic populations in Barranquilla and Bogotá are getting the opportunity to earn their high school diplomas. The virtual learning methodology allows the students to receive job training and concurrently take courses, resulting in an official high school diploma—an indispensable requisite for securing a job in the formal job market. To date, 68 students have already earned their high school degrees.

This quarter, marginalized ethnic youth currently enrolled in ACIP’s workforce development courses in Barranquilla and Quibdó participated in motivational workshops, entitled Life Lessons. The students listened to the experiences of other ACIP beneficiaries who have successfully completed the workforce development process and are now working in companies. Additionally, the students had the opportunity to meet and listen to the perspectives of company executives that are currently employing ACIP beneficiaries.

CARIBBEAN: In the Caribbean region, ACIP continued opening doors for ethnic minority youth through workforce development and job training programs. This quarter, 525 youth completed job training and secured formal contracts at companies. In Barranquilla, 244 youth are now working in 71 different logistics and health companies, including pharmacies, health clinics, and dentists offices. In Cartagena, 281 beneficiaries launched careers in the city’s growing hotel and tourism industry. Furthermore, 37 new companies in Cartagena joined the Program’s initiative to increase ethnic economic inclusion in the city by hiring Program beneficiaries.



Two hundred workforce development beneficiaries register for training incentives, open bank accounts, and learn personal finance skills through a public-private partnership.

ACIP provided key support to a new public-private initiative resulting in improved financial literacy and economic security for 200 ethnic minority youth in Cartagena. The DPS, Acceso Training Center, Banco Agrario, and ACIP held the first Incentive for Employment Training session on October 15-17 for beneficiaries of ACIP’s workforce development projects in Cartagena. The sessions are part of a new strategy to increase financial inclusion of marginalized ethnic minority youth. The services and benefits include a monetary training incentive to help cover transportation, food, and clothing costs (on average \$115 per month for five months, provided by DPS); a bank account with Banco Agrario, the bank with the greatest number of branches throughout the country, and free financial literacy workshops in a timeframe that has minimal impact on their work schedules. Due to

the success of this first session, ACIP plans to organize similar sessions for Program beneficiaries in Cali and Medellín.

The Program also launched its first workforce development program in San Andrés, leveraging funding from various public and private partners, including the departmental government of San Andrés, SENA, and cosmetics company La Riviera. The Program carried out project outreach and communications efforts to attract potential beneficiaries, resulting in 60 Raizal and Afro-Colombian program applicants to date.

PACIFIC: Through “Invest in Chocó”, a newly created regional investment promotion agency, the Program is supporting increased investment in various strategic economic sectors and greater coordination between public and private sector institutions. The agency’s specific consulting activities this quarter included exploratory visits with four Business Process Outsourcing and Information Technology

(BPO&IT) companies, evaluation support for an eco-tourism hotel chain in Nuquí, and consulting services for an ice cream company planning on opening stores in Quibdó. Additionally, the agency is providing technical assistance to the municipal government of Quibdó to be included in Colombia's subnational "Doing Business" rankings, the World Bank's methodology for evaluating a region's business climate.

In a proactive job creation initiative, ACIP is providing business development support to eight small and medium businesses in Quibdó's services and manufacturing industry to improve administrative and management processes, identifying weaknesses and areas for growth. The objective is to grow the financial gains of these businesses, which will, in turn, generate new employment. Over the span of 24 months of project implementation, the companies have generated 214 new jobs for Quibdó and its surrounding regions.

In order to increase financial inclusion in the Pacific region, the Program is building partnerships with important financial institutions, such as Colombian bank Davivienda. This quarter, the bank carried out a personal finance workshop to ACIP beneficiaries currently training in the Don Bosco Center in Cali.

The quality and effectiveness of ACIP's workforce development training was evidenced this quarter in the positive feedback of companies contracting Program beneficiaries. Manufacturera Femeninas, a women's apparel manufacturing company, has reported a 20 percent increase in productivity since hiring 30 ACIP beneficiaries. The company's manager also reported high skill level among the beneficiaries, which has led to fewer errors and savings in raw materials. Due to the successful outcomes of the Program's employment projects, ACIP has leveraged funding from government of Cali to provide training to 30 new beneficiaries.

CENTRAL: Under the ACIP-MOL partnership, the Program is addressing the economic and social exclusion of ethnic minority armed conflict victims in Bogotá. To date, 1,100 ethnic youth—of which 65 percent are armed conflict victims—are receiving job training in administration, accounting, information systems, culinary arts, and warehouse logistics. This quarter, 220 ACIP beneficiaries have secured positions in the formal job market at companies such as Xerox, Gente Estrategica, Café Oma, and Cachivaches.

In Medellín, ethnic minority students are gaining the skills to work in accounting, industrial electricity, textile, marketing and sales, and automotive industries. The Program has leveraged funding from the government of Medellín to finance the transportation of all of the 350 project beneficiaries. At a diversity and inclusion workshop in Medellín, the Program raised awareness with representatives from 27 different companies about equal opportunity hiring and selection practices, cultural misconceptions, and fomenting diversity at the workplace.

Income for rural ethnic minority populations increased.

CARIBBEAN: The Program continued supporting three local fishermen associations in Providencia to strengthen economic security for 55 local fishermen. As a strategy to broaden income generation opportunities for fishermen, ACIP is supporting Asopesboth and Pesproislas through capacity-building and equipment to offer ecotourism services, which complement their fishing activities. In the last quarter, over 200 tourists used the associations' ecotourism services, which include guided hiking, boat tours, snorkeling, and artisanal fishing trips, bringing in over US\$6,500 for the associations. USAID's capacity-building assistance has entailed first aid, administrative and financial training, and has allowed the associations to create essential emergency and disaster contingency plans to ensure greater safety for their clients. The fishing association Ecohamlet continued its work to rid the island's waters of lionfish, an invasive species that is deteriorating the island's fragile marine ecosystem. In the last quarter, the association's fishermen captured a total of 201 lionfish, which were sold to local restaurants.



Pesbaru fishermen in ACIP-facilitated motor-powered boat.

The Program continued providing value chain support to 40 fishermen of the fishing association Pesbaru in Cartagena. Specifically, ACIP assistance is allowing the association to reach broader markets as well as increase productivity with improved equipment. In October, the association received three motor-powered boats, which will enable the fishermen to expand the area they fish, embark on nocturnal fishing sessions, and access higher-value fish and seafood species, such as red snapper and Caribbean lobster. From September to October, Pesbaru saw a hike in fishing sales from 216 kilos to 390 kilos sold, resulting in an 80 percent sales increase.

In the SNSM, the Program continued improving value chain implementation and food security for 50 Wiwa and 59 Arhuaco indigenous families. The families have received technical assistance in multi-crop management, cacao cloning, and pest and disease management. With the Arhuaco cacao growers, whose crops are closer to harvesting, the Program has provided training on harvesting, drying, and improved crop production. The Arhuaco cacao growers association has also benefited from ACIP technical assistance to improve administrative and operational records and procedures. The Program continued capacity-building training in financial management, business planning, and organizational sustainability with 10 Arhuaco youth leaders. Improved administrative organization and record keeping has led to a renewed organic certification for the association.

PACIFIC: On December 11, USAID and the GOC launched an historic initiative that will change the lives of over 800 families in Timbiquí, a municipality located on Colombia's underdeveloped Pacific coast. Nearly three out of four inhabitants in Timbiquí have unsatisfied basic needs, such as sanitation, healthcare, and education. With a total budget of over US\$2 million, the joint USAID-GOC initiative will finance projects to increase underserved communities' access to State services, strengthen peacebuilding and reconciliation structures within Afro-Colombian communities, boost productivity and opportunities for smallholder farmers, and engage at-risk youth through safe spaces that foment cultural identity, leadership, and conflict resolution skills. This multi-faceted initiative encompasses work with State institutions, CBOs, and youth and largely targets rural populations through cacao, coco, and artisanal fishing value chain projects.

In the Pacific region, the Program provided rural development assistance to 1,609 Afro-Colombian and indigenous smallholder farmers. In Chocó, ACIP distributed protection kits to 149 cacao, plantain, and avocado growing families. In coordination with INCODER, the Program provided crop maintenance technical assistance to 200 Afro-Colombian cacao growers, namely in weed control, pest and disease management, fertilizing, and cloning.



Members of ASPROFINCA process sugar cane into *panela*, or brown sugar, blocks.

Continuing its rural value chain initiatives in northern Cauca, the Program supported 1,060 Afro-Colombian small producers in improving cultivation and commercialization of cacao, coffee, mango, and pineapple. Furthermore, the Afro-Colombian associations ECOBRA and ASPROFINCA made significant headway this quarter in developing more transparent and beneficial relationships with current and potential buyers. The associations have either finalized commercialization agreements or started negotiations with 10 regional and national buyers. For example, this quarter, ECOBRA finalized negotiations for mango commercialization with Colombian company Projugos. Lastly, 200 Nasa indigenous blackberry growers continued to improve production and sales of

blackberry juice, jam, and sweets to local markets in northern Cauca.

RESULT 4: POSITIVE MESSAGING OF ETHNIC MINORITY ISSUES INCREASED

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

NATIONAL: This quarter the Program scaled up on national-level positive messaging and cultural campaigns, targeting the public, private and academic sectors, and media. On November 12, ACIP brought together some of Colombia’s most important companies in a historic pledge to close racial divides. With key private-sector partner Banco de Bogotá, ACIP launched the “Path to Inclusion” campaign, in which 12 of Colombia’s largest companies publically committed to increasing initiatives that promote respect for and inclusion of racial and cultural diversity. The Path to Inclusion campaign is a powerful strategy to increase the number of companies committed to bridging social and economic gaps between ethnic minority and non-minority groups. Private sector giants such as Samsung, Banco de Bogotá, Telefónica, Henkel, and Avianca were recognized for their existing initiatives to increase visibility of ethnic populations. In a symbolic pact signing, the companies expressed their commitment to further ethnic inclusion in the private sector. Furthermore, 10 media and opinion leaders were recognized with awards for their concrete efforts in promoting positive messages, cultural pride and awareness in the media.



USAID Inclusion Ambassador, Carlos Vives (second from right), gives a welcome address at the Path to Inclusion launch.

In efforts to raise awareness of the largely underrepresented Afro-Colombian history in the country’s collective historical account, the Program supported renowned Colombian historian Diana Uribe in the publishing and launch of her historical novel *Africa, Our Third Heritage* (*África, nuestra tercera raíz*). The book combines eight years of research on the Afro-Colombian diaspora and the prolific influence of African culture on various aspects of Colombian culture and uncovers the little-known history of the Afro-Colombian role and key contributions to the country’s nation-building. Ten thousand copies of the book have been distributed to 215 bookstores in 25 different cities throughout Colombia. The publishing house Penguin Random House expects to print a second round in the near future since Uribe is one of Colombia’s best-selling authors.

For the third consecutive year, ACIP supported Fundación Color de Colombia in hosting the 12 Afro-Colombians of the Year Awards. During the awards ceremony, 12 Afro-Colombians were recognized for achievements in diverse sectors, including arts, communications and journalism, government, education, business, social justice, health, science and technology, law, armed forces, academia, and youth. ACIP’s support to Fundación Color de Colombia has helped the organization to sponsor these awards ceremonies and also to build its outreach capacity and online presence. This year 500,000 people learned about the 2014 nominees and winners through the Afro-Colombians of the Year fan page. The awards ceremony was broadcasted on national television and featured in several leading newspapers.



Biologist Martha Lucia Aguilar was recognized for her work to transform industrial waste to reusable material.

Carlos Vives actively fulfilled his role as USAID’s Inclusion Ambassador this quarter, presenting ethnic music groups from around the country in his restaurant and show venue, Gaira Cumbia House. Six bands, hailing from ethnic communities in Cartagena (Bolívar), El Paso (Cesar), Medellín (Antioquia), Palenque (Bolívar), and the Sierra Nevada de Santa Marta

(Cesar), performed before audiences of up to 300 people in what is considered one of the country's most exclusive music venues. ACIP's support included facilitating travel and lodging for the musicians in Bogotá, as well as setting up interviews with strategic national media outlets to raise awareness of their music and diverse cultures. In addition, ACIP and Vives concluded regional auditions in San Andrés where five groups auditioned; two groups were selected to perform in Gaira Cumbia House next quarter.

The Program continued to increase positive messages and images of ethnic groups in local, regional, and national media through strategic media pushes resulting in 195 media publications in print and online news. Some of the events include 1) Ethnic music groups benefiting from the USAID-Vives partnership, 2) Raizal Congress in San Andrés, 3) Path to Inclusion launch, 4) Afro-Colombians of the Year awards, 5) Indigenous Soccer championship, 6) Timbiquí project launch, 7) Urban indigenous councils life plans, 8) Book launch of *Africa, Our Third Heritage* by Diana Uribe.



One of the ancestral recipes cooked during the creative lab in Providencia.

This quarter, ACIP and the Leonor Espinoza Foundation (Funleo) carried out the last culinary workshop with Raizal communities in Providencia. The workshops, or “creative labs”, are designed to empower rural ethnic communities to keep ancestral cooking traditions alive while diversifying their diets in order to improve nutritional intake. Also through the ACIP-Funleo partnership, the recipes and preparation methods seen during the creative labs will be catalogued in a published book, demonstrating Colombia's ethnic diversity and preserving the ancestral traditions of ethnic communities in Palenque (Bolívar), Cauca, Valle del Cauca, and Providencia (San Andrés).

ACIP conducted a thorough review of its existing communications strategy including media coverage, outreach, projects, and reporting with the aid of international communications consultant Joshua Cogan this quarter. Through a 10-day field visit to the Sierra Nevada de Santa Marta, Santa Marta, Bogota, and Cali, Mr. Cogan met with Afro-Colombian and indigenous grantees, private sector partners, media contacts, and program beneficiaries. The consultant presented a final report with recommendations to diversify ACIP's communications strategy, make better use of existing content, and develop new content with a clear focus to increase positioning within the national and international media and among various stakeholders. The consultant proposed increasing outreach through social media and transmedia campaigns. The report also included ideas to strengthen existing communications projects and to leverage personal beneficiary stories to reach a wider audience. The consultancy resulted in the collection of 194 professional, high-resolution photographs and several audio files documenting interviews with Afro-Colombian and indigenous leaders.

PACIFIC: ACIP cultural initiatives empowered Afro-Colombian youth in Timbiquí, Cauca through the preservation of traditional music. The music group Herencia de Timbiquí, originally hailing from Timbiquí, are collaborating with ACIP as the project's ambassadors to raise visibility of Afro-Colombian culture in the region. In December, the musicians led over 200 children and youth in cultural identity, motivational, and music workshops and performed in a free concert that drew approximately 2,000 people to raise awareness about ACIP's work in the region.

ACIP continued support to the San Franciscan festival organizing committee as an initiative to strengthen the San Pacho Festival, an important cultural event for Choco's Afro-Colombian population. Seventy-seven



200 children participate in music and cultural identity workshop with musicians from Herencia de Timbiquí.

cultural leaders from throughout Chocó participated in capacity-building trainings on sustainable festival economies and an experience exchange with festival experts and organizations.

In Cali, ACIP is using salsa as a safe alternative to violence for approximately 500 Afro-Colombian youth. In partnership with Cali's Secretary of Culture, the Program is building the technical and organizational capacity of 10 salsa schools, primarily in Cali's Aguablanca district. Through technical and financial assistance, ACIP is helping the salsa schools to build networks within Cali's music community, and to improve operations at the local level. High levels of poverty, unemployment, and violence mean that these salsa classes, with a nominal tuition fee of on average \$3 per student, are among the only affordable and safe activities for youth.

On October 22, ACIP supported ethnic rights organization Chao Racismo in carrying out their second forum on Inclusive Economic Development, an event recognizing entities and people who are employing inclusive strategies in the public and private sectors, arts, and media. Over 500 people attended the forum. This quarter ACIP also concluded diversity trainings with private sector companies through Chao Racismo. In total, the project has raised awareness about racially and ethnically exclusive practices in the workplace with 623 private sector employees from 23 companies throughout the country.



Palenquera cultural groups showcase their new performance attire and props at the project closing show in Barranquilla.

CARIBBEAN: The Program finalized two important cultural projects in the Caribbean region this quarter. At a closing event held on October 23, Palenquera folkloric dance and music groups debuted new costumes and stage props acquired through a cultural initiative to position Palenquera artists in Barranquilla. Community-based ethnic cultural groups struggle to stay afloat in Barranquilla's competitive cultural market and generally lack effective management capacities, as well as resources to improve performance standards. To address this, ACIP provided 30 Palenquera cultural entrepreneurs with technical assistance to develop sustainable marketing and business plans, which will help to increase the marketability and sustainability of the Palenquera cultural movement. Furthermore, the project has strengthened ties with the local government, which has committed to increasing visibility of Palenquera culture by including these groups in the city's upcoming cultural events.

In the SNSM, the Program is promoting Wiwa indigenous cultural values and traditions through support to the Bunkuaniumun Communications Center, an organization created by the traditional authorities of the Kogui-Malayo-Arhuaco collective territory. This quarter, 12 Wiwa members enhanced video and photo editing skills and camera use and techniques during a three-day workshop. Additionally, ACIP



Cover page of the Welcome December issue.

support allowed the communications center to drastically increase production capabilities with a desktop computer, laptop, digital camera and lens, microphones, desks and chairs. The center is currently working on collecting material with the new equipment to produce cultural documentaries that preserve ancestral knowledge and traditions.

In San Andrés and Providencia, ACIP culminated a photo exhibition project designed to salvage and preserve the Raizal collective memory. Historic photographs, dating back to 1970, portrayed the essential role of the Raizal community in the archipelago's economic and cultural development. The closing event for the project set the stage for an intergenerational exchange between 60 Raizal youth and elders who imparted their perspectives of the social and cultural shifts that accompanied the islands' drastic economic growth.

Also in San Andrés, the Program continued support to the local publication *Welcome*. This quarter, the magazine published two issues featuring 12 articles on positive messages on ethnic populations.

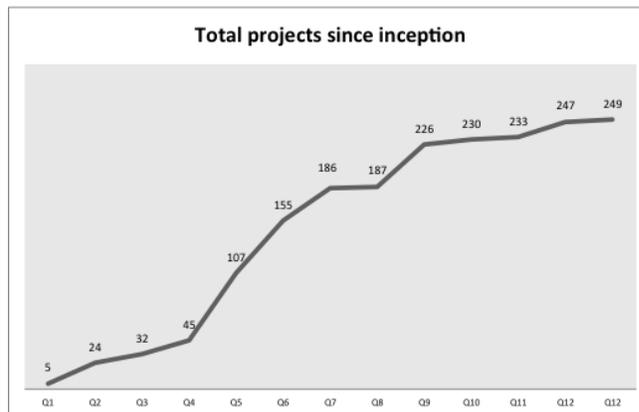
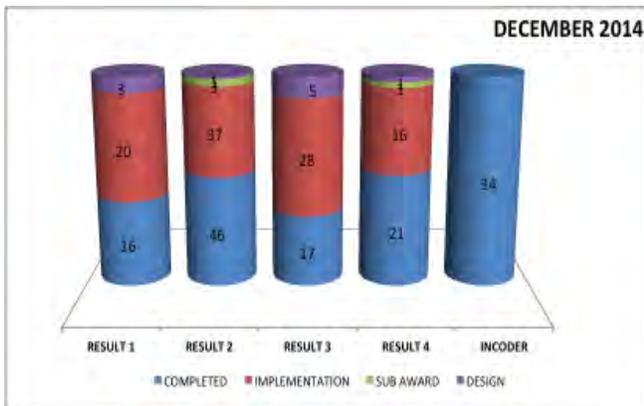
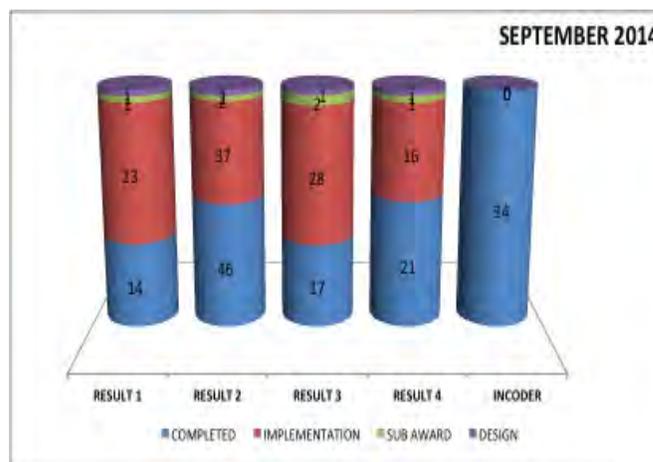
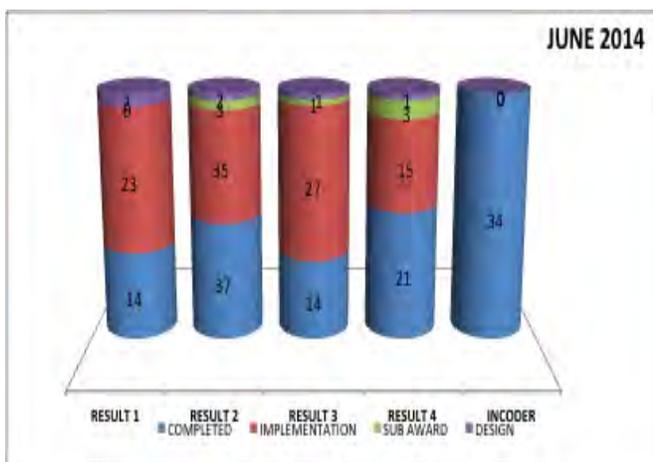
Section IV: Portfolio Breakdown

This section consists of a breakdown of ACIP’s portfolio for the quarter by result and implementation status. As of December 31, 2014, ACIP had a total of 249 projects in its portfolio. Currently, nine project ideas and requests for assistance are in final design by the ACIP technical team, four projects are in sub-awarding process, 101 projects are under implementation, and 134 projects have been completed.

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

PROJECT STATUS	RESULT 1	RESULT 2	RESULT 3	RESULT 4	INCODER*	TOTAL
DESIGN	3	1	5	1	0	9
SUB AWARDING	0	3	0	1	0	4
IMPLEMENTATION	20	37	28	16	0	101
COMPLETED	16	46	17	21	34	134
TOTAL	39	87	50	39	34	249

*In addition to the 34 INCODER completed projects in the table above, 15 projects were financed jointly using INCODER and USAID resources, which are accounted under projects completed in Results 2 and 3.



Section V: Monitoring and Evaluation

This quarter, the Monitoring and Evaluation unit—including its three sub-components related to indicators, environmental compliance, and geographic information systems—achieved crucial advances in collaborating with sub-implementers in the provision of data related to ACIP projects and continuously updating the USAID/Colombia Monitor system.

Geographic Information Systems (GIS). The ACIP GIS specialist visited project sites located in the departments of Chocó, San Andrés, and Cauca to train members of three sub-implementer teams on how to collect geospatial data with global positioning systems (GPS) and participatory scale mapping. In addition, the GIS specialist re-visited two sub-implementer teams in Magdalena to install free GIS software on their computers and train them on how to use and analyze the GIS data collected by these teams in previous quarters.

In addition, ACIP’s GIS specialist was interviewed and featured in the online publication ICT Works, regarding using GIS technology to reach Afro-Colombian and indigenous populations. To access the article, visit <http://www.ictworks.org/2015/01/02/using-gis-technology-to-reach-afro-colombian-and-indigenous-populations/>.

Environmental Compliance. During the quarter, the USAID Mission Environmental Officer (MEO) approved 10 new projects in the environmental module of the Monitor system, classified by the following environmental considerations:

Projects Approved by USAID Mission Environmental Officer		
	<i>Categorical Exclusion</i>	<i>Environmental Management Plan (PMA)</i>
Current Quarter	9	1
Previous Quarters	178	49
TOTAL	187	50

The Environmental Expert visited five project sites to: (1) encourage active community participation in the review of each environmental management plan (PMA), (2) monitor the implementation of the PMAs, and (3) provide training and technical assistance to sub-grantees to ensure an adequate reporting of information associated with the implementation of each plan, its mitigation methods, and best practices. Project visits included reviews of cacao, *achiote*, diversified traditional farming, and food security projects in Chocó, Cauca, and San Andrés. In addition, in November, the Environmental Expert participated in the USAID Climate-Smart Agriculture/Best Management Practices (CSA/BMPs) Workshop for the Latin American and Caribbean Region held in Gracias, Honduras.

Indicators. Progress on quarterly indicators was collected, revised, consolidated, and uploaded into the USAID/Colombia Monitor system for 37 projects. A summary of indicator progress can be seen in the following “ACIP in Numbers” section; additional levels of disaggregation for each indicator can be found in MONITOR and in ACDI/VOCA M&E files.

Progress to Date

YEAR FOUR Quarter One

Indicator	Reporting Frequency	Progress Years 1,2,3	Progress Year 4 (Quarter 1)	Total Progress to Date	LOP Goal	Progress %
1 State official training participants	Quarterly	1,188	26	1,214	1,300	93%
2 State entities supported	Annually	53	-	53	57	93%
3 Public policies adopted to promote equality	Annually	47	-	47	76	62%
4 State information systems improved	Annually	8	-	8	20	40%
5 FPIC cases supported	Annually	26	-	26	30	87%
6 Community leader training participants	Quarterly	14,752	1,012	15,764	17,000	93%
7 Ethnic organizations supported	Annually	155	-	155	200	78%
8 Average percent change in EOCA score	Annually	35%	-	35%	40%	88%
9 Land cases supported	Quarterly	50	8	58	60	97%
10 Collective territories formalized	Annually	3	-	3	25	12%
11 Rural hectares formalized	Annually	3,494	-	3,494	200,000	2%
12 Households with formalized land	Annually	3,425	-	3,425	23,000	15%
13A Persons completing USG-funded workforce development programs	Quarterly	4,251	1,550	5,801	10,500	55%
13B Participants in rural value chain and productive best practices training	Quarterly	2,482	228	2,710	3,000	90%
14 Persons gaining formal employment	Quarterly	3,356	980	4,336	10,000	43%
15 Rural households benefiting directly from USG intervention	Quarterly	8,076	460	8,536	9,500	90%
16 Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources	Annually	54%	-	54%	60%	90%
17 Private-sector participants in diversity and inclusion training	Quarterly	687	69	756	800	95%
18 Private-sector firms that develop a diversity protocol	Annually	43	-	43	100	43%
19 Average percent change of proportion of Afro-Colombian and indigenous employees hired during the last 12 months in targeted private-sector firms	BL, ME, FE	90%	-	90%	75%	120%
20 Positive messaging initiatives supported	Quarterly	69	6	75	100	75%
21 Cultural heritage protection initiatives supported	Quarterly	19	1	20	33	61%
22 Persons trained in ACIP-funded trainings	Annually	17,105	-	17,105	25,000	68%
23 Public funds leveraged	Biannually	US\$1.42B	-	US\$1.42B	US\$1.43B	99%
24 Private-sector funds leveraged	Biannually	US\$17.4M	-	US\$17.4M	US\$13M	134%

ACIP in Numbers

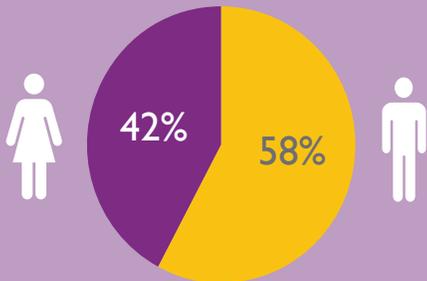
YEAR FOUR Quarter One

Indicator 1: Number of State official training participants

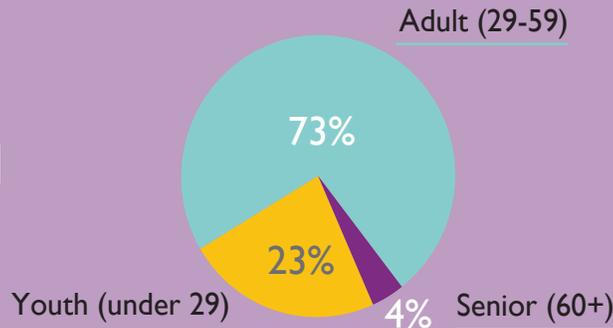
Year Four Target
50

Quarter One Progress
26

Sex



Age



Entity Level



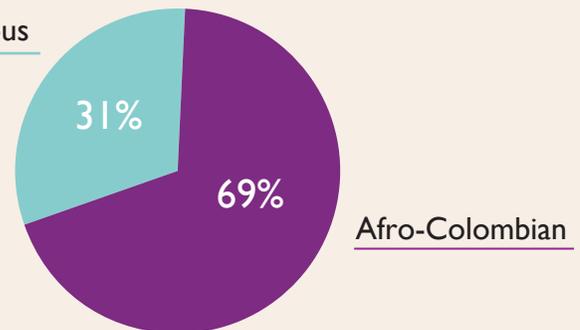
Indicator 6: Number of community leader training participants

Year Four Target
2,500

Quarter One Progress
1,012



Indigenous

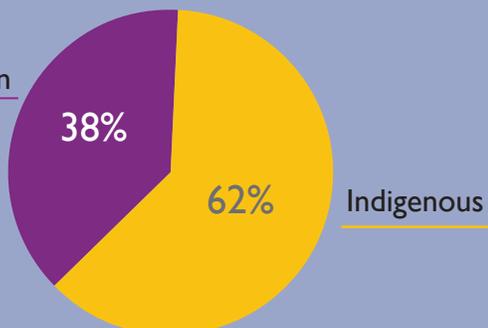


Indicator 9: Number of land cases supported

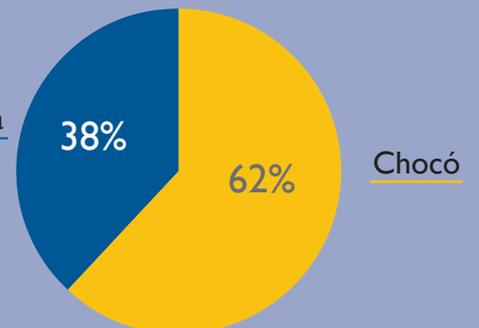
Year Four Target
15

Quarter One Progress
8

Afro-Colombian



Cauca

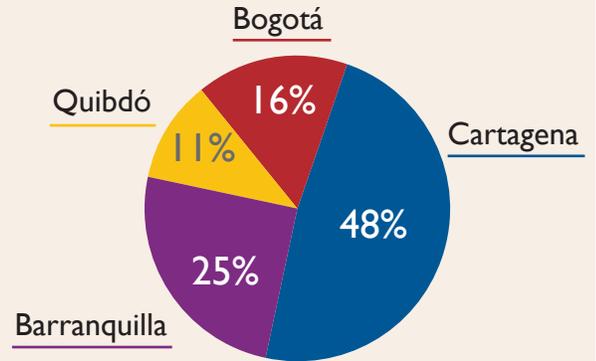


Indicator 13A: Number of persons completing USG-funded workforce development programs

Year Four Target	Quarter One Progress
5,500	1,550



YOUTH
75%



Indicator 13B: Number of participants in rural value chain and productive best practices training

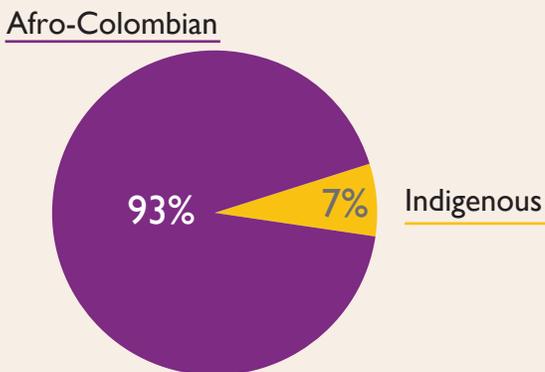
Year Four Target	Quarter One Progress
644	228



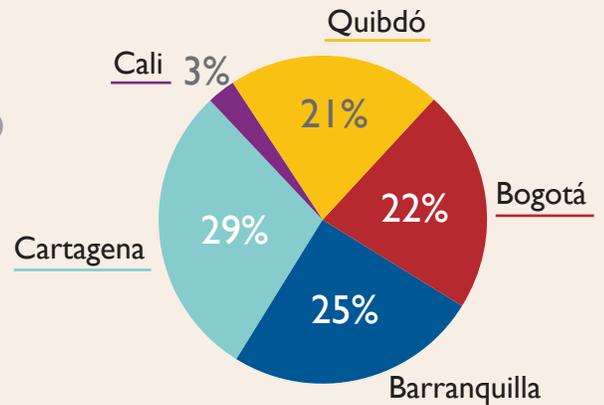
YOUTH
14%

Indicator 14: Number of persons gaining formal employment

Year Four Target	Quarter One Progress
4,500	980



YOUTH
67%

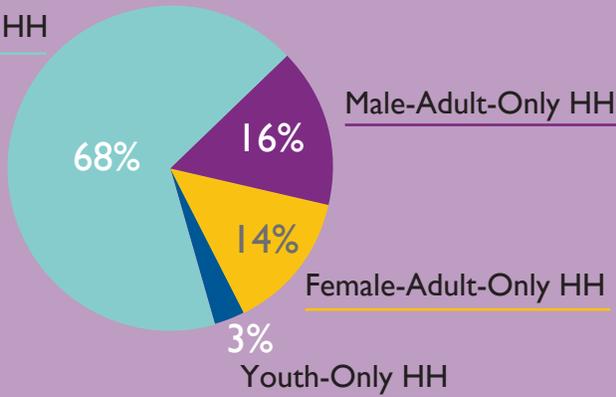


Indicator 15: Number of rural households benefiting directly from USG intervention

Year Four Target
1,300

Quarter One Progress
460

Male-and-Female-Adult HH



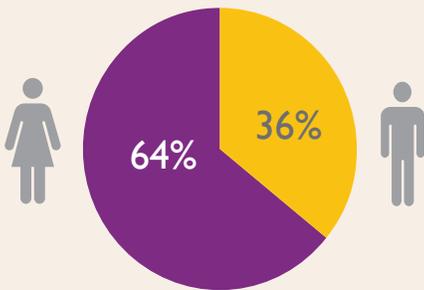
100%
Afro-Colombian

Indicator 17: Number of private-sector participants in diversity and inclusion training

Year Four Target
150

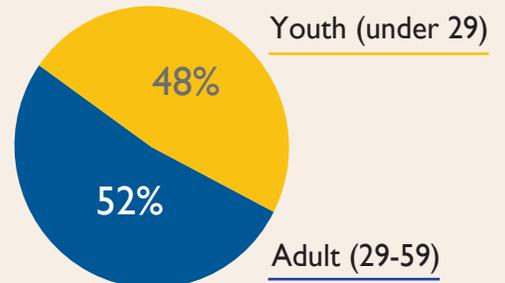
Quarter One Progress
69

Sex



6% directors & managers
10% HR employees

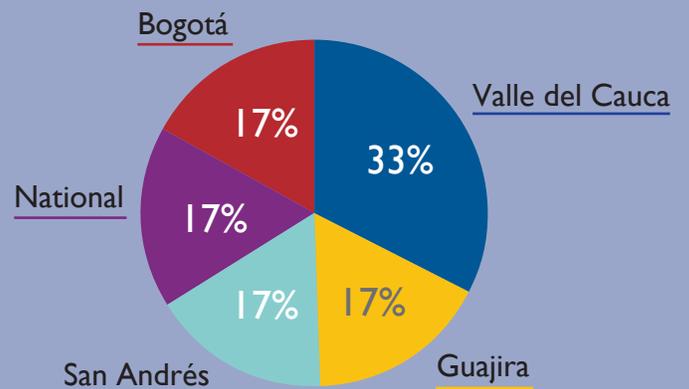
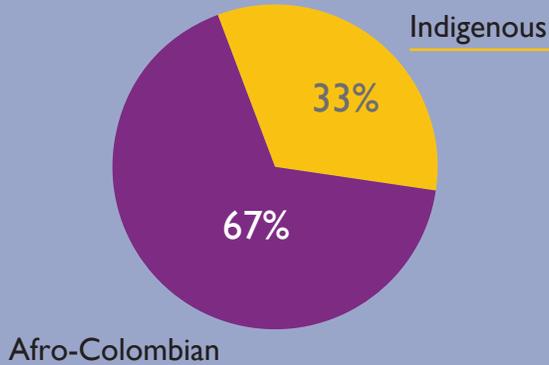
Age



Indicator 20: Number of positive messaging initiatives supported

Year Four Target
20

Quarter One Progress
6



Indicator 20: Continued...



Indicator 21: Number of cultural heritage protection initiatives supported

Year Four
Target
9

Quarter One
Progress
1



Section VI: Communications

Communications outreach initiatives this quarter resulted in 195 news publications spreading positive messages related to ethnic populations. The Strategic Communications Team (SCT) produced 22 weekly highlights and three monthly newsletters, communicating project progress and achievements to the Program's principal stakeholders. This quarter, the SCT produced the fifth edition of *Etnos*, ACIP's proprietary newsletter featuring important Afro-Colombian and indigenous contributions in government, community development, arts, and economic development. Additionally, the Program developed new communications materials such as 2015 calendars, which highlight important ethnic events and holidays, and Program folders. The team also produced 12 videos, raising awareness of project development and milestones.

Section VII: Program Management

In response to the USAID Regional Inspector General's audit completed last quarter, the Program updated its sub-awards manual, including a new sub-awards annex to track more detailed selection criteria, and revised its procedures to justify exceptions to competition. Also with regard to recommendations made during the audit, the contracts and grants team trained all staff members in the Bogota and field offices in the Program's revised procurement procedures.

In preparation for a new agreement with the Ministry of Labor, ACIP conducted responsibility studies with Mar Viva and Fundación ACUA, two groups that will begin work with the Program next quarter. The finance team provided technical assistance to six organizations to prepare their financial reports to close out the agreement with the municipal government of Cali. The finance team also helped subcontractor Gente Estratégica to prepare financial reports to close out its agreement with APC and continued to review financial reports submitted by organizations with cost reimbursable sub-awards.

In addition to supporting ACIP's response to the audit, the contracts and grants team trained four sub-grantees on sub-award management, cost principles, and applicable USG regulations. Additionally, it performed financial and compliance reviews of two organizations.

The administration and operations team led an inventory review of all Program property in Bogota and each of the field offices. It also reviewed security procedures with the field offices.

In terms of personnel changes, one technical staff member (Organizational Strengthening Specialist / Popayán) left the Program in line with a plan to scale back the number of full-time staff during Program years four and five. One support staff member entered the Program on a temporary contract and one international consultant provided short-term technical assistance.

Section VIII: Looking Forward

National. At the national level, ACIP will provide technical assistance to the DNP to include ethnic topics in the 2014-2018 National Development Plan. Also related to planning, since 2015 is an election year for departments and municipalities in Colombia, ACIP will help consolidate progress of regional governments to include ethnic topics in the new administrations' political agendas. This will lay the groundwork to support local governments to design their departmental and municipal development plans.

A joint initiative between the rural economic opportunities and the positive messaging teams, ACIP will support Funleo in launching a cookbook of traditional recipes developed as a result of the 'creative labs' carried out with Afro-Colombian and indigenous communities over the past three quarters. ACIP will also

host a contest to identify skilled bloggers who can write about ethnic issues in a variety of media in order to increase positive messaging.

Through its organizational strengthening team, ACIP will continue to build ethnic organizational capacity for citizen oversight committees to monitor the expenditure of public funds in Guajira, Cauca, and Chocó. Across geographic areas, the Program will collect information from the EOCA assessments to look at trends in organizational strengthening among ethnic groups.

Pacific. In alliance with the Ministry of Labor, ACIP will begin an exciting new initiative to provide technical assistance for agriculture and fishing projects to Afro-Colombian victims of the armed conflict in the Pacific region. Also under the framework of the post-conflict agenda, ACIP will help ethnic organizations to participate in designing rural development proposals in northern Cauca and Chocó. Another topic related to the government's post-conflict strategy is land rights. In Chocó, the land team will begin support to the COCOMOPOCA Community Council to design a new land use plan and will continue technical assistance for Afro-Colombian community councils to present their land restitution cases to the restitution judges. The land team will also continue support in collecting evidence for land restitution cases in Santander de Quilichao, Cauca.

In terms of increased access to economic opportunities, ACIP, a leading Colombian investment bank, several local and national government entities, and a consulting firm will formally launch investment promotion agency (IPA) "Invest in Chocó" in the departmental capital Quibdó.

Caribbean. The Program will continue to strengthen its presence on the archipelago of San Andrés and Providencia through an add-on of \$29,000 in counterpart funding and a commitment to provide organizational strengthening support to two new organizations. Also on the archipelago, ACIP will expand its technical assistance for fishing and ecotourism from Providencia to the island of San Andrés.

In Barranquilla, ACIP will hold a graduation ceremony to close out its workforce development project and to recognize the 600 graduates who have already secured jobs.

Annexes

- A. State Institutions
- B. Community-based Organizations
- C. ACIP in the News
- D. Success Stories

A. State Institutions

The following is a list of State institutions that ACIP has supported to date.

	State Entity	Department	Municipality
1	Agencia Nacional para la Superación de la Pobreza Extrema (ANSPE)	National	-
2	Consejería Equidad de la Mujer	National	-
3	Escuela Superior de Administración Pública (ESAP)	National	-
4	Instituto Colombiano de Bienestar Familiar (ICBF)	National	-
5	Instituto Colombiano para el Desarrollo Rural (INCODER)	National	-
6	Ministerio de Agricultura	National	-
7	Ministerio de Cultura	National	-
8	Ministerio de Interior	National	-
9	Ministerio de Trabajo	National	-
10	Ministerio de Trabajo	National	-
11	Programa Presidencial de los Pueblos Indígenas de Colombia (PPI)	National	-
12	Programa Presidencial para la población afrocolombiana, negra, palenquera y raizal (PPA)	National	-
13	Unidad Administrativa Especial de Gestión de Restitución de Tierras Despojadas	National	-
14	Gobernación de Cauca	Cauca	-
15	Gobernación de Choco	Choco	-
16	Gobernación de Guajira	Guajira	-
17	Gobernación del Archipiélago de San Andrés, Providencia y Santa Catalina	San Andrés	-
18	Alcaldía de Medellín	Antioquia	Medellin
19	Alcaldía de Atrato	Choco	Atrato
20	Alcaldía de Bagadó	Choco	Bagado
21	Alcaldía de Barrancas	Guajira	Barrancas
22	Alcaldía de Barranquilla	Atlantico	Barranquilla
23	Alcaldía de Bojayá	Choco	Bojaya
24	Alcaldía de Buenos Aires	Cauca	Buenos Aires
25	Alcaldía de Caldonó	Cauca	Caldono
26	Alcaldía de Caloto	Cauca	Caloto
27	Alcaldía de Condoto	Choco	Condoto
28	Alcaldía de Corinto	Cauca	Corinto
29	Alcaldía de Dibulla	Guajira	Dibulla
30	Alcaldía de Guapi	Cauca	Guapi
31	Alcaldía de Hatonuevo	Guajira	Hatonuevo

32	Alcaldía de Jambalo	Cauca	Jambalo
33	Alcaldía de Lloró	Choco	Lloro
34	Alcaldía de Lopez de Micay	Cauca	Lopez de Micay
35	Alcaldia de Maicao	Guajira	Maicao
36	Alcaldía de Manuare	Guajira	Manauare
37	Alcaldía de Medio Atrato	Choco	Medio Atrato
38	Alcaldía de Paez	Cauca	Paez
39	Alcaldía de Providencia y Santa Catalina Islas	San Andrés	Providencia
40	Alcaldía de Puracé	Cauca	Purace
41	Alcaldía de Quibdó	Choco	Quibdo
42	Alcaldía de San Juan del Cesar	Guajira	San Juan del Cesar
43	Alcaldía de Santa Marta, Distrito Turístico, Cultural e Histórico	Magdalena	Santa Marta
44	Alcaldía de Santander de Quilichao	Cauca	Santander de Quilichao
45	Alcaldía de Santiago de Cali	Valle del Cauca	Cali
46	Alcaldía de Silvia	Cauca	Silvia
47	Alcaldía de Suarez	Cauca	Suarez
48	Alcaldía de Tadó	Choco	Tado
49	Alcaldía de Timbiqui	Cauca	Timbiqui
50	Alcaldía de Toribio	Cauca	Toribio
51	Alcaldía de Totoro	Cauca	Totoro
52	Alcaldia de Uribia	Guajira	Uribia
53	Alcaldía Mayor de Cartagena de Indias	Bolivar	Cartagena
54	Alcaldía Municipal de Valledupar	Cesar	Valledupar

B. Community-based Organizations

The following is a list of community-based organizations that ACIP has supported to date.

	Organization	Department	Municipality
1	ACIN (Asociacion de Cabildos Indigenas del Norte del Cauca)	Cauca	Santander de Quilichao
2	ACONC (Asociacion de Consejos Comunitarios del Norte del Cauca)	Cauca	Santander de Quilichao
3	ADEL (Asociacion Casa del Agua)	Cauca	Silvia
4	AFROAMERICA XXI	Valle del Cauca	Cali
5	AFRODES (Asociacion Nacional de Afrocolombianos Desplazados)	Cundinamarca	Bogota
6	AFROMAR (Asociacion de Mujeres Afro Marialabanjese)	Bolivar	Maria la Baja
7	AFROTOLUCA (Asociacion Social de Mujeres Afro de Tolu)	Sucre	Tolu
8	AMEN-SD (Archipelago Movement for Ethnic Native Self-Determination)	San Andrés	San Andrés
9	APA (Asociacion Nacional de Periodistas Afrocolombianos)	Valle del Cauca	Cali
10	Apolonia (Asociacion Social de Mujeres Afrocolombianas Negras Raizales y Palenqueras)	Atlantico	Barranquilla
11	ARMAFROCAR (Asociacion en Red de Mujeres Afrocaribes de Repelon)	Atlantico	Repelon
12	ASACAGRAMA (Asociacion Agropecuaria y Cafetera El Gran Mallama)	Nariño	Mallama
13	ASAGA (Asociacion Somos Afro de Gamero)	Bolivar	Mahates
14	ASOAFROCOL (Asociacion para el Desarrollo Integral de la Poblacion Afrodescendiente Colombiana)	Atlantico	Barranquilla
15	ASOCASAN (Consejo Comunitario Mayor del Alto San Juan)	Choco	Tado
16	Asociacion Cultural Casa del Niño	Cauca	Villa Rica
17	Asociacion de Autoridades Tradicionales de La Guajira Jeketu Akaipa	Guajira	Riohacha
18	Asociacion de Autoridades Tradicionales Wayuu Ejepenejirrawa	Guajira	Riohacha
19	Asociacion de Cabildos Genaro Sanchez	Cauca	Popayan
20	Asociación de Cabildos Nasa C´hac´ha	Cauca	Paez
21	Asociacion de Mujeres Afro Saqueras	Atlantico	Juan de Acosta
22	Asociacion de Mujeres Afrocaribe de Santa Cruz	Atlantico	Luruaco
23	Asociacion Escuela Ciudadana	Valle del Cauca	Cali
24	Asociación Social de Mujeres Caribeñas de Santa Lucia	Atlantico	Santa Lucia
25	Asociacion Zonal de Cabildos Juan Tama	Cauca	Inza

26	ASOCOC (Asociacion de Consejos Comunitarios de Cartagena)	Bolivar	Cartagena
27	ASOCONSEJOS Timbiqui (Consejo Mayor Palenque El Castigo)	Cauca	Timbiqui
28	ASOM (Asociacion Municipal de Mujeres)	Cauca	Santander de Quilichao
29	ASOMANOS NEGRA (Asociacion para la defensa del medio ambiente y de nuestra cultura negra)	Cauca	Guapi
30	ASOMUQUIB (Asociacion de Mujeres del Municipio de Quibdo)	Choco	Quibdo
31	ASOPEIMA (Asociacion de Mujeres Afro Peinadoras de Cartagena)	Bolivar	Cartagena
32	ASOREMALUR (Asociacion de Red de Mujeres del Municipio de Luruaco)	Atlantico	Luruaco
33	ASOREMAPAC (Asociacion de Red de Mujeres Afro de Palmar de Candelaria)	Atlantico	Palmar de Candelaria
34	ASOYOGÉ (Asociacion Agroindustrial de Productores Agropecuarios y Mineros Afrodescendientes)	Cauca	Suarez
35	Cabildo Afrocaribeño Gavilaneó	Bolivar	Cartagena
36	Cabildo Indígena Alto del Rey	Cauca	El Tambo
37	Cabildo Indígena de Calderas	Cauca	Inza
38	Cabildo Indígena de Canoas	Cauca	Santander de Quilichao
39	Cabildo Indígena de Chapa	Cauca	El Tambo
40	Cabildo Indígena de Concepcion	Cauca	Santander de Quilichao
41	Cabildo Indígena de Guadualito	Cauca	Santander de Quilichao
42	Cabildo Indígena de Huellas	Cauca	Santander de Quilichao
43	Cabildo Indígena de Kokonuko de Purace	Cauca	Purace
44	Cabildo Indígena de Munchique Los Tigres	Cauca	Santander de Quilichao
45	Cabildo Indígena de Paletara	Cauca	Purace
46	Cabildo Indígena de Poblazon	Cauca	Popayan
47	Cabildo Indígena de Purace	Cauca	Purace
48	Cabildo Indígena de Quintana	Cauca	Popayan
49	Cabildo Indígena de Toez	Cauca	Santander de Quilichao
50	Cabildo Indígena de Tumbichucue	Cauca	Inza
51	Cabildo Indígena de Yaquiva	Cauca	Inza
52	Cabildo Indígena del Resguardo de Ambalo	Cauca	Silvia
53	Cabildo Indígena del Resguardo de Guambia	Cauca	Silvia
54	Cabildo Indígena del Resguardo Nasa de Corinto	Cauca	Santander de Quilichao
55	Cabildo Indígena del Resguardo Nasa de Lopez Adentro	Cauca	Santander de Quilichao

56	Cabildo Indigena del Resguardo Nasa de San Francisco	Cauca	Santander de Quilichao
57	Cabildo Indigena del Resguardo Nasa de Toribio	Cauca	Santander de Quilichao
58	Cabildo Indigena del Resguardo Nasa La Cilia	Cauca	Santander de Quilichao
59	Cabildo Indigena Guarapamba	Cauca	El Tambo
60	Cabildo Indigena La Gaitana	Cauca	Inza
61	Cabildo Indigena Las Delicias	Cauca	Santander de Quilichao
62	Cabildo Indigena Pueblo Kokonuko de Popayan	Cauca	Popayan
63	Cabildo Indigena San Jose de Julumito	Cauca	Popayan
64	Cabildo Inga Santiago de Cali	Valle del Cauca	Cali
65	Cabildo Kofan Santiago de Cali	Valle del Cauca	Cali
66	Cabildo Misak de Santiago de Cali	Valle del Cauca	Cali
67	Cabildo Nasa Santiago de Cali	Valle del Cauca	Cali
68	Cabildo Quichua Runa Pura Santiago de Cali	Valle del Cauca	Cali
69	Cabildo Yanaconas Santiago de Cali	Valle del Cauca	Cali
70	CNOA (Conferencia Nacional de Organizaciones Afrocolombianas)	Cundinamarca	Bogota
71	COAFROPAEZ (Capitania Comunidad Afrocolombiana de Paez)	Cauca	Paez
72	COCOILLO (Consejo Comunitario Integral de Lloro)	Choco	Lloro
73	COCOMACIA (Consejo Comunitario Mayor de la Asociacion Campesina Integral del Atrato)	Choco	Quibdo
74	COCOMAN (Consejo Mayor de Novita)	Choco	Novita
75	COCOMOPOCA (Consejo Comunitario Mayor de la Organizacion Popular Campesina)	Choco	Quibdo
76	Comunidad Waunana Guayacan Santa Rosa	Valle del Cauca	Buenaventura
77	Consejo Comunitario Arroyo de Piedra	Bolivar	Cartagena
78	Consejo Comunitario Chanzara	Cauca	Guapi
79	Consejo Comunitario Cuerval	Cauca	Timbiqui
80	Consejo Comunitario de Bazan Bocana	Valle del Cauca	Buenaventura
81	Consejo Comunitario de Guayabal	Choco	Quibdo
82	Consejo Comunitario de Islas del Rosario - Orika	Bolivar	Cartagena
83	Consejo Comunitario de La Boquilla	Bolivar	Cartagena
84	Consejo Comunitario de la Comunidad Negra de la Plata	Valle del Cauca	Buenaventura
85	Consejo Comunitario de la Comunidad Negra de Puerto España y Miramar	Valle del Cauca	Buenaventura

86	Consejo Comunitario de la Comunidad Negra del Consejo Mayor del Rio Anchicaya	Valle del Cauca	Buenaventura
87	Consejo Comunitario de la Comunidad Negra del Rio Naya	Valle del Cauca	Buenaventura
88	Consejo Comunitario de la Cuenca Baja del Rio Calima	Valle del Cauca	Buenaventura
89	Consejo Comunitario de la Cuenca del Rio San Bernardo - Patia Norte	Cauca	Timbiqui
90	Consejo Comunitario de Las Comunidades Negras del Alto Guapi	Cauca	Guapi
91	Consejo Comunitario de Ma Kankamana de San Basilio de Palenque	Bolivar	Mahates
92	Consejo Comunitario del Rio Yurumangui	Valle del Cauca	Buenaventura
93	Consejo Comunitario Guapi Abajo	Cauca	Guapi
94	Consejo Comunitario Integracion	Cauca	Lopez de Micay
95	Consejo Comunitario La Playa Renaciente	Valle del Cauca	Cali
96	Consejo Comunitario La Voz de los Negros	Nariño	Magui Payan
97	Consejo Comunitario Mamuncia Parte Media del Rio Micay	Cauca	Lopez de Micay
98	Consejo Comunitario Manglares Parte Baja del Río Micay	Cauca	Lopez de Micay
99	Consejo Comunitario Negros en Accion	Cauca	Timbiqui
100	Consejo Comunitario Negros Unidos	Cauca	Timbiqui
101	Consejo Comunitario Parte Alta Sur del Rio Saija	Cauca	Timbiqui
102	Consejo Comunitario Parte Baja del Rio Saija	Cauca	Timbiqui
103	Consejo Comunitario Playon Rio Sigui	Cauca	Lopez de Micay
104	Consejo Comunitario Puerto Rey	Bolivar	Cartagena
105	Consejo Comunitario Renacer Negro	Cauca	Timbiqui
106	Consejo Comunitario Rio Guajui	Cauca	Guapi
107	Consejo Comunitario Rio Napi	Cauca	Guapi
108	Consejo Comunitario San Francisco	Cauca	Guapi
109	Consejo Comunitario San Joc	Cauca	Lopez de Micay
110	Consejo Comunitario Tierra Baja	Bolivar	Cartagena
111	Consejo Comunitario Union del Patia Viejo	Nariño	Roberto Payan
112	COOPWACE (Cooperativa Multiactiva Indigena Wayuu)	Guajira	Riohacha
113	Corporacion Lideres por el Cambio Social	Valle del Cauca	Cali
114	CRIC (Consejo Regional Indigena del Cauca)	Cauca	Popayan
115	CRICH (Consejo Regional Indigena del Choco)	Choco	Quibdo

116	Delegacion Wiwa del Resguardo Kogui-Malayo-Arhuaco	Guajira	Riohacha
117	Dusakawi IPS	Cesar	Valledupar
118	FEDEOREWA (Federacion de Asociaciones de Cabildos Indigenas del Choco)	Choco	Quibdo
119	Fundacion Cacique Mexion	Guajira	Maicao
120	Fundacion Sauyeeepia Wayuu	Guajira	Uribia
121	Fundacion Siempre Unidos	Valle del Cauca	Cali
122	Fundación Social para el Desarrollo Comunitario (FUNSODECO)	Valle del Cauca	Cali
123	Junta Mayor Autonoma de Palabrereros Wayuu	Guajira	Uribia
124	MADESAN (Asociacion de Mujeres Afro de Santa Catalina)	Bolivar	Santa Catalina
125	NOTABLAZO (Fundacion Mujeres Notables Afrocolombianas)	Atlantico	Barranquilla
126	ONIC (Organizacion Nacional Indígena de Colombia)	Cundinamarca	Bogota
127	OREWA (Asociacion de Cabildos Indigenas Emberas, Wounaan, Catio, Chami y Tules del Choco)	Choco	Quibdo
128	Organización Wayuu Painwashi	Guajira	Riohacha
129	OSMACCA (Organizacion Social Mujeres Afro Comprometidas con el Cambio)	Cesar	El Paso
130	PCN (Proceso de Comunidades Negras)	Cundinamarca	Bogota
131	RECAO (Red de Comunicadores Comunitarios, Culturales y Ambientales de Occidente)	Choco	Quibdo
132	Red Kambiri - Asociacion Red Nacional de Mujeres Afrocolombianas	Valle del Cauca	Cali
133	REMA (Red de Mujeres Afrocaribes)	Atlantico	Barranquilla
134	REMABAY (Red de Mujeres Afro de Bayunca)	Bolivar	Cartagena
135	REMADEMA (Red de Mujeres Afrocaribes de Manati)	Atlantico	Manati
136	REMAPIE (Red de Mujeres Afro de Arroyo de Piedra)	Bolivar	Cartagena
137	Resguardo Alberto Pushaina	Guajira	Maicao
138	Resguardo Indigena Arhuaco de la Sierra Nevada	Cesar	Valledupar
139	Resguardo Indigena de Caño Mochuelo	Casanare	Yopal
140	Resguardo Indigena Embera Eperara del Rio Naya (Joaquincito)	Valle del Cauca	Buenaventura
141	Resguardo Indigena Guaco Bajo y Guaco Alto	Vichada	Cumaribo
142	Resguardo Indigena Kankuamo	Cesar	Valledupar
143	Resguardo Indigena Suratena	Risaralda	Marsella
144	Resguardo Kogui-Malayo-Arhuaco	Magdalena	Santa Marta
145	Resguardo Minitas - Miro lindo	Guainía	Barrancominas

146	Resguardo Murcielago - Altamira	Guainía	Barrancominas
147	Resguardo Numain Maleiwa	Guajira	Maicao
148	Resguardo Pienchi Anuuwa	Guajira	Maicao
149	Resguardo Pueblo Nuevo - Laguna Colorada	Guainía	Barrancominas
150	Resguardo Sumain Wayuu Uliana	Guajira	Maicao
151	Resguardo Wayuu Akalinjirawa	Guajira	Maicao
152	Resguardo Wayuu Napajanain Maleiwa	Guajira	Maicao
153	Resguardo Wayuu Wopumain Junain Maiokuo	Guajira	Maicao
154	Resguardo Weepiapa	Guajira	Maicao
155	UNIPA (Unidad Indigena del Pueblo Awa)	Nariño	Pasto

C. ACIP in the News

EL UNIVERSAL

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Colprensa recibió el premio de periodismo 'Medios para la Inclusión'

COLPrensa | @ElUniversal | 11 de Noviembre de 2014 07:13 pm |

EL TIEMPO | Jueves 8 de enero de 2015 | f t g+ v

OPINIÓN | COLOMBIA | BOGOTÁ | MUNDO | POLÍTICA | ECONOMÍA | DEPORTES | ENTRETENIMIENTO

BLOGS

TEMAS DEL DÍA | Charlie Hebdo | Eln | TransMilenio | Inpec | Ventas de carros

Afrocolombianidad

'Lecciones de Vida Sí se puede' en Centro Don Bosco de Cali

Por colordecolombia el noviembre 27, 2014 12:32 am

Basado en el trabajo por El Espectador y la Fundación Color de Colombia

Los Afrocolombianos del Año

El Unesco eligió de medallas, un jugador de la Selección Colombia y un reconocido grupo salsero hacen parte de los galardonados con el premio.

<p>EDUCACIÓN Nidia Cordero Directora de la Unidad Educativa 'El Estudiante'</p>	<p>DEPORTES Jairo Rodríguez Jugador de la Selección Colombia</p>	<p>SECTOR PÚBLICO Diego Londoño Alcalde de Bogotá</p>
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<p>JÓVEN Cristina Rodríguez Artista</p>	<p>JUSTICIA Y DERECHO Juan Carlos Rodríguez Abogado</p>	<p>SECTOR SOCIAL Carmen Inés Vásquez Viceministra</p>
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EVENTO

Gobierno de Estados Unidos y empresarios se unen por la diversidad étnica en Colombia. En la foto, de izq. a der., Carlos Vives, embajador de la Inclusión Étnica; Carmen Inés Vásquez, viceministra para la Participación e Igualdad de Derechos; Alejandro Figueroa, presidente del Banco de Bogotá; José Pablo Arango, gerente general de Marca País Colombia, y Kevin Whitaker, Embajador de Estados Unidos.

Lanzamiento Ruta de la inclusión en Bogotá

Por Eliana Carzo 2014/11/13

En Gaira Cumbia House se llevó a cabo el lanzamiento de la nueva campaña 'La Ruta de la inclusión' que de la mano con la embajada de Estados Unidos en Colombia busca generar mas incorporación en todos los aspectos de indígenas y afrodescendientes del país.



El Espectador galardonó a los Afrocolombianos del Año

Durante la ceremonia de premiación, el director de este diario, Fidel Cano, aseguró que se trabaja para que "este galardón no sea necesario".

Pol | Noticias Caracol



Lanzamiento África nuestra tercera raíz en Bogotá

Por Vanessa Pérez
2014-12-11

En Cinema Paraiso se realizó la presentación del nuevo libro 'África nuestra tercera raíz' de la filósofa e historiadora, Diana Uribe del grupo editorial Penguin Random House con el apoyo de la Casa de la Historia, USAID y Acdi Voca.



Sergio Rivas, Isidoro Esquenazi, Carlos Vives y Kate Bentley.



Carolina Delgado, Viviana Rangilo y Paola Vanegas.



Nigeria Rentería y José Pablo Arango.



Éber Gutiérrez, jefe de redacción de El Espectador, recibió el reconocimiento por la difusión de iniciativas sobre la diversidad étnica.



Mariangela Rubbini, Edna Valencia, Guillermo Pietro 'Piro' y Andriza Amaya.

Por la diversidad étnica

EL ESPECTADOR RECIBIÓ EL JUEVES EL PREMIO "MEDIO DE COMUNICACIÓN INCLUYENTE", OTORGADO POR EL PROGRAMA PARA AFRODESCENDIENTES E INDÍGENAS DE LA AGENCIA DE LOS ESTADOS UNIDOS PARA EL DESARROLLO INTERNACIONAL (USAID) Y EL BANCO DE BOGOTÁ, EL EVENTO, PRESIDIDO POR EL EMBAJADOR DE ESTADOS UNIDOS, KEVIN WHITAKER, FUE EN EL RESTAURANTE GAJIRA.

Foto: @michellecastro

EL TIEMPO | Jueves 8 de marzo de 2011 | f t g+ v

OPINIÓN COLOMBIA BOGOTÁ MUNDO POLÍTICA ECONOMÍA DEPORTES ENTRETENIMIENTO

BLOGS

TEMAS DEL DÍA | Charlie Hebdo | Eln | TransMilenio | Impoc | Ventas de carros

Afrocolombianidad

Becas de formación laboral de USAID cambian vidas en Chocó

Por colordecolombia el noviembre 3, 2014 9:10 pm

D. Success Stories

SUCCESS STORY

USAID puts the spotlight on Afro-Colombian music

Ten outstanding Afro-Colombian and indigenous bands performed with Colombian musical legend Carlos Vives to raise awareness of the country's ethnic and cultural diversity through music.

At 10-years-old, as the only black kid at school, wishing that his hair would “grow straight” like the other kids, Fredy Harel never would have thought that 15 years later, he would be flaunting dreadlocks and performing Afro-Caribbean music before an audience of more than 80,000 people.

Fredy smiles ear to ear as he recollects the night he performed before a roaring audience of 80,000 fans in the coastal city of Santa Marta—a turning point for Fredy and his band Bazarro All Stars. “It was the moment that we realized that we weren’t just a bar band anymore.”



Fredy Harel (center) demonstrates his pride in his Afro-Colombian heritage with music that stays true to the rich, traditional African influences of *champeta*.

We are committed to “continue making music that stays true to the rich, traditional African influences of champeta...” the music “of the poor, the black and those without power.”

Fredy Harel
Lead Vocalist, Bazarro All Stars

Prior to performing as the opening band for Colombian musical icon Carlos Vives, Bazarro All Stars frequented local bars and festivals, drawing young crowds with their catchy *champeta*, music originating in Colombia’s Caribbean region. A music genre with heavy African influences, *champeta* was considered vulgar and the music of “the poor, the black, and those without power.”

The band’s big break came as a result of a high-impact cultural initiative of USAID’s Afro-Colombian and Indigenous Program (ACIP) created to raise

awareness of the country’s ethnic and cultural diversity through music. After performing alongside the USAID Inclusion Ambassador, Carlos Vives, Bazarro All Stars has been able to reach audiences beyond their hometown of Cartagena.

The concert resulted in a wave of media attention for the group, increasing visibility of their music at the national level, and a jam-packed agenda. “We were even asked to do the Christmas jingle for the local news channel in Cartagena!” Fredy exclaims, “this never would have happened before this project.”

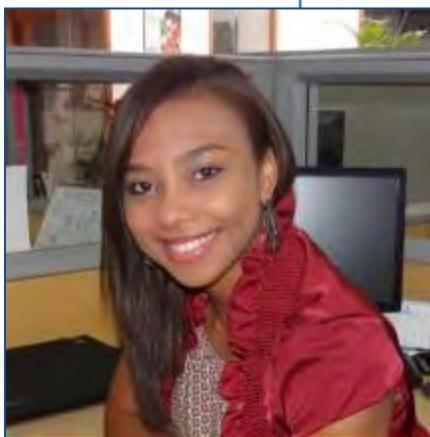
Now that the band’s songs are finally hitting the airwaves, Fredy says that he plans to “continue making music that stays true to the rich, traditional African influences of *champeta*” and to put Cartagena on the map for more than its beaches and historic, walled city center.

For more information on ACIP activities visit www.acdivoca.org.co

SUCCESS STORY

One Chocoan woman refuses to be defined by her birthplace and defies expectations.

USAID expects to help 10,000 ethnic minority youth achieve formal employment through its workforce development initiatives in Colombia.



As an economic opportunities specialist for ACIP, Esmirna Mosquera connects Afro-Colombian and indigenous youth with formal jobs.

“Are you Beyoncé?” called out a young Afro-Colombian man enrolled in USAID’s Afro-Colombian and Indigenous Program (ACIP) job training and placement initiative the first time he laid eyes on Esmirna Mosquera Uribe. When she explained with a chuckle, that no, she wasn’t Beyoncé and in fact was from the poverty-stricken department of Chocó, located deep in the Colombian rainforest along the Panamanian border, something just didn’t compute. The young man looked back at her and said with all seriousness, “but you are too beautiful to be from here.”

It is an all too common misconception—especially among economically disadvantaged youth—that a person’s birthplace defines her, that she will not be able to change her lot in life. Esmirna certainly challenges this misconception. More than physical beauty, Esmirna has a presence and self-confidence that are rare among women with a background like hers. One of three children raised by a widowed mother, she easily could have become one of ACIP’s potential beneficiaries, rather than its economic opportunities specialist, working out of the Colombian capital.

In this role, Esmirna works to promote access to sustainable economic opportunities for urban Afro-Colombian and indigenous youth through workforce development and job placement in prioritized, high-growth sectors. The Program expects to facilitate 10,000 jobs during its five years of operation.

At the age of 28, Esmirna is accomplished beyond her years. An accountant by profession, she holds a certificate in English as a second language earned while living in Indiana for nearly two years, is a member of the Harvard Undergraduate Women in Business Organization, and has eight years of professional work experience in finance and international development.

Currently, she is completing a three-month course in Washington, DC on a full scholarship from Georgetown University’s Global Competitiveness Leadership Program where she hopes to develop fresh ideas to expand public private partnerships in order to help even more ethnic minority youth to secure formal jobs.

Despite her list of accolades, she relates easily to the hundreds of workforce development beneficiaries on the projects she oversees, often telling the young women that they are no different than her own mother, that if they work hard and take advantage of every opportunity offered to them, they and their children can also defy expectations.

When asked why she has made the choices she has, Esmirna answered “when I was young, Chocó had even fewer opportunities than it does now. In order to achieve my dreams I had to leave. It doesn’t matter where you are born; the world is full of opportunities.”

“When you benefit one person you are also benefiting his family and his surroundings, this has a multiplier effect. When you give someone who has been historically disadvantaged an opportunity it doesn’t just impact that person but an entire country.”

Esmirna Mosquera
ACIP Economic Opportunities
Specialist

For more information on ACIP activities visit www.acdivoca.org.co