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Afro-Colombian and Indigenous Program (ACIP)

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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 Andres, 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
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

“I propose that this award goes to doing justice to the cultures that have enriched our music, to the cultures that have given us an unforgettable inheritance. I want to dedicate this award to the Pacific and Caribbean Afro-Colombian communities and cultures; I also want to dedicate it to our ancestral indigenous culture that has left us an unforgettable musical legacy. They have impacted our music; this award is for them.”

CARLOS VIVES
Billboard Latin Music Awards
May 18, 2014

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 and on January 14, 2014 to incrementally fund the award and incorporate a standard provision on trafficking in persons.

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 document presents the quarterly progress of ACIP (or the Program) covering the third quarter of fiscal year 2014 (the third quarter of Program Year Three and the eleventh consecutive quarter of program implementation), encompassing activities carried out from April 1 to June 30, 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:

- ❖ 30 regional and national-level public officials improved their capacity to enforce Colombia’s Anti-discrimination Law.
- ❖ \$14 million in public resources were leveraged this quarter for education, economic development and infrastructure projects that will spur economic growth and investment in Quibdó.
- ❖ 185 ethnic minority women in the Caribbean region increased their access to key institutional services through ACIP-facilitated workshops.

- ❖ 85 public officials in the Caribbean region increased their public administration capacities, which will enable them to receive more public funding.

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

- ❖ The Land Restitution Unit (LRU) finalized fieldwork with four indigenous communities in Chocó to collect evidence and formulate cases to support collective land restitution as part of a pilot program to test its new territorial damages and infringements model.
- ❖ The Afro-Colombian Community Council of Río Naya and the Embera Eparara Indigenous Council of Río Naya (Joaquincito) reached a partial agreement in a two-year land conflict in Valle del Cauca.
- ❖ 1,095 Afro-Colombians of the Orika Community Council in the Rosario Islands achieved a collective title on over 100 hectares of insular land in the district of Cartagena.

RESULT 2: ETHNIC COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

Gender Equality

- ❖ 214 Chocóan women improved their capacity in gender rights, business development, organizational planning, citizen oversight, advocacy, and project formulation.
- ❖ 460 women in northern Cauca completed training in strategic planning, project formulation, public policy, Afro-Colombian legislation, and gender.
- ❖ Afro-Colombian Association of Traditional Sweets Producers (ASOPRADUSE) increased household incomes by 20 percent increase during the first year of project implementation.

Capacity-building of ethnic organizations

- ❖ 50 leaders of the Mokaaná, Wayuu, Zenú, Kankuamo, Wiwa and Yukpa indigenous communities completed training in self-governance and territorial autonomy.
- ❖ The National Indigenous Organization of Colombia (ONIC) hired its first youth coordinator to strengthen the National Indigenous Youth Working Group.
- ❖ The Juan Tama Association of Indigenous Councils began implementing four income generation projects in Cauca's Tierradentro region.
- ❖ 25 Afro-Colombian organizations in Cali implemented communications strategies to promote ethnic pride and fight racial discrimination.
- ❖ 720 people of the Nasa, Misak, Quichua and Inga indigenous communities met in five *mingas* (community meetings) to address the concerns of Cali's urban indigenous populations.
- ❖ The Zenú Indigenous Council of Maicao designed and published 1,000 informative brochures with results of a Zenú population study.
- ❖ 263 people participated in a workshop in San Andres on strengthening organizational processes and ethnic rights in preparation for the Raizal Congress scheduled for September.
- ❖ 647 indigenous authorities, women, and youth completed trainings in 15 key topics such as the indigenous education and health policies.
- ❖ ACIP worked to strengthen the Raizal community outside of the archipelago through the design of a postgraduate course in Bogotá.

Increased access to public resources

- ❖ 56 Wayuu indigenous community members of Guajira and 100 Afro-Colombian leaders in Santa Marta acquired skills to effectively monitor public spending.
- ❖ ACIP trained 40 people to participate in citizen oversight committees to ensure effective use of public resources in three ongoing projects valued at more than \$4 million.
- ❖ 2,974 Afro-Colombian and indigenous families of Chocó benefited from technical assistance in project formulation.

- ❖ 90 indigenous community workers of the CRIC completed training in planning and project formulation through the ACIP-supported agro-environmental school.

RESULT 3: ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

Urban economic opportunities

- ❖ Under the MOL-ACDI/VOCA agreement signed earlier this year to complement ACIP, 1,700 Afro-Colombians and indigenous youth, and victims of the armed conflict are enrolled in workforce development courses in Barranquilla, Bogotá, and Cartagena.
- ❖ 16 human resources managers from ten important Colombian BPO&IT companies received diversity and inclusion training.
- ❖ 19 new jobs were created for ethnic minorities in Quibdó through small business development initiatives.
- ❖ ACIP job fairs attracted 253 new workforce development applicants in Quibdó.
- ❖ 203 of workforce development beneficiaries hold formal job contracts in 50 shoe and clothing manufacturing companies in Cali.
- ❖ Barranquilla workforce development beneficiaries continued gaining hands-on work experience at Health Brigades benefiting an additional 900 under-resourced adults and children through free vaccines, dental care, and blood pressure tests.

Rural economic opportunities

- ❖ Three ethnic communities in ACIP intervention areas preserve their ethnic identity through culinary workshops with renowned Colombian chef Leo Espinosa.
- ❖ 1,409 smallholder farmers in Cauca and Chocó continued improving production capacities through strengthened cacao, café, pineapple, mango, and sugar cane value chains.
- ❖ ACIP artisanal fishing value chain projects in San Andres and Providencia promoted traditional fishing practices of 55 Raizal fishermen.
- ❖ ACIP launched a new cacao project that will benefit 59 Arhuaco cacao growing families through premium cacao sales.

RESULT 4: POSITIVE MESSAGING OF ETHNIC MINORITY ISSUES INCREASED

- ❖ 12 ethnic minority musical groups have achieved increased exposure in local media and among fans through auditions with Carlos Vives.
- ❖ ACIP supported the First International Congress on Inclusive Marketing and Publicity where more than 500 Colombian and international participants and speakers promoted the inclusion of minority groups
- ❖ 167 employees of private sector companies have received training on racially and ethnically exclusive practices in the workplace.
- ❖ 100 Afro-Colombian community leaders were empowered through a certification course on ethnic identity, ethnic rights legislature, and cultural heritage

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: Continuing work begun last quarter to enforce Colombia's Anti-discrimination Law, ACIP improved local capacity to handle cases of racial discrimination in the departments of Antioquia, Casanare, Meta, Valle del Cauca, Atlántico, Cundinamarca, Santander, and Cauca through a workshop with 30 regional and national-level public officials held in Medellín.

Also at the national level, ACIP aided the Department of National Planning (DNP) in monitoring implementation of Colombia's National Development Plan (2010 – 2014) and, in particular, compliance with the 115 agreements reached in the free, prior, and informed consultation (FPIC) of this plan with ethnic communities. This served to alert government institutions as to which agreements have been completed and where they must improve efforts to fulfill agreements before December 31, 2014. President Santos will use the findings to report on progress towards these and other commitments in the National Development Plan during his July 20 national address.



A Wayuu teacher from Guajira presents at the forum on Inter-cultural Higher Education.

Working through the Presidential Program for Indigenous Affairs (PPI), the government of Colombia (GOC) organized a forum on Inter-cultural Higher Education to foment intercultural understanding and tolerance through the development of differentiated educational public policies and fundamental changes in higher education. Nearly 80 representatives of international and national public and academic institutions and representatives of 31 indigenous organizations shared positive experiences and strategies for inclusive educational practices. Also with the PPI, ACIP supported an historic government initiative to use indigenous life plans as a tool to achieve sustainability and survival of indigenous ethnic groups. As a result of ACIP technical assistance, the Wounaan life plan “*maach thumaankhun durr*” (Our Territory) was chosen along with four others from 100 life plans to develop as a pilot project during a week-long planning session in the coastal region of southern Chocó.

PACIFIC: In Chocó, the municipal governments of Bojayá, Carmen del Darién, Río Sucio, Carmen de Atrato and Unguía successfully formulated and submitted five projects for funding from the Ministry of Agriculture's *Pacto Agrario* fund with ACIP technical assistance. If approved, these projects will benefit 288 families living in the remote Darién Gap region of Chocó. The Program also helped the departmental government and the DNP to develop a \$42 million project proposal to bring electricity to the municipalities of Unguía and Acandí.

Working with Chocó's Wounaan, Embera and Kuna indigenous populations, ACIP supported the departmental government and four indigenous organizations in developing formal guidelines to strengthen the departmental indigenous working group (*mesa de concertación indígena*). The working group is tasked with ensuring that the government provides adequate services for the department's indigenous population and improving coordination between government institutions and indigenous communities.

Also in Chocó, ACIP continued support to improve fiscal management and tax collection, resulting in increased funding to support cultural initiatives in the department, such as a concert in celebration of Afro-

Colombian Day. The government collected more than \$12,800 during April and May through the cultural stamp tax, which the government reinstated with ACIP technical assistance

ACIP technical assistance to the government of Quibdó has resulted in the leveraging of \$14 million in public resources for education, economic development and infrastructure projects that will spur economic growth and investment in the city. Five projects designed with ACIP technical assistance are currently underway in Quibdó. These include the construction of a modern high-school to serve 1,400 students, design studies for the construction of a convention center and a formal marketplace for agricultural goods in the city center; all three projects are at least 70 percent complete. Two other projects, the updating of the city's territorial land use plan and the updating and development of one of Quibdó's primary thoroughfares (Calle 26), are at 30 and 10 percent completion respectively.

In Cauca, ACIP is providing technical assistance to the departmental Secretary of Health in the design of a *Contrato Plan* project to leverage national and regional funds to improve provision of health services in the department's northern region and contribute to the formulation of a health public policy with an ethnic differentiated approach.

As a part of ongoing technical assistance to build the capacity of the government of Cauca to respond to the needs of ethnic populations, ACIP sponsored the First Departmental Encounter of Afro-Colombians, with the participation of Governor Temístocles Ortega Navárez and 130 community leaders from across the department. The Program also provided technical and financial support in the design, publication, and distribution of 2,000 copies of the department's Afro-Colombian Public Policy and Law 70 of 1993, the country's most important law addressing the rights of Afro-Colombians.

On June 12, the PPA led an inter-institutional forum in Santander de Quilichao to increase the productivity and sustainability of Afro-Colombian businesses in Cauca, drawing 80 Afro-Colombian small business owners. As a result of the event, the participants designated a special board to represent the interests of Afro-Colombian entrepreneurs, addressing barriers to economic growth and business development in the region, including weak State presence, lack of access to financial services for further investment, and lacking business development capacities of Afro-Colombian business owners.



Nearly 80 Afro-Colombian small business owners listen to the Vice Minister of Trade, Industry, and Tourism present programs designed to increase microenterprise competitiveness.

ACIP progressed on its work with the Ministry of Labor and Cali's municipal government in presenting the purpose and findings to date of the country's first ethnic-sensitive socio-economic information system, which was pioneered with ACIP technical assistance last quarter. The information collected through this system in Cali—a city whose Afro-Colombian population is 25 percent of the total—will serve as a principal information source for constructing differentiated public policies at the national level, in addition to creating work opportunities for ethnic populations in Cali. The Program also worked to promote awareness about the importance of Afro-Colombian contributions to Colombia's history and culture and to reaffirm cultural identity through a commemoration of National Afro-Colombian Day on May 21 in Cali.

CARIBBEAN: In the month of June, the Program technical support allowed 185 ethnic minority women leaders in the Caribbean region to expand access to key institutional services through workshops held in Cartagena, Santa Marta, Barranquilla, and San Andrés, as part of its work to facilitate implementation of the ACIP-supported National Public Policy for Gender and Women's Equality (CONPES 161 of 2013). State institutions such as the Ministry of Agriculture and Rural Development, Ministry of Information and

Technology, Ministry of Labor, and Department for Social Prosperity (DPS) were able to improve direct response to the needs and priorities of ethnic minority women with relevant institutional services and programs.

ACIP supported the PPA and Colombia's Government-run Public Administration School (ESAP) by bringing policies from the national level to the Caribbean region this quarter, training 14 councilmen and 25 high-level public officials in topics to improve public administration and contracting in the municipalities of Becerril and Chiriguana, Cesar. In the municipality of Calamar, Bolívar, the Program trained a total of 46 public officials in public administration, specifically in how to improve the quality of reports submitted to the national level government—a necessary step to receive public funding.

In Santa Marta, ACIP provided technical assistance in the design and implementation of a web-based tool to improve management of the district's development plan, reporting achievement of 43 percent of indicators as of April 2014. Building on success in Santa Marta, ACIP is currently designing similar tools to monitor development plans with the departmental governments of Cauca and San Andrés, the municipal governments of Cartagena, Cali, Providencia, and Riohacha, as well as 11 municipal governments of northern Cauca and seven in Chocó. All commitments in these regional development plans must be carried out before December 31, 2015 when new mayors and governors replace the current administrations.



Afro-Colombian women leaders in Barranquilla learn about advances in gender equity public policy monitoring and implementation.

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

NATIONAL: ACIP's technical support to the Land Restitution Unit (LRU) allowed the institution to continue implementation of a pilot program to test its new model to measure damages and infringements on collective territorial rights, designed to allow the government to collect the necessary evidence to advance collective land restitution cases. This quarter, the LRU implemented the pilot program with six communities in Chocó and Cauca, finalizing fieldwork with the Arquía, Cutí, Eyaquera, and Tanela indigenous collective territories in rural Chocó. The Ministry of Interior's Office of Ethnic Affairs will include the findings of the completed fieldwork in a restitution request which it expects to submit to INCODER between July and August. Also as a part of this pilot program, work with La Larga–Tumarado, Pedeguita and Mancilla Afro-Colombian communities of Bajo Atrato was stalled due to increased security risks in the region. ACIP is reviewing the situation in order to extend the work until September to allow for a security plan to be put in place.

In the first case, which ACIP is evaluating for land restitution in Cauca under the LRU pilot program, the Program found that the Renacer Negro Afro-Colombian Community Council in Timbiquí has been heavily impacted by gold mining in the territory's major riverbeds resulting in mercury and cyanide chemical contamination in the principal water source. ACIP will provide technical assistance to the LRU to conduct a water analysis to include in the case that it will submit to the restitution judge.

Next quarter ACIP will provide technical assistance in selecting the remaining two ethnic communities from Cauca to benefit from technical assistance under this pilot program.

PACIFIC: ACIP finalized fieldwork this quarter with the Afro-Colombian community council COCOMOPOCA in Alto Atrato and Bagadó to determine its territorial rights. The Program produced a report for the LRU containing information that will be included in the community council's territorial

damages and infringements report and which will serve to help INCODER determine the exact territorial boundaries of the community council's collective territory with regards to an adjacent indigenous collective territory.

The Afro-Colombian Community Council of Río Naya and the Embera Eparara Indigenous Council of Río Naya (Joaquincito) continued to benefit from ACIP technical assistance this quarter, reaching a partial agreement in a two-year land conflict in Valle del Cauca. The groups agreed to expand the indigenous collective territory by 267 hectares and to request a 68,000-hectare collective title for the Afro-Colombian community council. ACIP is extending the project through September 30, in order to allow time for INCODER to review the plans. Meanwhile, the indigenous council plans to present advances and conclusions of the land expansion project to the entire community.



The Orika Community Council became the first in the country to receive a collective title on insular land. Pictured above: Éver de la Rosa, Orika's Legal Representative.

CARIBBEAN: In a landmark decision with important implications for future titling requests, INCODER granted the country's first collective title on insular land to the Orika Community Council in the Rosario Islands (district of Cartagena) on May 8. The titling benefits 1,095 Afro-Colombians in 319 families on 100.5 hectares and was achieved in large part due to ACIP technical assistance in census-taking, topographic surveying, community organizing, and preparation of the formal titling request.



Leaders from Afro-Colombian community councils take notes at the last workshop on ethnic territorial rights.

This quarter, ACIP finalized technical assistance and training for Afro-Colombian communities in Cartagena and northern Cauca (Suarez, Buenos Aires, Padilla, Guachene and Santander de Quilichao) to build their capacity in titling processes and land use management. A total of 149 leaders of Afro-Colombian community councils built their capacity in collective titling processes, Afro-Colombian ethnic rights legislation, territorial autonomy, and inter-ethnic relations through technical assistance in rural and insular areas of Cartagena and through completion of an ACIP-designed 120-hour certification course in northern Cauca. Some of the products produced through this technical assistance include: an environmental diagnostic demonstrating potentially adverse effects of exploiting vulnerable ecosystems; an ecological and ethnic territories zoning report, which will be used in collective titling requests and in developing land use

agreements; training on research, legal, and advocacy tools; and research on the local history, cartography and social situations of ethnic communities. As a result, Afro-Colombian community councils now have important information and knowledge regarding territorial management, land use, and collective titling processes.

INCODER approved the ACIP-supported expansion requests for the Kogui – Malayo – Arhuaco and Kankuamo collective territories this quarter and is currently preparing the expansion agreements with ACIP technical assistance. INCODER expects to formalize the expansion of both collective territories next quarter, at which point it will issue resolutions with the total number of hectares expanded and families benefited. In addition, ACIP produced a final progress report of its technical assistance to the Arhuaco Indigenous Council in coordination with INCODER.

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's work with the National Indigenous Organization of Colombia (ONIC) this quarter focused heavily on promoting youth participation and guaranteeing sustainability after Program support ends. ACIP provided financial assistance for the contracting of ONIC's first youth coordinator who began work this quarter with more than 40 indigenous youth to strengthen the National Indigenous Youth Working Group by preparing and presenting a proposal to the National Youth Council (Mesa Nacional de Juventudes), seeking funding to continue ONIC's work with this important sector of the population. Also with ONIC, ACIP continued technical assistance to the first National Indigenous Soccer Championship and used this as a platform to promote increased youth participation, and built the capacity of the Mokaná, Wayuu, Zenú, Kankuamo, Wiwa and Yukpa indigenous communities, training 50 leaders in self-governance and territorial autonomy through a three-day workshop in Valledupar.

PACIFIC: In line with Quibdó's first Gender Equality Public Policy, which ACIP has supported since its conception more than two years ago, ACIP made significant progress with some of the department's most important women's organizations, including the Association of Women of Quibdó (Asociación de Mujeres del Municipio de Quibdó – ASOMUQUIB), the Chocó Women's Network, and Ruta Pacífica de las Mujeres. Work with these organizations included training 180 women in various topics including gender rights, business development, organizational planning, citizen oversight, and advocacy, and preparing these same organizations to leverage funds through project formulation. An additional 34 members of the Afro-Colombian women's organizations ADACHO and ASOMUPA were trained in citizen oversight, project formulation, and how to access services in cases of domestic violence.

The Program ramped up efforts to train ethnic organizations in project formulation to access public funding this quarter. In the municipalities of Quibdó, Tadó, and Bojayá, ACIP benefited 1,200 indigenous and Afro-Colombian families through technical assistance in project formulation to leverage public and international funding for productive activities and organizational strengthening initiatives. One project valued at \$1 million has already been approved while 16 additional projects valued at \$35.7 million were formulated and submitted for potential funding.

ACIP provided similar training in the municipalities of Medio Atrato, Condoto, Río Iró and Medio San Juan preparing Afro-Colombian community councils to leverage funds from diverse sources including royalties, international donors, Colombia's professional and vocational training program (Servicio Nacional de Aprendizaje - SENA), and ministerial programs such as the Rural Women Program, the Adaptation Fund, and the Productive Alliances Program, benefiting 1,774 member families of Afro-Colombian community councils COCOMACORIO and COCOMACIA and the Producers Association of Medio Atrato (Asociación de Productores de Medio Atrato – ASPRODEMA).

In Guapi on Cauca's Pacific coast, ACIP helped Afro-Colombian organizations to formulate six projects to compete for funding from the Ministry of Agriculture's Rural Opportunities Program. On June 24, the team presented the project proposals to a committee in Popayán; the groups hope to receive more than \$140,000 which would benefit 200 women from these communities in projects that promote food security and economic growth. Also in Guapi, ACIP trained 40 people to participate in citizen oversight committees to ensure effective use of public resources in three ongoing projects valued at more than \$4 million.

ACIP support to indigenous regional organizations in northern Cauca resulted in improved self-governance and coordination with State institutions this quarter.

The Regional Indigenous Council of Cauca (Consejo Regional Indígena del Cauca – CRIC) trained 90 indigenous community workers in planning and project formulation through the ACIP-supported agro-environmental school, held three regional indigenous community meetings with 60 indigenous delegates to build their capacity for negotiation with the State, progressed in mapping indigenous territories in Cauca in order to complement existing maps which often lack necessary information, and met with Colombia’s environmental authorities to advance on agreements in its process to become an environmental, economic, and territorial authority. Achieving this status would mean greater autonomy in crucial land use and development processes that affect indigenous collective territories.

The Genaro Sanchez Association of Indigenous Councils formed community working groups to improve existing maps of their collective territories, including information on geography, infrastructure and housing this quarter. A total of 50 community members participated in the working groups, producing valuable maps for territorial planning to be included in the indigenous councils’ ten life plans. The Juan Tama Association of Indigenous Councils began implementing four income generation projects which were defined in the zonal life plan, finalized last quarter with ACIP support. These communities are working with local materials from the Tierradentro region to recover traditional knowledge and to produce bay leaf soaps, essential oils, wheat noodles, and a dietary supplement made of *chachafruto* for commercialization.



Nasa youth continue the tradition of producing soap from bay leaves and build business administration capacities with ACIP technical assistance.

Afro-Colombian women of the REDMUNORCA network presented the results of their work before an audience of 80 community members after ACIP technical assistance ended this quarter. Some of the organizations achievements included the development and implementation of a strategic plan to strengthen organizational processes and increase its member base, as well as 60 days of training in strategic planning, project formulation, public policy, Afro-Colombian legislation, and gender for more than 460 women from different groups in northern Cauca. Through its advocacy work, the organization achieved the creation of an office dedicated to women’s issues within the municipal government of Caloto and positioned one of its members as an advisor to Caloto’s government.

The Tonga Masai Association prepared 60 Afro-Colombian leaders in advocacy capacities and strategies to exercise their fundamental rights including FPIC through an April 12 seminar on Afro-Colombians and the peace process.

Also in northern Cauca, ACIP applied a second round of the Ethnic Organizational Capacity Assessment (EOCA) to two indigenous (ACIN and Asociación Juan Tama) and one Afro-Colombian organization (Casa del Niño), resulting in an average (mean) increase of 23.3 percent. ACIP also provided 100 Afro-Colombian leaders belonging to 50 member organizations of UOAFROC with training in organizational strengthening and ethnic rights processes.

In Cali, ACIP promoted Afro-Colombian political participation and advocacy through support to the Federación Afroamérica XXI in training 23 Afro-Colombian community leaders in the purpose and scope of Law 70 and its application as a tool to protect ethnic rights. The Program continued work in Cali’s Aguablanca district, training 26 members of 13 organizations in advocacy and citizen oversight practices and 58 Afro-Colombian youth in leadership, ethnic rights defense, and advocacy. In addition, the Program helped 25 Afro-Colombian organizations in Cali to begin to recover traditional knowledge and to implement communications strategies, including webpages, social media, video production and blogs in order to promote ethnic pride and fight racial discrimination.

Cali's urban indigenous populations also demonstrated organizational growth. More than 720 people of the Nasa, Misak, Quichua and Inga indigenous communities met in five *mingas* (community meetings) in Cali to analyze the situation that urban indigenous populations face and the implications that migration has had on community, families, and traditional customs. These *mingas* served to prepare concrete proposals and action plans to develop an urban indigenous life plan for Cali's diverse indigenous populations. The Program also supported the Kofán Indigenous Council of Cali in presenting its life plan to traditional authorities the Kofán collective territory in La Hormiga, Putumayo, in order to ensure that the two life plans are aligned.

CARIBBEAN: In the Caribbean region, ACIP also focused on helping ethnic organizations leverage funding for increased sustainability, continued organizational strengthening efforts and worked to promote ethnic pride.

In the departments of Bolívar and Atlántico, ACIP supported indigenous and Afro-Colombian organizations in preparing four projects to submit for a potential \$10 million in royalties funding. The



Palenquera organization receives recognition from the Ministry of Agriculture for project which resulted in a 20 percent increase in incomes.

projects would help the Zenu indigenous council of Membrillal acquire land in Cartagena to preserve traditional agricultural practices, support five Afro-Colombian councils in the area surrounding Canal del Dique to create spaces for cultural meetings, and finance a food security project for Afro-Colombian populations in and around Cartagena. The team also guided the Afro-Colombian women's organizations Asopraduse and Rema in preparing and submitting technical proposals to the Inter-American Development Bank (IDB) for potential funding. Additionally, ACIP provided technical assistance to the women's association of traditional sweets producers of Palenque (ASOPRADUSE) in a project which is advancing the local economy through agricultural development and production and sale of traditional sweets, and has resulted in a 20 percent increase in household incomes during the first year of project implementation.

Ongoing support to the Association of Community Councils of Cartagena (Asociación de Consejos Comunitarios de Cartagena – ASOCOC) resulted in a concrete workplan to continue organizational strengthening efforts and to prepare and submit collective land title requests for seven member community councils to the Colombian Institute for Rural Development (Instituto Colombiano de Desarrollo Rural – INCODER).

In order to effectively monitor public spending, 56 Wayuu indigenous community members from six local municipalities in Guajira completed trainings in a USAID-designed methodology that encompasses topics such as government, organizational structures, democratic processes, and financial transparency, while 100 Afro-Colombian leaders, of which over half were women, in Santa Marta learned these same skills.

ACIP continued technical assistance to the Zenú Indigenous Council of Maicao to build its organizational capacity and to spread results of the socio-economic cultural study carried out last quarter through the design and publication of 1,000 informative brochures. This technical assistance and study have already had important impacts in the community: the Zenú have used study findings to request formal recognition by the Ministry of Interior; the Political, Economic and Social Council of Maicao is applying the study's results to allow the government to provide services to meet the community's needs; and local indigenous councils are replicating the organizational strengthening process in other municipalities of Guajira.

In coordination with the Ministry of Interior and the Suliwou Laulayu and Alaulayu Apushi Associations of Traditional Authorities, the Wayuu Committee for Pact-Making and Dialogue continued organizational strengthening this quarter, building capacity in life plan and food security development, as well as receiving training in the Victims' Law and ethno-educational systems. A total of 647 indigenous authorities, women, and youth completed trainings in 15 key topics such as the indigenous education and health policies.

The Program continued work in San Andrés and Providencia to strengthen organizational processes and empower the Raizal population to protect their traditional rights and culture, holding a first workshop on ethnic rights with the participation of 263 people (57 percent women). This led to discussion and reflection in preparation for the Raizal Congress scheduled for September.

Also in San Andrés, the government environmental institution CORALINA committed an additional \$29,000 in counterpart funding for ongoing organizational strengthening work with three San Andrés-based civil society organizations, each of which showed important progress this quarter. Raizal NGO Miss Nancy Land designed a gender equity course for youth from the archipelago and a course in ethnic recognition for three groups of women. Mahennie Native Women Foundation completed its strategic plan to attract more members and encourage youth participation. The Bowden Foundation for Sustainable Development (FUNSBOW) began an organizational restructuring process to incorporate alternative clean production practices in its agriculture activities.

CENTRAL: ORFA, the organization of Raizal people who live outside of the archipelago, received technical assistance to improve its relationship with the national government and academic institutions this quarter. In collaboration with ACIP and the Universidad Externado de Colombia, ORFA developed a 12-session postgraduate diploma titled "Building Cultural Identity, Political Advocacy, and Leadership of the Raizal Community in Bogotá." Thirty-two students enrolled and began coursework this quarter towards the diploma, which is designed to strengthen the Raizal community in Bogotá and to be replicated in other areas of mainland Colombia and on the archipelago.

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: This quarter, ACIP forged ahead in a joint USAID-Ministry of Labor (MOL) employment initiative, which is promoting nationwide, broad-based economic inclusion for vulnerable populations. The project will result in increased socio-economic mobility for 10,000 marginalized ethnic youth and victims of armed conflict violence. While USAID has committed to provide job training and placement for 4,000 of the beneficiaries, the MOL will employ ACIP's workforce development model, which responds to identified business needs with tailored, sector-specific training for beneficiaries, to include another 6,000 armed conflict victims nationwide. To date, under the MOL-USAID agreement, 1,700 Afro-Colombians and indigenous youth, and victims of the armed conflict are enrolled in workforce development courses in Barranquilla, Bogotá, and Cartagena.



USAID and MOL officially present their joint employment generation initiative on June 4 in Cartagena.

On June 4, the MOL and USAID formally presented the landmark initiative in Cartagena with the participation and support of the United States

Ambassador to Colombia Kevin Whitaker, USAID's Inclusion Ambassador Carlos Vives, and the Director of the Victims' Unit Paula Gaviria.

Also on a national scale, ACIP is improving the economic inclusion of indigenous communities living in urban areas through a cultural entrepreneurship initiative that will improve the production and commercialization capacities of indigenous artisans, adding value to their traditional products with consistent quality standards and marketing. In Santa Marta, ACIP is advancing a pilot project with 22 indigenous women from Wiwa, Arhuaco, Wayuu, Kankuamo, and Kogui communities. The women have received initial materials, such as wool, needles, thread, and beads, to produce the first batch of traditional woven goods and to start recording concrete production times.



ACIP recognizes exemplary companies that are currently employing inclusive practices at the 2014 ANDI Outsourcing Summit.

This quarter, the Program carried out its first diversity and inclusion workshop with 16 human resources managers from ten important Colombian BPO&IT companies. Facilitated by ManpowerGroup (a recruitment and human resource consultancy firm), the workshop addressed the positive economic impact of incorporating diversity into business development strategies, inclusive practices in hiring and selection processes, tools for measuring performance and impact, and incorporating diversity in internal and external communications campaigns. Additionally, the Program fomented diversity and inclusion in the private sector this quarter by publically recognizing and raising awareness of exemplary companies that are currently employing inclusive practices at the workplace. At the Colombian National Business Association's Annual Outsourcing Summit on May

29, USAID recognized four major companies (Atento Colombia, Telefónica Colombia, Avanza, and Carvajal) for their inclusive business practices before an audience of 600 people. ACIP implementing partner, Gente Estratégica, received an honorable mention for its exemplary training centers where more than 5,200 ethnic minority youth are gaining access to formal employment opportunities through job training and placement.

PACIFIC: ACIP is combatting Quibdó's soaring unemployment rates and low levels of employability among ethnic populations on two different fronts: demand-driven training programs for under-resourced ethnic minority youth and technical assistance to the private sector in order to spur job creation and sustainable businesses.

On the workforce development front, ACIP's job training and placement project with Atento, Quibdó's first call center, has proven that the Program's employment model is enabling disenfranchised ethnic minority youth to secure stable incomes and, furthermore, to achieve upward social mobility. To illustrate, the company has reported that eight outstanding beneficiaries have been promoted within the company to higher positions, including supervisor, trainer, help desk associate, quality analyst, control specialist, and back office associate. For the beneficiaries, these promotions represent salary increases ranging from 25 to 46 percent.

In another employment initiative in Quibdó, ACIP is working hand-in-hand with community-based organization Recao. Unlike most urban employment initiatives where workforce development programs are implemented by private sector partners or NGOs, ACIP is working through the community-based organization to engage marginalized Afro-Colombian youth, provide quality workforce development training, and strengthen organizational capacities. As a result, 54 Afro-Colombian youth have formal job contracts, and another 160 beneficiaries are on track to secure jobs as assistant teachers, social workers,

industrial and electrical mechanics, sales associates and cashiers. Approximately half of these beneficiaries are Afro-Colombian young women who are single mothers.

In order to promote small business growth in Quibdó, ACIP is providing technical assistance to ten companies located in Kennedy and San Vicente, intervention areas jointly prioritized by the Program and the municipal government for their large vulnerable and ethnic populations. The companies are receiving technical assistance to identify barriers to growth and in formulating tailored action plans. This quarter, business development activities have resulted in 19 new jobs for ethnic minority beneficiaries. ACIP is further fomenting private sector growth through a public-private partnership with the Chamber of Commerce and the local governments of Quibdó and Chocó, through the development of the Investment Promotion Agency (IPA) *Invest in Chocó*. This quarter, ACIP provided technical assistance in contracting a qualified director for the agency, identifying strategic partners, and creating a three-year implementation plan for attracting much-needed investment and job-creation initiatives to the region. The IPA is currently reaching out to companies in target sectors, including hotel and tourism, BPO&IT, and trade, and raising awareness of the agency. Additionally, this quarter, the agency trained 12 public officials and key private sector partners in investment promotion strategies.

The Program's workforce development team in Quibdó continues to conduct outreach and raise awareness of its projects through fairs in some of Quibdó's most marginalized neighborhoods. In coordination with SENA and the local government, ACIP held three job fairs which resulted in 253 new ethnic minority applicants for new job training and placement programs.

ACIP's employment projects are changing stereotypes of Afro-Colombian youth from one of Cali's most impoverished neighborhoods, the Aguablanca district, by demonstrating that marginalized youth from these neighborhoods have the capacities to learn, adapt, and take on responsibilities. On April 9, 256 ethnic youth graduated from ACIP's shoe manufacturing workforce development program; 203 of these beneficiaries hold formal job contracts in 50 companies. The graduation event also included a fashion show, which featured shoes and other leather goods manufactured by the beneficiaries.



ACIP beneficiary models leather products made by other beneficiaries at fashion show in Cali.

ACIP started a new workforce development project in Cali with the Singer Social Foundation to provide 100 ethnic minority youth with job training to work in the textiles and clothing manufacturing industry. Forty of the beneficiaries have already been offered six-month job contracts from Manufacturas Femeninas after demonstrating sewing proficiency. After this trial period is over, the beneficiaries will have the opportunity to secure a one-year contract.

CARIBBEAN: Job training and insertion projects in Barranquilla and Cartagena have allowed 620 ethnic minority youth to establish careers in various industries, including health, BPO&IT, and tourism. In Barranquilla, beneficiaries who are gaining competencies to work as accountants, and dental and nursing assistants, have gained hands-on experience in Health Brigades—health interventions that allow beneficiaries to apply their studies while providing basic health services to under-resourced neighborhoods that have very limited access to hospitals and clinics. This quarter, over 900 adults and children from some of Barranquilla's



Former President Bill Clinton congratulates ACIP ethnic minority beneficiaries at their workforce development graduation.

poorest neighborhoods received free vaccines, dental care, blood pressure tests, and financial education information.

For workforce development beneficiaries in Cartagena, June 30 marked the successful completion of six months of classroom and on-the-job training that has provided them with the skill sets to work in food preparation, hotel services, and in administration and accounting. The employment initiative is a result of a public-private partnership with the city of Cartagena, the Clinton Foundation and Cartagena's Chamber of Commerce. During the graduation, ex-president Bill Clinton personally addressed 76 ACIP beneficiaries, congratulating them on culminating such an important educational process and recognizing their hard work.

CENTRAL: ACIP started implementation of its first workforce development and job placement project in Medellin. Currently in the beneficiary selection phase, the project will provide 240 ethnic minority youth with skills to obtain stable jobs as automotive technicians, electricians, and administrative and accounting assistants. In Bogota, the Program continues to expand the reach of its workforce development initiatives which have now opened doors to formal jobs for 579 ethnic minority youth.

Income for rural ethnic minority populations increased.



Chef Leo Espinosa promotes the recovery of traditional recipes and cooking methods at a culinary workshop in Suarez, northern Cauca.

NATIONAL: The Program launched a partnership this quarter with renowned Colombian chef Leo Espinosa to preserve gastronomic and cultural traditions by recovering ancestral recipes and fomenting the use of local crops and ingredients. ACIP and the Leo Espinosa Foundation (Funleo) have carried out three two-day culinary workshops, which Espinosa refers to as "Creative Labs". The workshops took place in Silvia and Suarez, both located in northern Cauca, and San Basilio de Palenque in Bolivar. Approximately 20 participants, including elders and youth, gathered with the chef in each Creative Lab to revive traditional recipes, ingredients, and cooking methods. With the support of Espinosa and her professional chefs, the workshops also gave rise to new methods and recipes for using local products as a means of diversifying the family diet and improving daily

nutritional intake. ACIP and Funleo will publish these traditional and new recipes created during the workshops in a recipe book, raising awareness of the rich cultural and gastronomic heritage of ethnic populations.

ACIP's successful rural development initiative with INCODER finalized on June 30, marking the end to 49 food security, value chain, and land titling projects that improved the livelihoods of 35,361 families. The initiative was INCODER's first exercise in applying a differentiated approach for ethnic populations. ACIP is preparing a final document outlining key challenges, lessons learned, as well as observations and considerations for working with the diverse ethnic communities, conclusions that INCODER will use in future projects involving ethnic communities. In total, through the ACIDI/VOCA – INCODER agreement, the Program strengthened 59 Afro-Colombian community councils and 41 indigenous councils in 14 departments.



150 Afro-Colombian families in northern Cauca are increasing their household incomes through improved sugar cane production and processing capacities.

PACIFIC: Through strengthened value chains in cacao, café, pineapple, mango, and sugar cane, the Program is improving

the livelihoods of 1,409 smallholder farmers in rural areas with scarce economic alternatives.

In northern Cauca, ACIP is working to preserve traditional Afro-Colombian farming methods, in particular, the *finca tradicional*, or traditional farm, which consists of diversified subsistence crops as well as crops for commercialization. In this case, ACIP technical assistance to 600 Afro-Colombian farmers is allowing them to improve cacao quality and yields as a response to the regional market's growing demand for cacao. This quarter, beneficiaries have received technical assistance and tool kits to clear and prepare cacao cultivation sites within their traditional farms. In addition, 270 cacao growers have rehabilitated old and unproductive cacao trees. ACIP support has also enabled the community cacao growing association ASPROFINCA to engage in partnerships with public and private actors, including the local governments of Miranda, Caloto, and Guachene, and Colombian food processing and distribution company Compañía Internacional de Alimentos. Similarly, 460 Afro-Colombian café, pineapple, mango, and sugar cane growers in Suarez, Buenos Aires, and Santander de Quilichao have received technical assistance, tools, seeds, and fruit tree seedlings. As a result of this initiative to revive and preserve traditional Afro-Colombian farming practices, the communities have organized *tongas*, or cooperative labor groups, that gather once a week to voluntarily work on a different community member's farm. Project beneficiaries explain that the communities had stopped organizing *tongas* until the onset of this project, a sign that it is not only fostering economic development, but also community solidarity.

ACIP is providing technical assistance in a broad spectrum of blackberry value chain development needs for 200 Nasa indigenous families. Concrete outcomes of the Program's support include enhanced processing capabilities, improved blackberry juice quality, and a notable increase in juice sales. In order to increase production, each blackberry growing family has received 300 blackberry seedlings, organic fertilizer, and tool kits for planting a total of 54 hectares of blackberry crops. Secondly, the indigenous cooperative Asocabildo has improved processing capacities with new equipment, including a berry pulper and refrigerated storage room. The association attributes its spike in blackberry juice sales to the improved juice recipe and processing—results of an ACIP-facilitated partnership with SENA whose courses have trained the association in best practices for fruit storage, processing, and juice production.



One of the 200 indigenous blackberry - growing families benefitted by ACIP value chain project in Cauca.

In Chocó, ACIP provided 149 Afro-Colombian cacao growers with essential equipment for implementing cacao cultivation projects with the Ministry of Agriculture and Rural Development. The beneficiaries received protective gear and 4,470 meters of climate-mitigating covering for seedling warehouses.

CARIBBEAN: The overall objectives of ACIP's artisanal fishing projects in San Andrés and Providencia are to foment sustainable economic growth for 55 Raizal fishermen and promote traditional fishing practices that guarantee the preservation of the islands' fragile ecosystems. This quarter, the Program presented the project objectives to three fishing associations and formulated action plans through participatory planning sessions with the communities. With the Ecohamlet Foundation, the Program is training fishermen to safely catch, handle, prepare, and sell lionfish, an invasive marine species that is severely endangering coral reefs of the archipelago. The Program is also supporting the foundation with carrying out educational campaigns to help promote



ACIP deputy chief of party, Arhuaco governor and director of the Counter Illicit Crop Program (PCI) at the cacao value chain project signing.

lionfish consumption and develop a viable market for the fishermen.

In another artisanal fishing value chain project, ACIP has laid the foundation for project implementation with Pesbarú, a fishermen's association in Cartagena. This quarter, ACIP engaged the community through informational and participatory planning sessions. Additionally, the Program facilitated links to potential buyers in Cartagena.

The Program continued agricultural technical assistance to 50 Wiwa families in improving cacao crop yields. This quarter, the cacao farmers replaced old and under-producing cacao trees with 11,000 grafted cacao trees. As a result, the cacao growers can expect higher quality beans, increased crop yield, and greater resistance to diseases. On June 10, the Program launched a new cacao project with Arhuaco farmers in SNSM. Through a public-private partnership with the municipality of Santa Marta, the Counter Illicit Crop Program (PCI) and the chocolate production company Cacao de Colombia, ACIP will facilitate technical assistance and equipment that will enable 59 Arhuaco cacao growers to improve the quality of their cacao beans, enabling them to obtain a premium-price for the rare Criollo cacao variety that grows in the SNSM region. With low crop yields and low quality beans as a result of poor post-harvesting practices, the Arhuaco people of the SNSM have been unable to access larger, more profitable markets despite the fact that they have been harvesting cacao for more than 2,000 years. Additionally, ACIP value chain assistance has allowed the Arhuaco community to cultivate relationships with foreign, specialty cacao buyers.

RESULT 4: POSITIVE MESSAGING OF ETHNIC MINORITY ISSUES INCREASED

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

NATIONAL: ACIP kickstarted the USAID-Carlos Vives partnership this quarter, at an agreement launch held on April 4 in Miami, Florida. During the first three months of the partnership, Vives' participation in the Program as USAID's Diversity and Inclusion Ambassador has illustrated his complete buy-in with the Program's objectives and has resulted in increased exposure for Afro-Colombian and indigenous populations.



USAID associate administrator Mark Feierstein names Carlos Vives USAID's first Inclusion Ambassador on April 4 in Miami, Florida.

Starting with the televised launch, Carlos Vives has been using his high profile, celebrity-standing to influence public opinion with positive messages highlighting the importance of ethnic diversity and the contribution of ethnic groups to Colombian's social and cultural fabric. The partnership has captured national and international attention at events such as the 2014 Billboard Latin Music Awards where the singer-songwriter received the Spirit of Hope Award and publically dedicated the award to Afro-Colombian and indigenous communities, crediting them with granting the country an invaluable musical and cultural inheritance. At the USAID project launch with the Ministry of Labor on June 4, the Colombian singer conveyed his support and, once again, garnered considerable press attention by participating in a press conference with local and national media.

Besides enhancing exposure of the Program's events with positive messaging, Vives has committed to promoting the preservation of ethnic music by providing technical assistance and increased visibility for selected ethnic music groups in ACIP targeted regions. The first group selected was Herencia de Timbiqui, an Afro-Colombian group from northern Cauca. During the quarter, the Program and Vives have collaborated in two auditions, in Valledupar and Cartagena, where 12 ethnic minority groups have

auditioned for Vives. To date, he has chosen five musical groups that will receive technical assistance and increase their exposure.



Public and private sector representatives recognized for their inclusive campaigns at the First International Congress on Inclusive Marketing and Publicity.

Also on the national front, ACIP continued its efforts to foster ethnic inclusion in the private sector. On May 29 and 30, the Program supported the organization of the First International Congress on Inclusive Marketing and Publicity where more than 500 Colombian and international participants and speakers promoted the inclusion of minority groups—historically discriminated for their race, ethnicity, disability, or sexual orientation—in marketing and advertising campaigns as a strategy to increase profitability and change long-held, negative perceptions of these groups. As a result, leaders from business, government and academia committed to foster inclusion by including a differentiated approach when designing communications and marketing campaigns, governmental development plans, and academic curricula. In another private sector initiative, the *Chao*

Racismo campaign, ACIP continued ethnic diversity trainings for 167 employees of private sector companies. To date, these trainings have raised awareness on racially and ethnically exclusive practices in the workplace for 456 employees in various companies nationwide.

Lastly, ACIP technical support to Fundación Color this quarter has enabled the organization to strengthen communications initiatives and complete the content definition for its forthcoming magazine, 100,000 copies of which will be distributed nationwide as a supplement to *El Espectador* in honor of the Petronio Alvarez Festival this August. The supplement will include various articles promoting ACIP's work with ethnic populations.

Continuing with ACIP's strategy to raise widespread awareness of ethnic communities through national and regional media, the Program achieved 453 media placements in the last quarter. These publications highlighted important Program events and project accomplishments.

PACIFIC: ACIP promoted positive messaging of the Pacific region in the April 8 ExpoPacífico launch in Cali. The event featured Afro-Colombian and indigenous cultures in a fashion show, live music exhibitions, and various stands promoting the region's developments in health, beauty, and cultural products.

Technical assistance to the AMCIC Network, the communications arm of CRIC, has allowed the organization to complete a series of five radio programs and five short films that form part of a strategic communications campaign to reverse negative stereotypes of indigenous communities and spread positive messages revolving around their values, history, and culture. Through these radio programs and videos, the AMCIC Network will raise awareness of positive initiatives that are taking place within indigenous communities, including developments in ethno-educational and traditional health systems.

CARIBBEAN: This quarter, the Program rolled out the implementation of four diverse cultural preservation project activities with Afro-Colombian and Palenquera communities in Barranquilla, Cartagena, and Santa Marta. In Barranquilla, ACIP carried out a certification course on ethnic identity, ethnic rights legislature, and cultural heritage for Afro-Colombian leaders, as well as private sector employees, university students, professors, and journalists. On May 17, approximately 100 beneficiaries, the majority women and youth, received certificates for completing 92 hours of coursework. In an effort to increase access to multicultural education for the general public, the Program is coordinating with the Secretaries of Education in Barranquilla, Santa Marta, and Cartagena to develop ethno-educational

learning objects, or re-usable, digital learning tools, which will be used to spread educational content on Afro-Colombian identity and promote widespread awareness of these communities.

In Cartagena, ACIP is strengthening ethnic community radio platforms in three Afro-Colombian collective territories (Tierra Baja, Tierrabomba, Puerto Rey) and one indigenous collective territory (Membrillal), enabling 24 ethnic minority youth to build capacities to create quality radio programs. In another communications initiative, ACIP is supporting 60 Afro-Colombian community leaders in Cartagena to advocate and raise awareness of key ethnic issues, including ethnic rights, protection of ancestral territory, and cultural identity. The campaign, which runs through November 2014, promotes social change and increased visibility of Afro-Colombian communities in Cartagena through strategic communications materials, including a website, audiovisual products, increased media coverage, and social networking initiatives.



USAID is promoting greater awareness and knowledge of ethnic territorial rights in Cartagena, a city in which these rights are increasing threatened by growing urbanization and tourism.



ACIP spreads positive messages through Raizal magazine *Welcome*.

In Barranquilla, ACIP cultural preservation initiatives are supporting Palenquera organizations to improve the quality of artistic performances and generate economic long-term sustainability. As a first step, the Program provided technical assistance to the organizations to carry out a baseline market study of cultural organizations specializing in preserving Palenquera music and dance. Using this information, the organizations have created marketing and action plans to improve their participation and profitability in Barranquilla's cultural performance scene, particularly in the city's famed carnival. Additionally, the organization's members have received technical assistance in designing performance outfits, props, and lighting design.

Raizal and Afro-Caribbean culture and identity have been getting more exposure due to ACIP's initiative to strengthen *Welcome*, a current events and cultural magazine, whose team is based in San Andres. This quarter, Raizal and Afro-Colombian cultures have been highlighted in six articles that spread positive messages concerning Afro-Colombian history, Afro-Colombian public figures, culture, gastronomy, and current events. Two thousand issues of *Welcome* are printed and distributed each month.

CENTRAL: The month of May was important for ACIP since it was Afro-Colombian Heritage Month. On May 21, to commemorate Afro-Colombian Day, Herencia de Timbiquí, the Afro-Colombian musical group hailing from northern Cauca performed in a sold-out show at Carlos Vives' famed restaurant and concert venue Gaira Café Cumbia House. Also in the month of May, ACIP supported the Bogota Jamming Festival, one of the most important musical festivals for the Afro-Colombian population. Specifically, ACIP supported a two-day agenda of academic conferences



Herencia de Timbiquí and Carlos Vives perform together at Gaira Café Cumbia House in celebration of Afro-Colombian Day.

centered on Afro-Colombian music and dance, influence of Afro-Colombian women in Afro-Colombian music, and the history of Afro-Colombian hairstyles. Over 500 people attended the conferences held on May 31 and June 1.

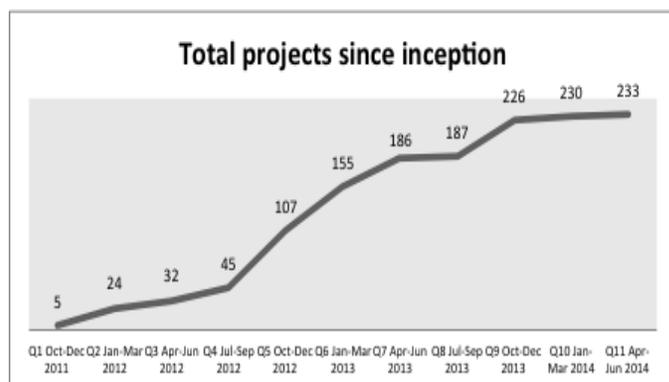
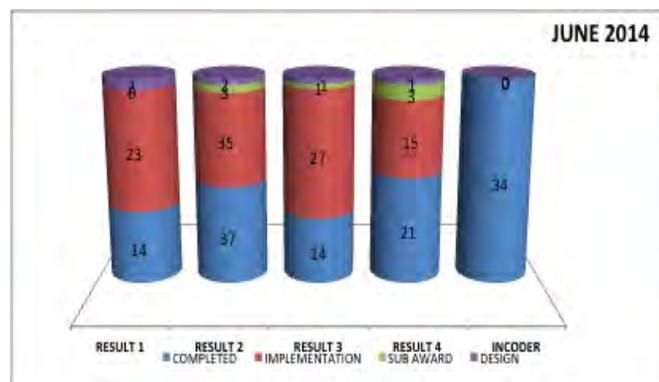
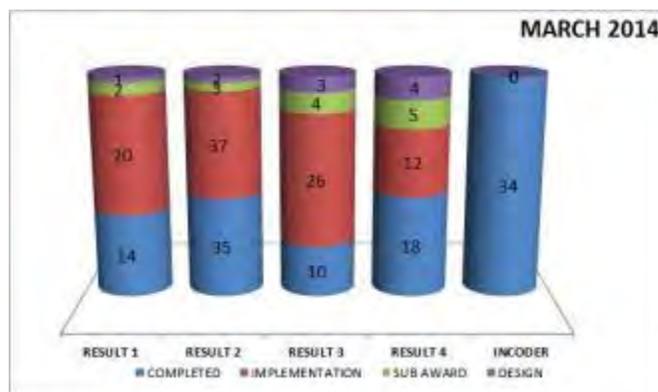
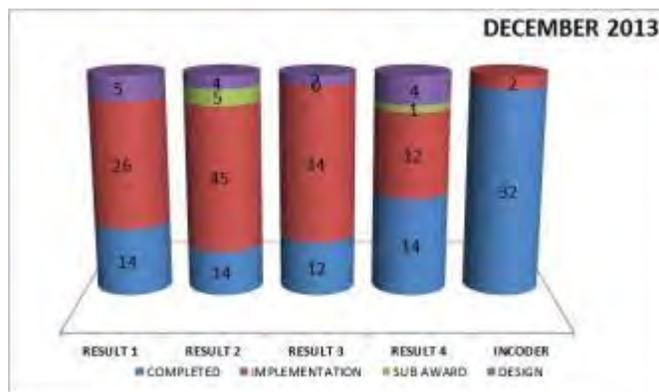
Section IV: Portfolio Breakdown

This section consists of a breakdown of ACIP’s portfolio for the quarter by result and implementation status. As of June 30, 2014, ACIP had a total of 233 projects in its portfolio. Currently, six project ideas and requests for assistance are in final design by the ACIP technical team, seven projects are in sub-awarding process, 100 projects are under implementation, and 120 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	2	2	1	1	0	6
SUB AWARDING	0	3	1	3	0	7
IMPLEMENTATION	23	35	27	15	0	100
COMPLETED	14	37	14	21	34	120
TOTAL	39	77	43	40	34	233

*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.

Environmental Compliance. During the quarter, the USAID Mission Environmental Officer approved 12 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	11	1
Previous Quarters	156	44
TOTAL	167	45

As discussed with the USAID MEO, one project was moved from the Categorical Exclusion classification to the Environmental Management Plan (PMA) classification during this quarter, accounting for the difference in totals as compared to last quarter.

ACDI/VOCA's Environmental Expert participated in the International Seminar for Innovation in REDD+ Project Implementation, sponsored by USAID in Cartagena from April 9-10. Additionally, two members of ACIP's M&E team participated in USAID's Environmental Management and Regulation 216 workshop held in Cartagena from May 12-15.

Field visits were conducted by the Environmental Expert to five projects with the aim of: (1) prioritizing active community participation in the review of each environmental management plan (PMA) generated for productive projects, (2) conducting monitoring of the implementation of the PMAs, and (3) providing 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 a review of an aquiculture project in Silvia, Cauca and a traditional soap and oil products project in Inzá, Cauca in April, as well as a cacao project in Tadó, Chocó and two mixed crop agriculture projects in northern Cauca in June.

Geographic Information Systems (GIS). The ACIP GIS specialist visited project sites located in the departments of Cauca, Valle del Cauca, and Chocó to train members of 11 sub-implementer teams on how to collect geospatial data with global positioning systems (GPS), geocoding, participatory scale mapping. As a result of these trainings and the information provided by sub-implementers, ACIP uploaded geospatial data related to the location of crops supported by the Program for 1,075 Afro-Colombian and indigenous families benefitting from productive and economic security projects in rural areas. To complement the information collected by ACDI/VOCA and its sub-implementers, ACIP has supplemented its geographic information system with urban mapping information provided by the local administrations of Barranquilla, Cartagena, and Bogotá.

Indicators. Progress on quarterly indicators was collected, revised, consolidated, and uploaded into the USAID/Colombia Monitor system for 33 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 or in ACDI/VOCA M&E files.

YEAR THREE
Quarter Three

Progress Percentage

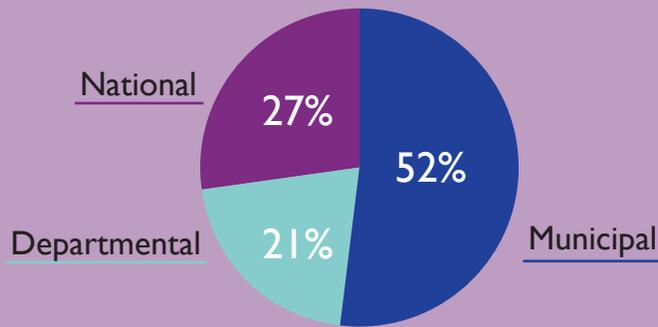
Indicator	Reporting Frequency	Progress Year One	Progress Year Two	Progress Year Three to Date	LOP Progress to Date	LOP Goal	Progress %
1 State official training participants	Quarterly	59	942	180	1,181	1,300	91%
2 State entities supported	Annually	37	11	-	48	57	84%
3 Public policies adopted to promote equality	Annually	41	3	-	44	76	58%
4 State information systems improved	Annually	0	3	-	3	20	15%
5 FPIC cases supported	Annually	18	0	-	18	30	60%
6 Community leader training participants	Quarterly	458	8,857	4,365	13,680	17,000	80%
7 Ethnic organizations supported	Annually	12	73	-	85	200	43%
8 Average percent change in EOCA score	Annually	0%	20.2%	-	20.2%	40%	51%
9 Land cases supported	Quarterly	2	8	40	50	60	83%
10 Collective territories formalized	Annually	2	0	-	2	25	8%
11 Rural hectares formalized	Annually	3,393	0	-	3,393	200,000	2%
12 Households with formalized land	Annually	3,106	0	-	3,106	23,000	14%
13A Persons completing USG-funded workforce development programs	Quarterly	0	1,390	1,877	3,267	10,500	31%
13B Participants in rural value chain and productive best practices training	Quarterly	0	1,096	1,226	2,322	3,000	77%
14 Persons gaining formal employment	Quarterly	0	305	1,377	1,682	10,000	17%
15 Rural households benefiting directly from USG intervention	Quarterly	0	5,329	2,547	7,876	9,500	83%
16 Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources	Annually	0%	30%	-	30%	60%	50%
17 Private-sector participants in diversity and inclusion training	Quarterly	64	160	375	599	800	75%
18 Private-sector firms that develop a diversity protocol	Annually	0	0	-	0	100	0%
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	-	-	-	-	75%	-
20 Positive messaging initiatives supported	Quarterly	6	40	15	61	100	61%
21 Cultural heritage protection initiatives supported	Quarterly	7	6	1	14	33	42%
22 Persons trained in ACIP-funded trainings	Annually	464	8,576	-	9,040	25,000	36%
23 Public funds leveraged	Biannually	US\$719K	US\$1.4B	US\$3.2M	US\$1.42B	US\$1.43B	100%
24 Private-sector funds leveraged	Biannually	US\$1M	US\$9M	US\$4.5M	US\$14.5M	US\$13M	112%

ACIP in Numbers

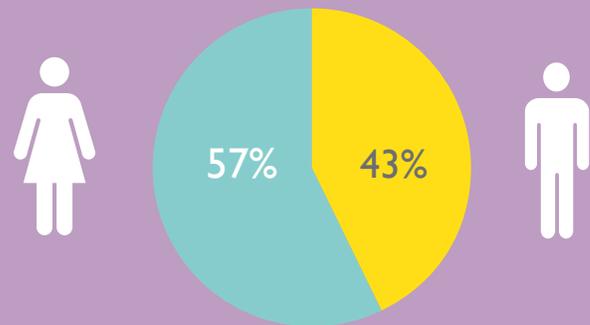
YEAR THREE Quarter Three

1: Number of State official training participants

Year Three Goal	Q1	Q2	Q3	Year Three Achievements
159	20	97	63	180



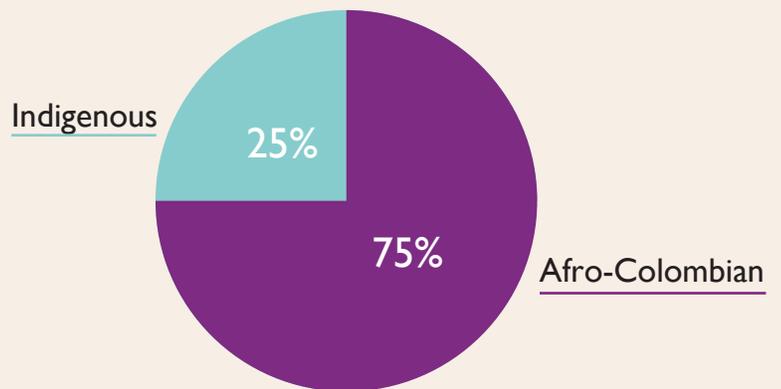
Entity Level of Training Participants



Sex Disaggregation

6: Number of community leader training participants

Year Three Goal	Q1	Q2	Q3	Year Three Achievements
4,685	2,718	796	851	4,365



9: Number of land cases supported

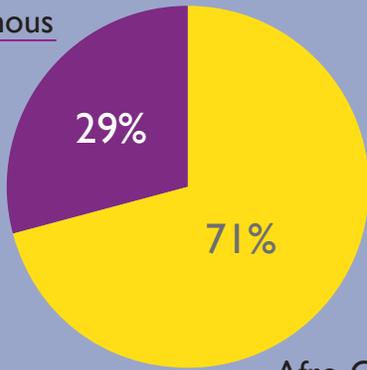
Year Three Goal	Q1	Q2	Q3	Year Three Achievements
33	0	38	2	40



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

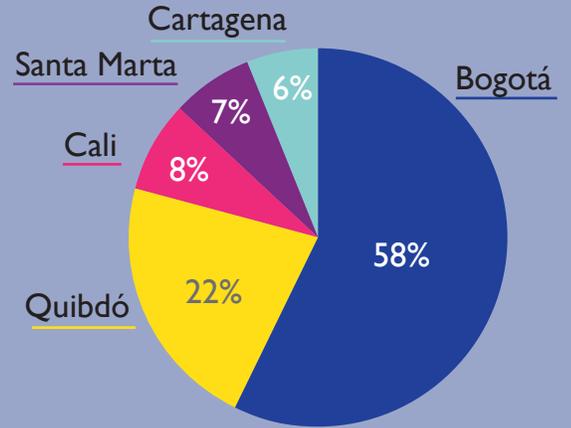
Year Three Goal	Q1	Q2	Q3	Year Three Achievements
2,800	1,193	337	347	1,877

Indigenous



YOUTH
77%

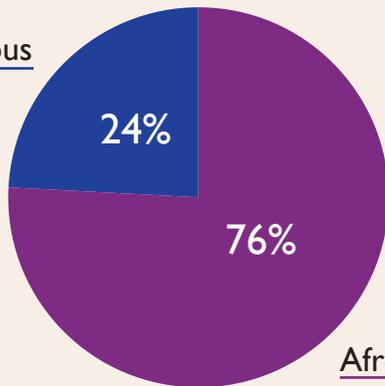
Afro-Colombian



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

Year Three Goal	Q1	Q2	Q3	Year Three Achievements
1,260	93	302	831	1,226

Indigenous



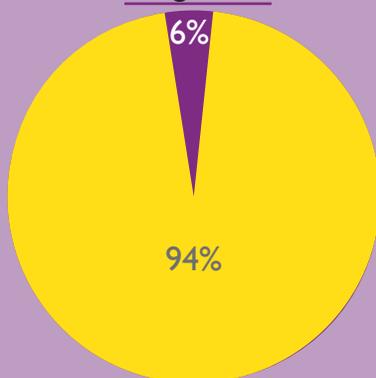
YOUTH
13%

Afro-Colombian

14: Number of persons gaining formal employment

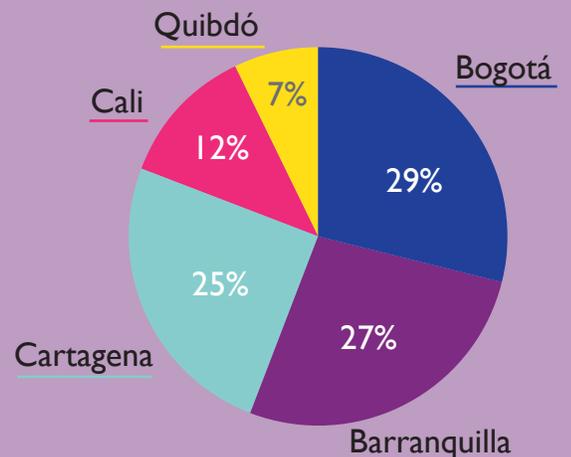
Year Three Goal	Q1	Q2	Q3	Year Three Achievements
3,000	0	729	648	1,377

Indigenous



YOUTH
78%

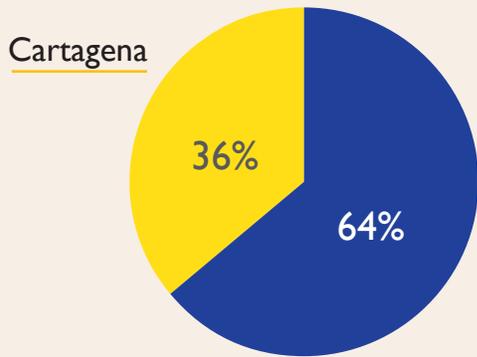
Afro-Colombian



Afro-Colombian

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

Year Three Goal	Q1	Q2	Q3	Year Three Achievements
401	84	137	154	375



25% directors & managers

23% HR employees

21: Number of cultural heritage protection initiatives supported

Year Three Goal	Q1	Q2	Q3	Year Three Achievements
6	0	0	1	1



- ÚLTIMAS NOTICIAS
1. Se dio inicio a las 8 a.m. en Bogotá tres jornadas Colombia - Brasil
 2. Prosecretaría internacional recibió al Mundial Mundial
 3. Poma de celebraciones, inauguradas en Brasil (continúa)
 4. El 12 quedamos con ganas de ir a la cancha
 5. Se dio inicio a la semana de la cultura con el evento "3 años de 'El Sur'"
 6. Cinea MTV 2014 se encuentra en el último día de inauguración
 7. En julio regresará la tradición con su Calle de Venecia
 8. Se pone al servicio el conductor del Varsity
 9. CBOI se reúne con Parlament, Páez para el sistema global de Transfondo: La Oca del Ecuador
 10. La cantante más joven del mundo Ping Pong

Section VI: Communications

ACIP's communications efforts this quarter focus on increasing the positive messages of ethnic groups through media coverage of key Program events and project achievements. This quarter, the Program more than doubled the number of publications in national, regional, and local media outlets with 453 publications, resulting in a growing public awareness of Program initiatives. This has been reflected in a significant increase in visits to ACIP's website. The Program's website registered 3,500 new visitors this quarter, representing a 65 percent increase in visits from the last quarter.

As a result, ACIP raised awareness through 453 publications in national, regional, and local media outlets. Furthermore, the Strategic Communications Team (SCT) published and distributed two issues of Etnos, featuring important Afro-Colombian and indigenous contributions in government, culture, and economic development.

The Strategic Communications Team (SCT) produced 25 weekly highlights and three monthly newsletters this quarter, communicating project progress and achievements to the Program's principal stakeholders. Additionally, the SCT published two issues of Etnos, featuring important Afro-Colombian and indigenous contributions in government, culture, and economic development.

The SCT created two one pagers on ACIP's methodologies to empower local organizations and apply workforce development and job placement models. Lastly, the communications team produced 20 videos to raise awareness of project achievements in ACIP intervention areas.

Section VII: Program Management

Four employees and three interns joined ACIP this quarter while six professionals left the Program. Each of the new employees filled existing vacancies and two positions were eliminated. The interns—one indigenous and two Afro-Colombian youth—were selected by ACIP's workforce development partner Gente Estrategica to work in the Barranquilla, Cartagena and Bogotá offices, providing the youth with a chance to gain valuable work experience and allowing ACDI/VOCA to comply with requirements for placing interns trained through Colombia's National Learning Service (SENA).

The administration and operations team focused on digitizing all documentation to improve knowledge management within the organization. ACDI/VOCA was able to achieve licenses for Office 365 without cost as an NGO, opening the door for other organizations in the country to acquire licenses in the same manner.

During the quarter, the finance team continued training community-based organizations for the implementation of financial and administrative manuals with an emphasis on new projects and organizations, specifically those that are implementing cost-reimbursable contracts and grants. In the Caribbean region, this included implementation of manuals with grantees in San Andrés and Providencia under the agreement with Coralina, a financial review and budget realignment with Gente Estrategica under the Ministry of Labor agreement in Barranquilla, and a responsibility study (internal survey of the entity's financial, administrative and legal areas) with the Orika Community Council in the Rosario Islands. In the Pacific region the team provided technical assistance in how to correctly present financial reports and supporting documents in a work session with community-based organizations in Cali, in Quibdó the team conducted responsibility studies with two community-based organizations.

The contracts and grants team trained eight sub-grantees on sub-award management, cost principles, and applicable USG regulations. Additionally, it performed financial and compliance reviews of three organizations.

Section VIII: Looking Forward

As ACIP enters the final quarter of Year Three, the team will ramp up its efforts across all geographic focus areas to provide direct technical assistance and to help community organizations leverage counterpart resources to ensure sustainability after ACIP funding ends.

National. ACIP will continue work with important Afro-Colombian organizations the Association of Displaced Afro-Colombians (Asociación de Afrocolombianos Desplazados – AFRODES), the Black Communities Process (Proceso de Comunidades Negras – PCN), the National Conference of Afro-Colombian Organizations (Conferencia Nacional de Organizaciones Afrocolombianos – CNOA), Movimiento Nacional Cimarron, and Manos Visibles through the implementation of five organizational strengthening projects which were submitted for USAID approval this quarter.

Caribbean. ACIP will kick-off a project designed to preserve historic memory and strengthen Raizal cultural identity through recuperating photography from family archives, churches, and social organizations on the island of Providencia. Experts in land tenure will provide technical assistance to seven Afro-Colombian community councils in Cartagena for the development and submission of collective land titling requests to INCODER. On the Caribbean island of Barú, ACIP will begin a project to strengthen the Association of Barú Fishermen (Pesbarú) helping its 40 Afro-Colombian member families to recover traditional fishing practices and improve commercialization. The Program will also begin implementation of four projects designed this quarter with the Wayuu community for organizational strengthening, the reaffirmation of cultural values, government methodologies for project formulation to access public funding, and to build capacity of local artisans to increase economic opportunities through the production and sale of traditional handicrafts.

Pacific. The Program will continue to monitor public expenditures to benefit ethnic minority communities through citizen oversight committees and to provide technical assistance in project formulation for leveraging additional public funds.

Central. ACIP will continue implementation of its first workforce development and job placement project which began this quarter in Medellin providing 240 ethnic minority youth with skills to obtain stable jobs as automotive technicians, electricians, and administrative and accounting assistants. In Bogotá, ACIP will increase the number of workforce development beneficiaries through a recently signed agreement with the Colombian Agency for International Cooperation (APC) valued at more than \$570,000.

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 through activities completed in FY2013 (Program Year Two). Since supported organizations and institutions is an annual indicator, this list will be updated in September 2014.

Name of State Institution	Department	Municipality
Agencia Nacional para la Superación de la Pobreza Extrema – ANSPE	N/A	N/A
Alcaldía De Barrancas	Guajira	Barrancas
Alcaldía De Dibulla	Guajira	Dibulla
Alcaldía De Hatonuevo	Guajira	Hatonuevo
Alcaldía De Maicao	Guajira	Maicao
Alcaldía De Manuare	Guajira	Manaure
Alcaldía De Uribia	Guajira	Uribia
Ministerio de Cultura	N/A	N/A
Ministerio de Agricultura	N/A	N/A
Ministerio del Trabajo	N/A	N/A
Programa Presidencial para la formulación de estrategias y acciones para el desarrollo integral de la población afrocolombiana, negra, palenquera y raizal	N/A	N/A
Instituto Colombiano para el Desarrollo Rural - INCODER	N/A	N/A
Unidad Administrativa Especial de Gestión de Restitución de Tierras Despojadas	N/A	N/A

A. Community-based Organizations

The following is a list of community-based organizations that ACIP has supported through activities completed in FY2013 (Program Year Two). Since supported organizations and institutions is an annual indicator, this list will be updated in September 2014.

	Name of Organization	Departament or Municipality
1	DUSAKAWI IPSI	N/A
2	Asociación Agroindustrial de productores Agropecuarios y Mineros Afrodescendientes (ASOYOGGE)	Cauca
3	Asociación Agropecuaria y Cafetera El Gran Mallama (ASACAGRAMA)	Nariño
4	Asociación de Autoridades Tradicionales de la Guajira Jeketu Akuaipa	Guajira
5	Asociación de Autoridades Tradicionales Wayuu Ejepenejirrawa	Guajira
6	Asociación de Consejos Comunitarios de Cartagena (ASOCOC)	Bolívar
7	Asociación Indígena de Cabildos Indígenas del Norte del Cauca (ACIN)	Cauca (Miranda, Corinto, Caloto, Santander de Quilichao, Buenos Aires, Jambalo, Toribio, Suarez)
8	Asociación Nacional de Afrocolombianos Desplazados (AFRODES)	N/A
9	Asociación Nacional de Periodistas Afrocolombianos (APA)	N/A
10	Asociación Red Nacional de Mujeres Afrocolombianas - KAMBIRI	N/A
11	Cabildo de Canoas (miembro de ACIN)	Cauca
12	Cabildo Indígena de Concepción (miembro de ACIN)	Cauca
13	Cabildo Indígena de Guadualito (miembro de ACIN)	Cauca
14	Cabildo indígena de Huellas (miembro de ACIN)	Cauca
15	Cabildo Indígena de Munchique los Tigres (miembro de ACIN)	Cauca
16	Cabildo Indígena de Toez (miembro de ACIN)	Cauca
17	Cabildo Indígena del Resguardo Kankuamo	Cesar
18	Cabildo indígena del Resguardo Nasa de Corinto (miembro de ACIN)	Cauca
19	Cabildo Indígena del Resguardo Nasa de Lopez Adentro (miembro de ACIN)	Cauca
20	Cabildo Indígena del Resguardo Nasa de San Francisco (miembro de ACIN)	Cauca
21	Cabildo Indígena del Resguardo Nasa de Toribio (miembro de ACIN)	Cauca
22	Cabildo Indígena del Resguardo Nasa La Cilia (miembro de ACIN)	Cauca
23	Cabildo Indígena Las Delicias (miembro de ACIN)	Cauca
24	Comunidad Waunana Guayacan Santa Rosa	Valle del Cauca
25	Conferencia Nacional de Organizaciones Afrocolombianas (CNOA)	N/A
26	Consejo Comunitario Arroyo de Piedra	Bolívar
27	Consejo Comunitario Chanzara	Cauca

28	Consejo Comunitario Cuerval	Cauca
29	Consejo Comunitario de Bazan Bocana	Valle del Cauca
30	Consejo Comunitario de la Comunidad Negra de la Plata	Valle del Cauca
31	Consejo Comunitario de la Comunidad Negra de Puerto España y Miramar	Valle del Cauca
32	Consejo Comunitario de la Comunidad Negra del Consejo Mayor del Río Anchicaya	Valle del Cauca
33	Consejo Comunitario de la Comunidad Negra del Río Naya	Valle del Cauca
34	Consejo Comunitario de la Cuenca Baja del Río Calima	Valle del Cauca
35	Consejo Comunitario de la Cuenca del Río San Bernardo - Patia Norte	Cauca
36	Consejo Comunitario de Islas del Rosario	Bolívar
37	Consejo Comunitario del Río Yurumanguí	Valle del Cauca
38	Consejo Comunitario Guapi Abajo	Cauca
39	Consejo Comunitario Integración	Cauca
40	Consejo Comunitario La Playa Renaciente	Valle del Cauca
41	Consejo Comunitario Mamuncia Parte Media del Río Micay	Cauca
42	Consejo Comunitario Manglares Parte Baja del Río Micay	Cauca
43	Consejo comunitario Mayor de la Asociación Campesina integral del Atrato (COCOMACIA)	Choco and Antioquia (Atrato, Medio Atrato, Quibdó, Bojayá, Murindó, Vigía del Fuerte, Urrao)
44	Consejo Comunitario Mayor del Alto San Juan (ASOCASAN)	Chocó
45	Consejo Comunitario Negros en Acción	Cauca
46	Consejo Comunitario Negros Unidos	Cauca
47	Consejo Comunitario Parte Alta Sur del Río Saija	Cauca
48	Consejo Comunitario Parte Baja del Río Saija	Cauca
49	Consejo Comunitario Playón Río Sigui	Cauca
50	Consejo Comunitario Puerto Rey	Bolívar
51	Consejo Comunitario Renacer Negro	Cauca
52	Consejo Comunitario Río Guajui	Cauca
53	Consejo Comunitario Río Napi	Cauca
54	Consejo Comunitario San Francisco	Cauca
55	Consejo Comunitario San Joc	Cauca
56	Consejo Comunitario Tierra Baja	Bolívar
57	Consejo Comunitario de Las Comunidades Negras del Alto Guapi	Cauca
58	Consejo Mayor Palenque El Castigo (ASOCONSEJOS Timbiquí)	Cauca
59	Consejo Regional Indígena del Cauca - CRIC	Cauca
60	Cooperativa Multiactiva Indígena Wayuu (COOPWACE)	Guajira

61	Junta Mayor Autónoma de Palabrereros Wayuu	Guajira (Uribia, Manaure, Maicao, Riohacha, Fonseca, San Juan, Dibulla)
62	Proceso de Comunidades Negras (PCN)	N/A
63	Resguardo Embera Eperara del Rio Naya	Valle del Cauca
64	Resguardo Indígena Arhuaco de la Sierra Nevada	Cesar and Magdalena
65	Resguardo Indígena de Caño Mochuelo	Casanare
66	Resguardo Indígena Guaco Bajo y Guaco Alto	Vichada
67	Resguardo Indígena Suratena	Risaralda
68	Resguardo Kogui-Malayo-Arhuaco	Magdalena, Cesar and Guajira
69	Resguardo Minitas – Mirolindo	Guainía
70	Resguardo Murcielago – Altamira	Guainía
71	Resguardo Pueblo Nuevo - Laguna Colorada	Guainía
72	Resguardo Sumain Wayuu Uliana	Guajira
73	Resguardo Wayuu Akalinjirawa	Guajira
74	Resguardo Wayuu Napajanain Maleiwa	Guajira
75	Resguardo Wayuu Wopumain Junain Maiokuo	Guajira

B. ACIP in the News

3 Península

LA GUAJIRA

El martes, sábado 10 de julio de 2011

647 familias Zenúes fueron identificadas en Mataco La Guajira

Por primera vez en Colombia pueblo indígena Zenú realiza investigación para conocer su territorio

El pueblo indígena Zenú, ubicado en el municipio de Mataco y en el territorio Cacique Morúa, con el apoyo del Programa para el Mejoramiento de la Vida de la Agencia de los Estados Unidos para el Desarrollo Internacional (USAID), desarrolló una investigación de campo en la zona de Mataco para el reconocimiento de sus Capos de Indígenas (Cenizas y Desigualdad, Corrosión), el objetivo de la investigación es el fortalecimiento del proceso participativo de las familias mediante el desarrollo de capacitaciones para tener acceso a los derechos y servicios públicos y sociales.

El territorio cuenta con 540 viviendas. El 58,2% de los indígenas Zenúes manifestaron en estas zonas, el 46,2% en el agua y el 4,1% en cambio de predios y cultivos de propiedades ajenas.



La representación del pueblo Zenú del municipio de Mataco, población indígena ubicada en el territorio Cacique Morúa, en el Estado Guajira, se reúne para una reunión.



Entre los resultados obtenidos se muestra que existen 647 familias Zenú, que conforman el 64,7% de la población.



Este instrumento se presenta como el primer instrumento estratégico y político de acción a nivel de familia y comunidad.

EN COLOMBIA

EE.UU. invierte USD\$60 millones en programas de inclusión laboral



Una reunión para discutir los resultados de la investigación del pueblo Zenú en Mataco, Guajira, el 10 de julio de 2011.

JULIA GUERRA MONTAÑO
Medellín, Colombia

El Gobierno estadounidense, a través de la Agencia de los Estados Unidos para el Desarrollo Internacional (USAID), invierte más de 60 millones de dólares en programas de inclusión y

de los programas de inclusión laboral. El programa de inclusión laboral, que se ejecuta por el Gobierno de COLOMBIA, tiene por objeto fortalecer a 1.000 jóvenes desempleados e indígenas del país. A la fecha, se han capacitado a 1.000 personas

en el campo laboral para el sector agrícola y el sector servicios. Desde mayo, se realizó un taller de diagnóstico de la situación de los jóvenes desempleados e indígenas en el territorio Cacique Morúa, en el Estado Guajira, se reunió para una reunión.

El programa de inclusión laboral, que se ejecuta por el Gobierno de COLOMBIA, tiene por objeto fortalecer a 1.000 jóvenes desempleados e indígenas del país.

Empleo para las víctimas

El Ministerio del Trabajo y Unidad Económica, a través de la Dirección de Gestión de Empleo para Jóvenes Víctimas de Conflictos Armados, WYJOVEN, realizó una

reunión para discutir los resultados de la investigación del pueblo Zenú en Mataco, Guajira, el 10 de julio de 2011.

El programa de inclusión laboral, que se ejecuta por el Gobierno de COLOMBIA, tiene por objeto fortalecer a 1.000 jóvenes desempleados e indígenas del país.

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Una reunión para discutir los resultados de la investigación del pueblo Zenú en Mataco, Guajira, el 10 de julio de 2011.



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Prácticas empresariales incluyentes



POR PRIMERA vez en Colombia, cinco empresas del sector de BPO/ITO/KPO fueron reconocidas por su aporte y compromiso con la diversidad e inclusión laboral de las poblaciones étnicas en Colombia. Atento Colombia, Telefónica Colombia, Avanza, Carvajal Servicios y Tecnología, y Gente Estratégica, recibieron el Premio Empresarios por la Inclusión promovido por la Andl y Usaid, en el marco del 2014 ANDI Outsourcing Summit.

Orika logra titulación colectiva de tierras

Es la primera vez que se hace una titulación en territorios indígenas en territorio colombiano. Son 318 familias integradas por 1085 personas.

Orrika, Excmo. Consejo Superior de Gobernación, a través de la Unidad Ejecutiva de Gobierno Rural, Coordinación Regional, realizó el primer título colectivo de tierras indígenas en el territorio de Orrika, que está ubicado en la zona rural del municipio de San Vicente del Caguán, en el departamento de Guaviare. Este título fue otorgado por el Consejo Superior de Gobernación, a través de la Unidad Ejecutiva de Gobierno Rural, Coordinación Regional, en el marco del Plan Nacional de Desarrollo.

La titulación colectiva de tierras indígenas en Orrika es el primer título colectivo de tierras indígenas en el territorio colombiano. Este título fue otorgado por el Consejo Superior de Gobernación, a través de la Unidad Ejecutiva de Gobierno Rural, Coordinación Regional, en el marco del Plan Nacional de Desarrollo.

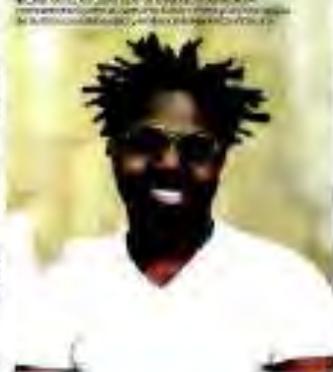


Mapa de la zona rural de Orrika, en el departamento de Guaviare, que será el primer territorio indígena en recibir un título colectivo de tierras indígenas en Colombia.

Unchatcon...

El sonido del Pacífico en palabras urbanas

El sonido del Pacífico en palabras urbanas es un libro que recoge la esencia de la cultura afrocolombiana y su influencia en el lenguaje urbano. El libro es el resultado de un proyecto de investigación que buscó identificar las palabras y expresiones que han surgido en las comunidades afrocolombianas y cómo se han adaptado al contexto urbano.



El autor del libro, un joven afrocolombiano que ha sido pionero en el uso de palabras urbanas en su música y en su vida cotidiana.

El libro es el resultado de un proyecto de investigación que buscó identificar las palabras y expresiones que han surgido en las comunidades afrocolombianas y cómo se han adaptado al contexto urbano. El libro es el resultado de un proyecto de investigación que buscó identificar las palabras y expresiones que han surgido en las comunidades afrocolombianas y cómo se han adaptado al contexto urbano.

LATINPYME

Heroínas anónimas

The collage features several photographs of women in various contexts: some in business attire, some in traditional dress, and some in casual settings. The text 'Heroínas anónimas' is prominently displayed at the top left of the collage.

Portafolio.co

Generación de empleo, para víctimas del conflicto

10 de 5 de 2014 - 12:59 pm

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En el lanzamiento estuvieron el alcalde de Cartagena y el embajador de EE. UU. en Colombia. Foto: Archivo particular

El Ministerio del Trabajo y USAID lideran el proyecto que se dio a conocer este miércoles en Cartagena.

Más de 10.000 jóvenes víctimas del conflicto armado y de las comunidades étnicas del país se verán beneficiados por la generación de empleo por el Ministerio del Trabajo con el apoyo del Gobierno de los Estados Unidos a través del Departamento de Estado.

Semana

SEMANA ECONOMÍA POLÍTICA CULTURA DEPORTES OPINIÓN

El contenido de esta página ha sido generado automáticamente por un sistema de inteligencia artificial. No se garantiza la exactitud de la información.

Con este proyecto USAID unen esfuerzos

Carlos Vives: "Estoy aquí para pagar una deuda de todos los colombianos"

El cantante fue nombrado embajador de inclusión por la Agencia de Estados Unidos para el Desarrollo Internacional en un evento emotivo y lleno de sorpresas.



Carlos Vives se comprometió con el programa de inclusión de víctimas del conflicto armado y víctimas étnicas en Colombia. (Foto: USAID)

CARLOS VIVES SE SUMA A LA INICIATIVA

Gobierno y USAID se unen para beneficiar a 10.000 jóvenes del país

Por Diana Forero

Una gran multitud de jóvenes se reunió en el auditorio de la Universidad del Atlántico para recibir el anuncio de un programa de generación de empleo que beneficiará a más de 10.000 jóvenes víctimas del conflicto armado y de las comunidades étnicas del país. El evento fue encabezado por el alcalde de Cartagena, Juan Carlos Rodríguez Cordero, y el embajador de los Estados Unidos en Colombia, Jeffrey H. Smith.

El programa de generación de empleo se ejecutará a través de la Agencia de Estados Unidos para el Desarrollo Internacional (USAID) y el Ministerio del Trabajo. El proyecto tiene un presupuesto de 10 millones de dólares y se ejecutará durante los próximos tres años. El programa busca proporcionar a los jóvenes víctimas del conflicto armado y de las comunidades étnicas del país oportunidades de empleo y capacitación profesional.

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El embajador de EE. UU. en Colombia, Jeffrey H. Smith, anunció el programa de generación de empleo que beneficiará a más de 10.000 jóvenes víctimas del conflicto armado y de las comunidades étnicas del país. (Foto: USAID)

C. Success Stories

SUCCESS STORY

ACIP employment programs foster peace-building and reconciliation among armed conflict victims

Victims of the armed conflict in Colombia are receiving ethnically-differentiated job training through USAID's employment initiatives.

Nestled in the southern region of Colombia's Andean mountain range, Nelson Bastos describes the La Gaitana indigenous collective territory as "paradise on earth, with mountains, natural waterfalls, and every shade of green imaginable." Nelson grew up here with his grandparents who taught him about Nasa indigenous values, traditional and medicinal plants, and how to be a leader.

At age 25, he was the youngest person to ever be elected as governor of his collective territory. Although Nelson considered his home a paradise, it was also what Colombians refer to as a *zona caliente*, an area with prevalent illegal armed group activity. During his year as governor, he received increasingly violent threats from armed group members. Fearing for his life and for those of his loved ones, Nelson left home and headed for Bogotá, joining the ranks of millions of internally displaced persons in the country's capital.



Working as an ethnic academic advisor at the ACIP training center, Nelson Bastos provides differentiated support to indigenous students.

Colombia's armed conflict, which disproportionately affects ethnic populations, has put 67 percent of indigenous collective territories at high risk of forced displacement. The majority of indigenous internally displaced persons face the dual predicament of securing sustainable livelihoods without any previous work experience and learning to survive in a "concrete jungle" without the support of their communities.

After three years of making ends meet through odd jobs at restaurants, Nelson began his path to economic autonomy through USAID's Afro-Colombian and Indigenous Program (ACIP). During his job training process, Nelson saw the need for differentiated support for indigenous beneficiaries who were struggling with

culture clashes and loss of identity in the individualistic, cut-throat environment of the city. Today, Nelson works full time as the training center's ethnic academic advisor, ensuring that the 244 indigenous students currently participating in ACIP's job training process in Bogotá overcome the same obstacles he encountered.

"My job is to make sure that they all keep studying," he explains. "My role is to send the message that yes, they can achieve more; I want to show them how far I came, to be a role model for them to see what they can achieve and go even farther than I have come."

Nelson's message goes beyond, however, the importance of completing the job training process. He attests that this journey to gain economic autonomy has led him to a profound process of forgiveness and reconciliation with his aggressors. *"I am not saying that I don't feel any resentment at all, but I am actually grateful for them—the people that tried to hurt me. I am what I am today, thanks to them; if it weren't for them, I never would have found out about this program, met the people that I have met, and I wouldn't be working where I am today."*

ACIP's workforce development and job placement programs are providing 8,650 ethnic minority youth—many of whom are victims of the armed conflict—with the tools to achieve upward social mobility, a crucial component in reducing poverty among historically marginalized populations and building the long road towards peace and reconciliation.

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

SUCCESS STORY

ACIP's rural development projects empower women and alleviate poverty

As a result of ACIP's food security work in rural areas of Buenaventura, families are no longer dependent on exterior markets for rice.

Raised by Catholic nuns since the age of six, Adelina Garcia considered it her calling to teach children of a small Afro-Colombian community, settled along the banks of the Naya River, deeply isolated within rural areas of Buenaventura. After meeting her husband, her calling for the next 40 years became that of a dedicated mother of eight. A few years ago if someone had told Adelina that at the age of 60, her next calling would be to work as a rice farmer, she would have laughed and waved the idea away.

However, after the death of her husband three years ago, Adelina has been struggling to make ends meet for herself and her two grandchildren that live with her. When community leaders knocked on her door last year to see if she would be part of a rural development and food security initiative of the Afro-Colombian and Indigenous Program (ACIP) that would require her to dedicate her days to rice farming, she thought the idea was ridiculous.



Adelina Garcia, a 60 year-old widow, has achieved a stable income and guaranteed access to basic food needs through rice cultivation.

“With the money I save I’m going to buy clothes, school uniforms and books for my grandchildren. I have to provide them with a future.”

Adelina Garcia, Beneficiary, ACIP-INCODER food security strengthening project.

“I told them, ‘you’re crazy! I’m old and I know nothing about growing rice,’” recounts Adelina. Plus, after learning the details of the strenuous physical work that the project entailed—clearing the land of the dense, rainforest vegetation typical of the region, constantly watering the crops since rice seedlings need very wet soil to thrive, and applying daily pest, disease and bird control methods to protect the rice crops—she was even further convinced that she would be incapable of undertaking such a task.

Yet nine months later, Adelina finds herself standing in her two-acre terrain filled with waist-high rice crops, heavy with grains. Hers is one of 210 families in rural Buenaventura that is benefiting from a joint ACIP-INCODER food security project designed to empower agricultural communities and alleviate poverty. By cultivating rice—the most important food crop for families in Colombia’s Pacific region—households guarantee their food security. The families have received seeds, post-harvesting equipment and technical assistance to establish their own crops. As a result, heads of households like Adelina spend less money on food staples and can free up a significant portion of their income.

When asked what finally changed her mind about taking on the challenge, she quickly responded, *“if it weren’t for my grandchildren, I wouldn’t have committed to growing rice. They assured me that we could do it, that I wasn’t too old for this.”* In addition to freeing up a significant portion of her income from savings on rice, Adelina will sell the surplus to the Río Naya Community Council and receive approximately \$720 during each five-month harvest cycle.

With a proud smile, Adelina remarks, *“With the money I save I’m going to buy clothes, school uniforms and books for my grandchildren. I have to provide them with a future.”*

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