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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
ADEL	Agencia para el Desarrollo Económico Local
AFRODES	Asociación de Afrocolombianos Desplazados
AFROSANMAG	Asociación de Afrodescendientes de Santa Marta
AJUAP	Asociación Juvenil Unidos por Amor al Pueblo
AJUDEC	Asociación de Jóvenes Unidos Por El Desarrollo De Condoto
AMCIC	Red Amcic Emisoras Indígenas
ANDI	Asociación Nacional de Empresarios de Colombia
ANSPE	Agencia Nacional para la Superación de la Pobreza Extrema
APA	Asociación de Periodistas Afros
APS	Annual Program Statement
ASOCODITA	Mesa Juventud Afronortecaucana
ASOCASAN	Consejo Comunitario Mayor del Alto San Juan
ASOCOC	Asociación de Consejos Comunitarios de Cartagena
ASODEBA	Asociación de Desplazados de Bagado
ASODETA	Asociación Desplazado de Tadó
ASOMUBA	Asociación de Mujeres de Bagado
ASON	Asociación de Mujeres
ASOREWA	Asociación de Cabildos Indígenas Emberá, Waunaan, Katío, Chamí y Tule del Departamento del Chocó
ASOPRODUCE	Asociación de Productoras de Dulces
BPO&IT	Business Process Outsourcing and Information Technology
CAMAIBO	Cabildo Mayor Indígena de Bojayá
CBO	Community-based organization
CNOA	Conferencia Nacional de Organizaciones Afrocolombianas
CIMA	Cabildo Indígenas del Medio Atrato
CIT	Confederación Indígena Tayrona
COCOILLO	Consejos Comunitarios de Comunidades Negras de Lloró
COCOMACOIRO	Consejo Comunitario Mayor de Condoto y Río Iró
COCOMACIA	Consejo Comunitario Mayor de la Asociación Campesina Integral del Atrato
COCOMAN	Consejo Comunitario Mayor de Nóvita
CONSPRELLO	Fundación Construyendo Presente para Lloro
COOPWACE	Cooperativa Multiactiva Indígena Wayuu
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
GOC	Government of Colombia
HH	Households
ICBF	Instituto Colombiano de Bienestar Familiar
INCODER	Instituto Colombiano de Desarrollo Rural
MARD	Ministry of Agriculture and Rural Development
MEO	Mission Environmental Officer
OBAPO	Organización de Barrios Populares
OCAD	Órganos Colegiados de Administración y Decisión
OGT	Organización Gonawindua Tayrona
OIK	Organización Indígena Kankuama
PCN	Proceso de Comunidades Negras
PMA	Plan de Manejo Ambiental (Environmental Management Plan)
REMA	Asociación de mujeres afro del Caribe
SNSM	Sierra Nevada de Santa Marta
UNIPA	Unidad Indígena del Pueblo Awá
UOAFROC	Unidad de organizaciones afrocaucanas
UATUA	Unidad de Planificación de Tierras Rurales, Adecuación de Tierras y Usos Agropecuarios
USAID	United States Agency for International Development

“This is not simply a public policy. This is a commitment to ensure that with each day, we are achieving greater inclusion of the Afro-Colombian population.”

ELSA NOGUERA DE LA ESPRIELLA
MAYOR OF BARRANQUILLA
FEBRUARY 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 provision on standard 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 second quarter of fiscal year 2014 (the second quarter of Program Year Three and the tenth consecutive quarter of program implementation), encompassing activities carried out from January 1 to March 31, 2014.

Section II: Summary

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

RESULT 1: STATE INSTITUTIONAL CAPACITY STRENGTHENED:

- ❖ ACIP-facilitated national forums allowed the Presidential Program for Afro-Colombian Affairs to progress in enforcing Colombia’s Anti-Discrimination Law.
- ❖ ACIP supported Chocó’s newly elected government in formulating and submitting a new development plan to the departmental council.
- ❖ The Chocóan government increased tax collection to support cultural initiatives with ACIP support.

- ❖ With ACIP assistance, Quibdó's Secretary of Finance improved the municipal financial management through updated technology and better management of the local pension system.
- ❖ US\$12.4 million was leveraged in *Contrato Plan* funding for education and employment initiatives in northern Cauca.
- ❖ Colombia's first ethnic socio-economic information system in Cali was validated with State institutions, local government, communities, and academia.
- ❖ Six (6) municipalities in Guajira submitted their transparency and accountability reports (*Rendicion de Cuentas*).
- ❖ Barranquilla passed a historic public policy to protect Afro-Colombian rights.
- ❖ Municipal governments of Santa Marta, Barranquilla and Cartagena aligned their development plan projects with national gender equality public policies to advance ethnic minority women's rights.
- ❖ ACIP continued support to the formulation of Santa Marta's first Afro-Colombian public policy with the participation of 70 ethnic minority community leaders.
- ❖ ACIP technical assistance enabled Wiwa community to access US\$477,000 in previously blocked SGP funds.

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

- ❖ The Land Restitution Unit piloted its ACIP-supported collective territory damage and infringement measurement model with nine ethnic communities in the department of Chocó.
- ❖ The Indigenous Regional Council of Cauca (CRIC) successfully submitted ten requests to clarify ancestral land titles to INCODER.
- ❖ ACIP legal land study ended 15-year dispute over boundaries between the Afro-Colombian community council of Cocomacia and the urban area of Quibdó.
- ❖ Four additional Wayuu land constitution processes and one Kankuamo territorial expansion advanced with INCODER.
- ❖ Municipal governments and State institutions used ACIP's Raizal land rights study as a tool for modifying the San Andres archipelago's land zoning plans (*Plan de Ordenamiento Territorial*).

RESULT 2: ETHNIC COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

Gender Equality

- ❖ One hundred twelve (112) women monitored funding commitments of Quibdó's first Gender Equality Public Policy.
- ❖ Forty-eight (48) women from the Nasa, Misak, Kokonuko, Yanakona, Inga and Wounaan communities built their capacity in public policy and ethnic and gender rights.
- ❖ One thousand (1,000) copies of the magazine *Tejedoras de Género* (Weavers of Gender) raised awareness of Afro-Colombian women's contributions to peace building and cultural preservation in northern Cauca.
- ❖ Eight (8) ethnic women's organizations developed and submitted project proposals to the Ministry of Agriculture's Rural Opportunities Program.
- ❖ Thirty (30) female victims of the conflict from the Kankuamo collective territory accessed psychosocial support services.

Capacity-building of ethnic organizations

- ❖ ACIP empowered 400 youth of 10 municipalities in northern Cauca through improved capacities to access public resources.
- ❖ ACIP launched its partnership with the municipality of Cali to promote greater recognition of six urban indigenous councils and six Afro-Colombian organizations in Cali.
- ❖ Thirty-three (33) Afro-Colombian community councils in northern Cauca developed and improved internal regulation.

- ❖ Zenu people of Maicao submitted a proposal to the Ministry of Interior requesting formal recognition as an indigenous council.
- ❖ Wayuu Painwashi Organization built an information system and trained 214 leaders in self-governance, management, strategic planning and ethnic rights.
- ❖ Ma Kankamaná Community Council in San Basilio de Palenque officially approved its first-ever internal regulation document in an assembly of more than 400 community members.
- ❖ Four Raizal and Afro-Colombian organizations built organizational capacities in San Andrés.
- ❖ ACIP support in Guajira led to the legal constitution of two citizen oversight committees in Barrancas and Maicao.

Increased access to public resources

- ❖ US\$1.7 million in funding was leveraged from INCODER to finance an agricultural value chain project in Santander de Quilichao.
- ❖ Notablazo and the Network of Afro-Caribbean Women formulated 18 projects to leverage over US\$1.1 million in public funds.

RESULT 3: ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

Urban economic opportunities

- ❖ As part of the joint ACIP-Ministry of Labor employment initiative for vulnerable populations, 1,228 additional ethnic minority youth started workforce development courses in Barranquilla, Bogotá and Cartagena.
- ❖ Two hundred fifty (250) new job opportunities were identified in Quibdó through ACIP's strategic partnership with the Chamber of Commerce.
- ❖ Forty (40) percent of ACIP's workforce development beneficiaries in Cali earned salary increases and are earning salaries above minimum wage.
- ❖ Three hundred (300) ACIP beneficiaries secured jobs in Barranquilla's health sector.
- ❖ To date, 8,100 low-income adults and children received basic medical attention through Health Brigades carried out by ACIP's beneficiaries in Barranquilla.
- ❖ Eleven urban indigenous councils in Cartagena, Santa Marta and Cali developed marketing strategies to improve commercialization of traditional products.

Rural economic opportunities

- ❖ 1,400 ethnic minority smallholder farmers received value chain technical assistance in rural areas of Cauca, Valle del Cauca and Chocó.
- ❖ More than \$1.6 million dollars leveraged in public-private funding for two cacao value chain projects in Chocó.

RESULT 4: POSITIVE MESSAGING OF ETHNIC MINORITY ISSUES INCREASED

- ❖ ACIP raised ethnic awareness of thirty-five journalists and opinion leaders from *El Tiempo*, *El Espectador* and Caracol TV.
- ❖ Motivational forums featuring Afro-Colombian role models inspired 435 ACIP beneficiaries in Cali, Barranquilla and Cartagena.
- ❖ One hundred sixteen (116) private sector representatives in Cali and Cartagena gained awareness of exclusive and discriminatory practices in the workplace through ACIP diversity and inclusion workshops.
- ❖ ACIP engaged internationally renowned Colombian singer Carlos Vives who will act as Inclusion Ambassador in a high-impact partnership with USAID.
- ❖ Sixty-seven (67) Afro-Colombian and indigenous communications professionals received training in news coverage and broadcasting techniques as part of the Quibdó Mía communications campaign.

- ❖ ACIP leadership and capacity-building workshops empowered 70 young Afro-Colombian leaders of the Casa del Niño Cultural Association in northern Cauca.
- ❖ ACIP initiated five new projects in Barranquilla, Cartagena and Santa Marta that will strengthen Afro-Caribbean ethnic and cultural identity.

Section III: Progress by Result

RESULT 1: STATE INSTITUTIONAL CAPACITY STRENGTHENED

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

NATIONAL: The Presidential Program for Afro-Colombian Affairs achieved significant advances in enforcing Colombia's Anti-Discrimination Law (Law 1482 of 2011) this quarter. During an ACIP-facilitated national forum, more than 200 Afro-Colombian community leaders met with Colombia's Vice President and representatives of the Ministry of Justice, several departmental and municipal governments, and USAID in order to improve inter-institutional coordination. Concrete outcomes of the forum include the agreement on a work plan with the Public Prosecutors Office and the Constitutional Court and a draft protocol to guarantee effective access to justice for victims of racial discrimination.

In commemoration of the International Women's Day, ACIP supported the High Commissioner for Gender Equity in hosting a national forum on the role of women in peace-building processes in Colombia. While in past years, the forums focused heavily on academic perspectives, this year, the Program provided support to ensure a diverse array of women panelists, including victims of the armed conflict, demobilized guerrilla members, ethnic minority community leaders, and leaders of State institutions such as the Colombian Welfare Agency (ICBF) and several ministries.

PACIFIC: The newly elected governor of Chocó, Efrén Palacios Serna, presented his administration's development plan to the departmental assembly with ACIP assistance. The "*Unidos construyendo desarrollo*" plan will replace the former plan "*Un nuevo Chocó para vivir*" with a strong focus on increasing productivity and competitiveness in rural Chocó. Since ACIP began technical assistance to the departmental government in August 2013 to implement the Procultura Stamp tax collection, Chocó has collected US\$277,435 in tax revenues. The Secretary of Culture is investing these revenues in projects and activities which preserve Afro-Colombian and indigenous cultures. At the municipal level in Quibdó, ACIP supported the Secretary of Finance in implementing the Pasivocol financial management software designed by the Ministry of Finance and began a review of pension payments to current and retired public officials.



ACIP is promoting education in northern Cauca through leveraging Contrato Plan funding and other initiatives such as this youth leadership training pictured above.

Technical assistance to the Northern Cauca Contrato Plan resulted in the leveraging of US\$12.4 million in funding for education and employment initiatives. The first project will improve basic and middle education in 64 low-performing schools in 13 municipalities of Cauca's northern region. It will provide training in innovative education methods to 1,800 teachers and leadership training to 1,500 youth. The second project will increase access to higher education and job opportunities for over 4,300 under-resourced students as well as support to 300 small business initiatives within the community, boosting employment and educational opportunities. These projects are currently in implementation and in the contracting

phase respectively.

ACIP also supported the government of Cauca in drafting a decree formalizing the Departmental Working Group on Afro-Colombian Affairs (*Mesa Departamental Afrocaucana*), a formal association of Afro-Colombian community leaders and government officials committed to improving inclusion of Cauca's Afro-Colombian population. Through ACIP's Result 2, the Program is simultaneously strengthening a number of the organizations who will participate in this working group.

In Cali, ACIP validated Colombia's first ethnic socio-economic information system with communities, academia, and government officials and continued to support the development of a pilot project to improve the economic inclusion of the city's Afro-Colombian population. The system will promote increased inter-institutional coordination, giving rise to effective public policies and employment generation measures in order to grant ethnic groups upward social and economic mobility in a city where more than half a million people self-identify as Afro-Colombian.

CARIBBEAN: Ongoing technical assistance to the Wayuu communities of Zucuramana and Puerto Estrella and to the Ministry of Interior's Office on free, prior and informed consultation (FPIC) led to the development of internal guidelines to govern FPIC in the Alta and Media Guajira. Technical assistance included FPIC trainings for 45 indigenous leaders and a review of five FPIC cases to determine the feasibility of onshore wind power farms and oil mining mega projects that would affect their territory and communities. Based on information collected from these five FPIC cases, the Program has supported Wayuu traditional authorities in creating internal guidelines that govern procedures and methodologies for the Wayuu as well as the institutions involved in the process. Next quarter, the Program will validate these guidelines with the Wayuu Committee for Pact-Making and Dialogue and support the committee in officially submitting the document to the Ministry of Interior. ACIP also improved financial management capacities of six municipalities in Guajira—Barrancas, Hatonuevo, Maicao, Dibulla, Uribia, Manaure—supporting the preparation and submission of their financial transparency and accountability reports (*Rendicion de Cuentas*).

With ACIP assistance, Barranquilla became one of the first cities in the country to pass a public policy to protect Afro-Colombian, Raizal, Palenquera and Black rights and overcome the legacy of racial discrimination.

ACIP continued technical assistance to the High Commissioner for Gender Equality and the municipal governments of Cartagena, Santa Marta, and Barranquilla this quarter in aligning development plan goals and respective budgets with national gender and ethnic public policies. In Cartagena, ACIP facilitated two participatory workshops where approximately 120 ethnic minority community leaders and municipal secretaries of gender incorporated the main points of the national gender equality white paper (CONPES 161)—passed last quarter with ACIP assistance—into specific development plan projects.



Barranquilla's mayor (pictured fourth from left) at ACIP's employment project launch where she first commits to creating a public policy to improve the social inclusion of Afro-Colombians in the city.

Program efforts to strengthen the municipal government of Cartagena this quarter included trainings for 68 public officials who have built capacities to track development plan spending on ethnic groups and increased coordination among the different secretaries within the local government to improve public programs and services for ethnic populations. Also at the municipal level, ACIP continued support to the local government of Santa Marta in developing a draft public policy for Afro-Colombian populations, through participatory sessions with 70 ethnic minority community leaders, ensuring that the document

accurately reflects the needs of the Afro-Colombian population in the city. The municipal administration expects to submit the bill, which will benefit nearly 31,000 Afro-Colombians, to Santa Marta's City Council next quarter.

The Program began technical assistance this quarter to the governments of San Andrés, Providencia and Santa Catalina in designing a system to monitor implementation of the departmental and municipal development plans. The system will allow the local governments to track their development plans using DNP-designed instruments (National Planning Department) in order to improve the effectiveness of public policies, facilitate greater public resource investments for ethnic populations, and keep communities abreast of the progress towards goals and commitments established in the plans.

The Wiwa community of the Kogui–Malayo–Arhuaco collective territory leveraged US\$477,000 in General System of Participation funds (*Sistema General de Participaciones*–SGP) to implement nine projects designed to improve health services using traditional medicine and knowledge, train communities in ancestral practices, and strengthen the traditional education system within the collective territory. Before ACIP intervention started in October 2013, the municipal governments blocked the majority of SGP funds due to legal and technical difficulties.

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

NATIONAL: At the national level, ACIP provided technical assistance to the Land Restitution Unit (LRU) in a pilot program to test its newly designed model to measure damages and infringements on collective territorial rights with nine ethnic communities in the department of Chocó. ACIP and the LRU completed an investigation of infringements on the territorial rights of the Arquía indigenous collective territory in Urabá and began collecting information for subsequent investigations with the La Larga–Tumarado, Pedeguita and Mancilla Afro-Colombian communities of Bajo Atrato and the Cutí, Dogibí, Eyaquera and Tanela indigenous councils of Urabá. The findings will be used to develop cases for submission to restitution judges.

PACIFIC: In Chocó, ACIP completed a ten-month topographical and legal study that clearly defined old and new boundaries of the Afro-Colombian community council of Cocomacia and the urban area of Quibdó, putting an end to a 15-year period of dispute over overlapping land. Consequently, the municipal government of Quibdó can proceed with delayed urban development projects. In turn, by knowing precisely where Quibdó's projects should end, Cocomacia is able to effectively protect their ancestral land rights. ACIP also began a similar study with the Cocomopoca council, which will help the community to clarify boundaries with neighboring indigenous communities.



ACIP land expert and INCODER official present findings of the land study that clarifies overlapping zones in Quibdó.

In Cauca, the Afro-Colombian Community Council of Río Naya and the Embera Eparara Indigenous Council of Río Naya (Joaquincito) progressed towards resolving an ongoing territorial dispute—both populations lay claim to the same land. While the groups had previously made progress through previous ACIP-facilitated inter-ethnic dialogues, the technical team decided to elevate the discussion this quarter by bringing the communities' leaders to Bogotá to meet with INCODER, the Attorney General's Office and the Office of the Ombudsman. As a result, the parties agreed to extend the negotiations until June 30, 2014.

ACIP technical assistance to the Indigenous Council of the Guambía Collective Territory has enabled the organization to advance in one of their most important life plan priorities—creating a land use plan that

contemplates environmental preservation, social development and economic growth. This quarter, the organization formulated and approved an action plan and is currently surveying socio-economic and environmental preservation needs of the Misak communities residing in the collective territory.

Also in Cauca, ACIP's team of legal experts completed technical assistance to 10 indigenous councils of the Regional Indigenous Council of Cauca (CRIC) for clarification of their ancestral territorial rights dating back to the colonial and republican eras. Ten requests were submitted successfully and INCODER is processing the land title conversion.

CARIBBEAN: ACIP's land team completed all field work with indigenous communities in the Sierra Nevada de Santa Marta and made significant progress towards territorial expansion this quarter. ACIP technical assistance has enabled the Kankuamo community to effectively submit a land study to INCODER for a collective territory expansion request. Similarly, the Program completed the topographical survey of the Kogui–Malayo–Arhuaco collective territory which will be used in a territorial expansion request. Over the last two quarters, ACIP has supported Wayuu governing authorities to submit a total of eight land studies (four during last quarter and four this reporting period), along with supporting legal documents, to advance their territory constitution requests. INCODER has committed to issue resolutions on all eight cases during the first half of 2014.

The ACIP-led Raizal land study completed last quarter has proved indispensable for State institutions and local governments in modifying the archipelago's land zoning plan. The study results have also provided the basis for a Raizal land rights protection manual, which ACIP is creating in coordination with INCODER, the governments of San Andrés and Providencia, and the Archipelago Movement for Ethnic Native Self Determination (AMEN-SD). Once finalized, the manual will be published in English, Spanish, and Creole and will be distributed to the Raizal community.

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 organizational strengthening activities this quarter focused on building advocacy capacities of the Women's Council of the National Indigenous Organization of Colombia (ONIC) through strengthening women's networks in Cauca, Valle del Cauca, Huila and Putumayo—departments with large indigenous populations. On February 13-15, the Program promoted ethnic exchange and empowered 48 women from the Nasa, Misak, Kokonuko, Yanakona, Inga and Wounaan communities in a workshop on public policy and ethnic and gender rights.



Women from diverse indigenous communities gather to share experiences and deepen their understanding of public policy development and women's rights.

This quarter, the Program culminated important organizational strengthening work with national Afro-Colombian organizations, including the National Conference of Afro-Colombian Organizations (*Conferencia Nacional de Organizaciones Afrocolombianas – CNOA*), the Black Communities Process (*Proceso de Comunidades Negras – PCN*), and the Association of Displaced Afro-Colombians (*Asociación de Afrocolombianos Desplazados – AFRODES*).

PACIFIC: This quarter, the Program achieved widespread progress in strengthening ethnic community-based organizations and regional networks in the Pacific region through activities that promote gender

equality, territorial autonomy, public policy advocacy, youth empowerment, increased access to public funding, and improving organizational capacities using the Program's organizational evaluation tool EOCA.

ACIP advanced gender equality and empowerment initiatives of three ethnic women organizations and networks in the Pacific region. At ACIP-led workshops in Quibdó, 112 women of the Quibdó Women's Association (*Asociación de Mujeres de Quibdó – ASOMUQUIB*) increased their knowledge of public policies and legislation protecting women's and ethnic rights and monitored funding commitments of Quibdó's first Gender Equality Public Policy, which was passed in March 2012 with ACIP support. The Program carried out a participatory process with the Municipal Association of Women (*Asociación Municipal de Mujeres – ASOM*) in northern Cauca to formulate a four-year action plan that ensures the sustainability of the organization's political advocacy activities. Also in northern Cauca, ACIP technical assistance allowed the Red Munorca organization to feature Afro-Colombian women through publishing and distributing 1,000 copies of its magazine *Tejedoras de Género* (Weavers of Gender), which empowers Afro-Colombian women by raising awareness about their contributions to peace building in the region, and efforts to preserve cultural identity.

In Cauca's Pacific coast, ACIP provided technical assistance to eight women's organizations to develop and submit project proposals to the Ministry of Agriculture's Rural Opportunities Program. The projects are valued at US\$135,000 and will benefit 200 ethnic minority women in the municipality of Guapi.

In Chocó, the Program began support to improve governance and land use and management of one of the largest Afro-Colombian community councils in Chocó, Cocomacoiro, which represents over 20,000 families. This quarter, ACIP dedicated efforts to engaging strategic project partners, including the municipality of Condoto and the Environmental Research Institute of the Pacific (IIAP), and carrying out large-scale awareness campaigns with the communities to ensure active participation in the development of action plans next quarter.

As a result of Program support to the Cauca Regional Indigenous Council (CRIC), the organization has taken an important step forward in its process of becoming a regional environmental, economic and territorial authority—a status that implies State recognition and increased autonomy in environmental preservation and land-use decision-making processes. As part of the second phase of the process, ACIP held an evaluation of CRIC's agro-environmental school by surveying 100 students and used the survey results to create a work plan to strengthen the school's administration and curriculum. In addition, as part of an initiative to improve land use and management, 110 indigenous council members conducted georeferencing surveys of productive agriculture projects in each of the CRIC's nine geographic regions.



Afro-Colombian youth in northern Cauca benefit from capacity-building workshops in formulating differentiated public policies.

The Program's organizational strengthening efforts continued to energize Afro-Colombian youth in northern Cauca this quarter. Seventy Afro-Colombian youth leaders representing ethnic minority groups in Suárez, Buenos Aires, Santander de Quilichao, Caloto, Guachené, Villa Rica, Puerto Tejada, Padilla, Corinto and Miranda received ACIP technical assistance to draft a public policy for the region's youth and producing a magazine to raise awareness of youth public policies. Additionally, through support to ASOCODITA, the Program empowered 400 youth of 10 municipalities in northern Cauca, building their capacity to access public services at the local, departmental and national level.

ACIP assistance enabled the Zanjón de Garrapatero Community Council to secure US\$1.7 million in funding from INCODER to finance an agricultural value chain project in Santander de Quilichao. It also

helped Afro-Colombian organizations improve their relationship with INCODER by securing commitments from the institute to provide technical assistance in project development and to finance the Departmental Working Group on Afro-Colombian Affairs (*Mesa Departamental Afrocaucana*).

ACIP technical assistance has enabled the Association of Community Councils of Northern Cauca (*Asociación de Consejos Comunitarios del Norte del Cauca*–ACONC), an association that represents 20,800 Afro-Colombians, to develop and approve internal regulation documents for 33 Afro-Colombian community councils which will improve self-governance, advocacy, and land rights defense capacities. In another large-scale organizational strengthening project, ACIP successfully transferred skills to UOAFROC, an association of Afro-Colombian organizations in Cauca, through implementing the EOCA with 50 member-organizations and designing capacity-building plans based on evaluation results.

In order to ensure their survival as indigenous communities in an urban context, the Program is strengthening six urban indigenous councils in Cali in partnership with the Municipality. Traditional authorities of the Inga, Kofan, Nasa, Misak, Quichua and Yanakona communities received training on ethnic and human rights defense mechanisms and improved governance capacities. Through assemblies that drew over 920 indigenous community members, the Program supported traditional authorities in developing initiatives to strengthen indigenous law and life plans, thereby combating the fragmentation of ethnic social structures. Also in partnership with the Municipality, urban organizational strengthening efforts with six Afro-Colombian organizations in Cali is centered on raising awareness of legislation protecting ethnic rights, such as Law 70 of 1993, the first law to recognize the Afro-Colombian population's rights to collectively own and occupy their ancestral lands.

CARIBBEAN: In coordination with the University of la Guajira, ACIP completed an unprecedented socio-economic study on the ethno-history, social structures, economic activities, housing, health and education of Maicao's Zenu population. ACIP also supported the Zenu in submitting a proposal to the Ministry of Interior to request formal recognition as an indigenous council, a necessary step to increase its access to public resources and build the council's capacity for strategic planning.



Zenu indigenous leaders at an ethnic rights defense and indigenous law workshop in Maicao.

ACIP continued technical assistance to the Wayuu Painwashi Organization this quarter, helping it to build an information system to store data on seven Wayuu collective territories and building self-governance, strategic planning, and ethnic rights defense capacities of 214 Wayuu leaders.

ACIP continued its organizational strengthening work in the Sierra Nevada de Santa Marta this quarter, supporting the Organization of Indigenous Kankuamo Women and the Kankuamo Legal Advisory to guarantee access to counseling and other psychosocial support for victims of the armed conflict. To date, 30 female victims of the Kankuamo collective territory have accessed the counseling services.

Also in Guajira, ACIP continued assistance to the Wayuu Committee for Pact-Making and Dialogue, which began last November, building its administrative, and management capacity and training 270 traditional authorities from 10 municipalities to understand the Committee's purpose and work. In coordination with ACIP's Result 1 and the Office of Indigenous Affairs of the Ministry of Interior, technical assistance was provided to draft and finalize internal guidelines for an FPIC protocol that the committee will submit to the Ministry of Interior.

Through implementing partner, Cerrejon, ACIP support in Guajira has led to the legal constitution of two citizen oversight committees in Barrancas and Maicao. These committees are responsible for monitoring and controlling developments of two large-scale construction projects in Wayuu collective territories.



The Ma Kankamaná Community Council in San Basilio de Palenque finalized their first internal regulations document.

On March 23, the Ma Kankamaná Community Council in San Basilio de Palenque officially approved their first-ever internal regulation document in an assembly that gathered more than 400 community members. The formalized internal regulations document is critical for the current governing board of the community council, lending it the legitimacy and governing authority that it has been lacking as a result of tension and factions within the organization's leadership in recent years. Also in Palenque, ACIP trainings resulted in improved food handling and processing practices for the Association of Sweets Producers and Ethno-tourism Services (*Asociación de Productores agropecuarios, dulces tradicionales y servicios etnoturísticos de Palenque-Asopraduse*). This support forms part of the Program's

ongoing assistance to build the organization's productive capacity and increase access to wider markets.

ACIP continued integrated support to two Afro-Colombian women's associations, Notablazo and the Network of Afro-Caribbean Women (REMA), in formulating a total of 18 projects to leverage over US\$1.1 million in public funds. REMA's proposals will be reviewed at the next Royalties approval committee (OCAD for its acronym in Spanish) and will benefit women in the Bolívar, Atlántico, Sucre, and César departments.

ACIP implemented the final organizational strengthening phase with the Gavilaneo Community Council in Cartagena this quarter. Final EOCA evaluations reveal a 15 percent increase in the organization's administrative, management and planning capacities. Also in Cartagena, the Program continued support to ASOCOC, beginning a second phase of the project to assist eight community councils in the Rosario Islands in their efforts to gain collective land titles from INCODER. In order to increase the political representation of young Afro-Colombians in Santa Marta, ACIP is building political advocacy capacities of 59 Afro-Colombian youth that belong to the community-based organization AFROSANMAG.

This quarter saw a marked increase in ACIP's work in San Andrés and Providencia. Continuing support to the archipelago's largest and most representative Raizal organization AMEN-SD, ACIP facilitated a planning session for Raizal leaders in anticipation of the Raizal Congress scheduled for August 2014. The Miss Nancy Land organization built the management, organizational and advocacy capacities of Raizal and Afro-Colombian women and youth groups as a means to increase their leadership and political empowerment in ethnic, gender and environmental issues. Mahennie Native Women Foundation began to recover ancestral practices and developed a sustainable agriculture and food security plan, which includes the construction of a hen house, a pigsty, a yard for small livestock (*camuros*) and vegetables. FUNSBOW also enhanced its agricultural practices, incorporating clean production techniques for improved environmental management and recovery of traditional crops. Additionally, ACIP continued its work with the local environmental authority (CORALINA) to foster sustainable development and empower members of ethnic, women and youth organizations to protect and preserve the archipelago's natural resources through improved environmental management practices.



The hen house pictured above is part of ACIP's food security initiative in San Andres.

CENTRAL: The Organization of Raizal People Outside of the Archipelago began discussions with Colombia’s Externado University this quarter to design a post-graduate diploma course geared towards the capital’s Raizal population. ACIP will finance the course as a means to strengthen Raizal cultural identity, especially among youth, and to build leadership capacities to influence public policies that influence the archipelago and the Raizal people.

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, in partnership with the Ministry of Labor, the Program moved forward in an unprecedented nationwide initiative to promote economic inclusion for ethnic minority youth—many of whom are displaced or victims of armed violence in Colombia’s most important cities. Over 4,000 applicants participated in selection processes initiated in Barranquilla, Bogotá and Cartagena; 1,228 of the applicants have been selected to start the job training and placement program. The selected beneficiaries are currently enrolled in courses that will provide them with job skills in diverse areas such as sales and client service, financial administration, logistics, BPO&IT, and hotel and tourism services.



Minister of Labor Rafael Pardo commits to increasing political inclusion of ethnic populations at a press conference on BAV study findings.

Study findings of the Young and Rubicam Brand Asset Valuator (BAV)—a study that measures principal trends in consumption—was presented at a press conference on February 27. ACIP technical assistance to the international marketing agency resulted in the inclusion of an ethnic variable in the study, which has led to findings that portray the Afro-Colombian population as “aspirers” and “succeeders,” breaking prevalent, negative stereotypes of this ethnic group. At the event, the Minister of Labor committed to support a historic affirmative action law that will increase the representation of ethnic groups in government positions.

Through 16 capacity-building workshops in Cartagena, Cali, and Santa Marta, the Program strengthened 11 urban indigenous councils’ capacities to improve economic inclusion and livelihoods of community members by creating viable business plans for marketing traditional products such as coffee, woven bags and other handcrafted products.



Graduation in Cali marks an end to the intensive eight-month long English language workforce development project benefiting 224 young ethnic professionals.

PACIFIC: To date, ACIP’s employment generation projects have generated 151 jobs for ethnic minority youth in Quibdó. The Program’s most advanced project in the city has 98 beneficiaries working at Atento, Quibdó’s first call center. The company has reported clear benefits of ACIP’s job training and placement model, including a staff turnover rate which is lower than Atento’s national average and high satisfaction levels in terms of job performance. In another employment generation project in Quibdó, the Program is working closely with the Chamber of Commerce to identify specific hiring needs for its member companies and customizing workforce development training for beneficiaries. Through this partnership, the Program has

identified 250 new job opportunities and 70 ethnic minority youth are currently receiving training in administration, accounting, marketing and sales, and food preparation. Lastly, the Program has set the foundation for an important economic development project that will attract private sector investment to Quibdó. In partnership with the municipality of Quibdó, the department of Chocó, and the Chamber of Commerce, ACIP is creating the first investment agency dedicated to attracting private sector investment to the region. Through detailed assessments, the Program has identified target sectors, including hotel and tourism, BPO&IT, and trade. Next quarter, ACIP will engage the technical support of Proexport and the Ministry of Commerce to formulate tailored strategies for the region.

In February, 224 Afro-Colombian and indigenous youth in Cali received English proficiency certificates demonstrating an upper intermediate/B1 level in the Common European Framework of Reference for Languages after completing 600 hours of coursework over an eight-month period. Also in Cali, 203 ethnic minority youth have achieved formal labor contracts in 50 different companies in the shoe and leatherworking sector. Forty percent of these beneficiaries have already earned salary increases and are now earning salaries above minimum wage.

CARIBBEAN: Through workforce development and job placement initiatives in Barranquilla, 300 Program beneficiaries have secured jobs in the city's developing health sector, particularly in dentistry, nursing and accounting for medical offices and pharmacies. As part of their training, the beneficiaries participate in monthly health campaigns, called Health Brigades, which allow the beneficiaries to accumulate hands-on experience as well as provide much needed health services to marginalized neighborhoods. During the most recent intervention, a group of trained nurses and dental assistants provided teeth cleanings, vaccines, and blood pressure tests to 453 low-income children and youth. Since the project started in February 2013, the beneficiaries have carried out nine community Health Brigade campaigns and have treated approximately 8,100 adults and children residing in some of Barranquilla's most marginalized neighborhoods.

In Cartagena, 300 ethnic minority youth are on track to take advantage of ever-growing job opportunities in the city's booming hotel and tourism industry. The demand for qualified young professionals in this industry is expected to increase as a result of US\$600 million of investments in new hotel infrastructure in upcoming years.¹ The 150 beneficiaries that have completed the workforce development courses are either working full time or completing their internships at high-end restaurants or five star hotels such as Hilton, Radisson and Hotel Las Américas.

CENTRAL: The Program's urban employment project in Bogotá has made important advances with 391 ethnic youth working in call centers. However, a combination of factors, including long commute times, unpredictable traffic conditions, and precarious housing situations have made it challenging for some beneficiaries to meet company standards leading to above-average desertion rates. Together with the Association of Displaced Afro-Colombians (AFRODES), the Program is addressing this challenge through a wellness program to promote a smooth transition between the training and job phases. The program addresses issues such as punctuality, professional appearance and the professional working environment.



ACIP workforce development beneficiaries have secured internships and formal jobs at Hotel Radisson in Cartagena.

¹ Invest in Cartagena, "Sector Turismo", Available online at: [Accessed 13 February 2014].

Income for rural ethnic minority populations increased.

NATIONAL: ACIP began a comprehensive assessment of the impact, challenges, and lessons learned in rural development projects under the ACIP-INCODER agreement in which the Program implemented 49 food security, value chain, and land titling projects. Conclusions will be presented next quarter in a final document, which will serve as an indispensable roadmap for future INCODER projects with ethnic rural communities. Also on the national front, the Program finalized an agreement with renowned Colombian chef Leonor Espinoza who will lead a series of culinary workshops with rural ethnic communities, using traditional ingredients. The initiative aims to combat poor nutrition and diet in rural areas by diversifying the daily nutritional intake of ethnic minority families in rural areas of Cauca, Valle del Cauca, and Bolivar.

PACIFIC: The Program is fostering economic rural development through four large-scale value chain projects in the Pacific region. This quarter, ACIP has achieved strategic public-private partnerships which have resulted in considerable counterpart funding and a foundation for building commercial relationships that will benefit 1,400 Afro-Colombian and indigenous families in under-developed rural areas of Cauca, Valle del Cauca and Chocó.

In northern Cauca, ACIP engaged strategic private sector actors in cacao, pineapple, mango, coffee, and sugar cane value chain projects which will increase the household incomes of 1,060 Afro-Colombian and indigenous families living in Caloto, Corinto, Guachene, Miranda, Padilla, Puerto Tejada, Villarrica, Suarez, Buenos Aires and Santander de Quilichao. In light of prevalent armed conflict violence in the region, these value chain initiatives provide economic opportunity in a region where income generation alternatives to illicit activities are scarce. This quarter, the Program has focused on building relationships with private sector companies such as Cacao de Colombia, Fairtrasa, Latinoamerica de Chocolates, Projugos, and the International Food Company.



45 indigenous cacao farmers in rural Buenaventura receive over 24,700 cacao saplings.

Two hundred indigenous families in northern Cauca are improving production capacities and product quality through ACIP's berry value chain project. ACIP has facilitated support from State institutions such as SENA and INVIMA to build capacities in food processing techniques and best practices, including hygiene norms and certifications. In March, the Embera Eparara Indigenous Council of Río Naya (Joaquincito) received over 24,700 cacao saplings as part of ACIP's new cacao value chain and food security project, an initiative that addresses the lack of income generation opportunities and high food costs in rural areas of Buenaventura.

In Chocó, ACIP technical assistance for project formulation resulted in the leveraging of more than \$1.6 million dollars in public-private funding for two cacao value chain projects that will improve socio-economic conditions for 269 Afro-Colombian families in rural Chocó. The Program will implement these projects in partnership with SENA, the Institute for Environmental Research in the Pacific (IIAP), the municipal government of Tadó, the Compañía Nacional de Chocolates and the departmental environmental authority Codechoco.

CARIBBEAN: This quarter, the Program's coffee value chain strengthening work with the Kankuamo community in the Sierra Nevada de Santa Marta has resulted in improved pest and disease control, particularly with rust and broca, and learning opportunities to improve production and commercial capacities. During the quarter, ACIP facilitated pest and disease control training for 60 Kankuamo smallholder farmers as well as technical committees for the construction of a new coffee bean storage

center. Additionally, four leaders of the Kankuamo coffee cooperative ASOPROKAN visited the Palma y Tucan Specialty Coffee Growers organization in Cundinamarca to gain experience that will lead to improved coffee production processes, product quality, and direct buyer relationships.

Also in the SNSM, the Program has strengthened the territorial autonomy of the Wiwa community through economic and food security initiatives that take advantage of the growing demand for cacao. The project guarantees food security for 50 Wiwa families who have established cacao, plantain, yucca, corn, and avocado crops. This quarter, with ACIP's agricultural technical assistance, the families have installed an irrigation system, ensuring sufficient water supply to the community's crops.

The Program progressed in an income generation project for families in the San Andres archipelago, prioritizing fishing and tourism activities as main alternatives for economic growth. This quarter, the technical team has supported local fishermen associations in performing organizational evaluations that will serve as a stepping stone for formulating business plans next quarter.

RESULT 4: POSITIVE MESSAGING OF ETHNIC MINORITY ISSUES INCREASED

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

NATIONAL: The Program made significant headway this quarter in implementing an integrated, multi-thronged approach to achieve widespread positive messaging throughout the country. ACIP increased awareness of ethnic issues with 35 journalists, editors, and news writers working for *El Tiempo* and *El Espectador*—the two newspapers with the greatest circulation in the country—and Caracol TV. Concrete outcomes of the workshops included a forum and subsequent feature article in *El Tiempo* on indigenous women leaders and professionals, a front-page feature article on the ACIP-facilitated Diversity and Inclusion Study, and a commitment from the participating journalists to address the underrepresentation of ethnic groups in the media.



ACIP motivates workforce development beneficiaries in Cali through inspirational talks with Afro-Colombian role models. Photo: Courtesy of Fundación Color de Colombia.

Also at the national level, the Program's positive messaging component, in collaboration with Fundación Color, rolled out an important motivational campaign targeting the country's ethnic minority youth and inspiring them with the life stories of Afro-Colombian role models that have similar backgrounds and have achieved economic and social mobility. The three motivational forums that took place this quarter in Cali, Barranquilla and Cartagena allowed 435 ethnic youth—participants of ACIP's workforce development and job placement projects—to see real examples of Afro-Colombian professionals who have struggled with the same obstacles of exclusion, poverty, and limited access to job opportunities. Besides sharing their personal experiences, the speakers gave insight to the corporate perspective of what recruitment and selection specialists are looking for when reviewing resúmenes and

interviewing job candidates. In total, Fundación Color and ACIP will bring together ethnic youth and role models in nine motivational forums that will take place in ACIP's intervention areas.

Positive messaging efforts have also targeted the private sector through the *Chao Racismo* diversity and awareness campaign, which allows private sector companies to assess their policies and practices regarding diversity and to address racial and ethnic discrimination at the workplace. This quarter the Program has built awareness about diversity, inclusion and ethnic rights among 116 private sector representatives, including managers and directors involved in recruitment and selection processes, in three

companies in Cali and Cartagena. The participating companies belong to high-growth sectors, such as apparel and tourism, and some are already contracting Program workforce development beneficiaries. The workshops address ethnic stereotypes, socially accepted exclusionary practices in the workplace, as well as potential benefits that a company can gain from adopting ethnically inclusive practices such as promoting business development through new markets and a positive corporate image. To date, ACIP has reached 289 company employees through the *Chao Racismo* campaign.

The first National Indigenous Soccer Championship, organized by ONIC, gained both national and international attention with the Program's strategic communications support. Carlos Valderrama's role as the technical director and official spokesperson for the championship has attracted both national and international media, which included coverage in *Semana* magazine as well as in a BBC special coverage (programmed to air in June with the launching of the 2014 FIFA World Cup).



Carlos Vives and ACIP Program Director Sergio Rivas meet to discuss USAID-Vives partnership objectives.

Building upon the strategy of engaging high-profile celebrities as a mouthpiece for ethnic diversity, the Program is preparing to launch a high-impact partnership between USAID and internationally renowned Colombian singer Carlos Vives. Chosen for his high-profile social standing, potential to influence public opinion, and his commitment to promoting multiculturalism in Colombia, USAID will publicly name him Inclusion Ambassador. In preparation for the event, ACIP has engaged in six meetings with Vives to align him with the Program's objectives, and deepening his understanding of the political, social, and economic exclusion that ethnic populations face in Colombia.

PACIFIC: The Program supported the municipality of Quibdó in making concrete advances in its Quibdó MIA campaign by facilitating effective coordination with ethnic minority communications professionals and organizations. This quarter, 67 Afro-Colombian and indigenous communications professionals received training in news coverage and broadcasting techniques such as performing interviews and creating radio and television program content. Through Quibdó MIA, the government of Quibdó is spreading positive messages about Afro-Colombian and indigenous contributions to Quibdó's economic and cultural development as well as messages about self-identification and ethnic identity.

On February 16, 70 young Afro-Colombian leaders of the Casa del Niño Cultural Association (ACCN) in northern Cauca graduated from a training program focused on building capacities for public policy advocacy, project formulation, and communications outreach. In addition to building ACCN's organizational capacities, the Program is motivating its youth members to foment ethnic identity and political advocacy through the organization's radio program *Wake Up Youth*.



ACIP is supporting CRIC in creating videos that spread positive messages on indigenous culture and ethnic identity in Cauca.

In light of negative media coverage of recent confrontations between indigenous communities and armed groups in Cauca, the Program is supporting CRIC's AMCIC Network in protecting their ethnic identity through videos that spread positive messages about indigenous culture, values, and history. Additionally, the project has improved the organization's broadcasting capacities with updated equipment, including a soundproof recording studio, desks, and electric wiring systems.

CARIBBEAN: Result 4 significantly grew its project portfolio this quarter in the Caribbean region with five new projects spanning the cities of Barranquilla, Cartagena, and Santa Marta. The projects focus on strengthening Afro-Caribbean cultural identity, particularly, through improving Palenquera representation in the cultural industry, increasing the Afro-Colombian communities’ knowledge of legislation protecting ethnic rights and cultural heritage, research for developing ethno-educational materials, strengthening community radio platforms, and implementing a communications campaign, which increases awareness of Afro-Colombian territorial rights in Cartagena. In total approximately 200 Afro-Colombian community leaders and youth will benefit from these new projects.

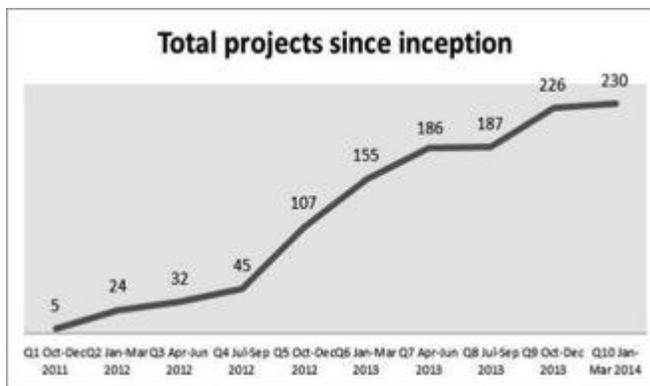
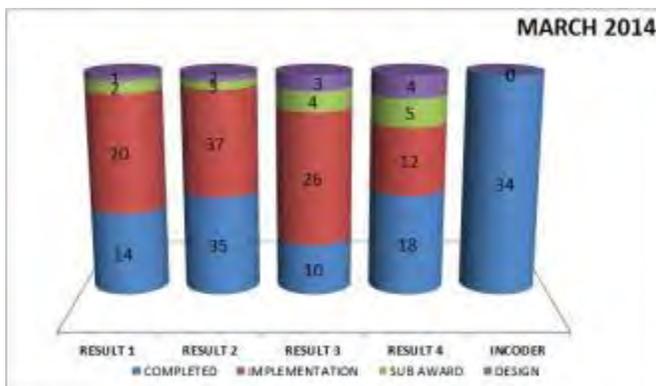
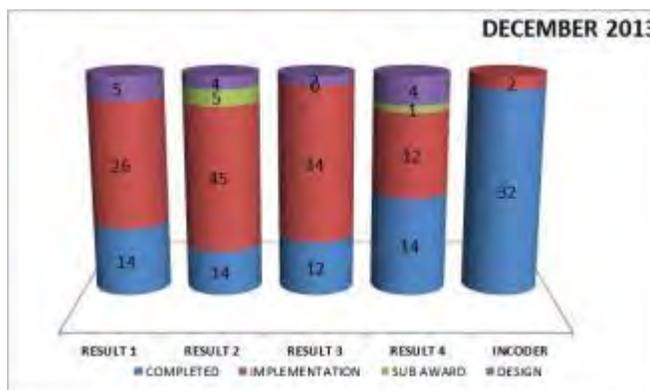
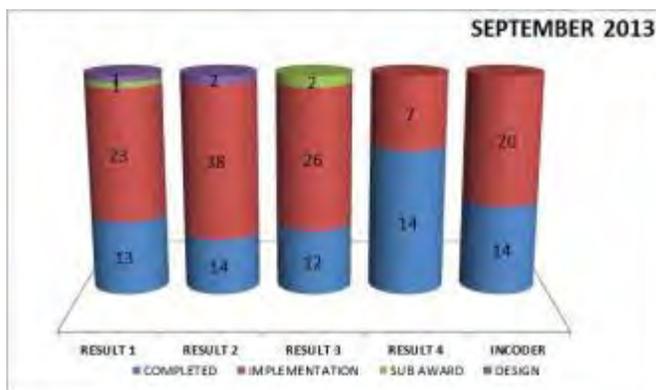
Section IV: Portfolio Breakdown

This section consists of a breakdown of ACIP’s portfolio for the quarter by result and implementation status. As of March 31, 2014, ACIP had a total of 230 projects in its portfolio. Currently, 10 project ideas and requests for assistance are in final design by the ACIP technical team, 14 projects are in sub-awarding process, 95 projects are under implementation, and 111 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	1	2	3	4	0	10
SUB AWARDING	2	3	4	5	0	14
IMPLEMENTATION	20	37	26	12	0	95
COMPLETED	14	35	10	18	34	111
TOTAL	37	77	43	39	34	230

*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 21 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	20	1
Previous Quarters	137	43
TOTAL	157	44

Field visits were conducted to eight projects with the aim of: (1) promoting active community participation in the review of each environmental management plan (PMA) generated for productive and economic security activities, (2) conducting monitoring of the implementation of the approved 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 sites visited included the SNSM in January; San Andrés and northern Cauca in February; and northern Cauca and Valle del Cauca in March.

Geographic Information Systems (GIS). The ACIP GIS specialist visited project sites located in the departments of San Andrés and Cauca to train members of three sub-implementer teams on how to collect geospatial data with global positioning systems (GPS) and social cartography. 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 250 Afro-Colombian and indigenous families benefitting from productive and economic security projects in rural areas. To complement the information collected by ACIDI/VOCA and its sub-implementers, ACIP has supplemented its geographic information system with GOC official thematic maps related to the Multidimensional Poverty Index (*Índice de Pobreza Multidimensional*, or IPM), census data, victims' data, and geographical boundaries of ethnic collective territories in Program intervention areas.

Indicators. Progress on quarterly indicators was collected, reviewed, consolidated, and uploaded into the USAID/Colombia Monitor system for over 80 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 ACIDI/VOCA M&E files.

In March 2014, USAID approved a revised PMEP for the Program. The revision was necessary in order to incorporate targets for impact indicators using information garnered from the ACIP baseline implemented by the USAID/Colombia M&E Program. Secondly, in coordination and agreement with USAID, it was decided to review the PMEP to ensure that (a) the targets reflected Years One and Two of implementation and (b) life-of-project goals were adjusted to incorporate knowledge gained during the development of the Year Three work plan, which was designed under a collaborative approach involving Afro-Colombian and indigenous community leaders, institutional partners, and private-sector allies. Thirdly, upon USAID's request, an indicator was added to the PMEP. Below is a list of the newly revised

indicators, including their reporting frequencies and life-of-project goals. ACIP's reporting responsibilities correspond to indicators 1-24, while indicators 25-30 correspond to USAID/Colombia.

#	Indicator Title	Frequency	LOP Goal
1	Number of State official training participants	Quarterly	1,300
2	Number of State entities supported	Annually	57
3	Number of public policies adopted to promote equality	Annually	76
4	Number of State information systems improved	Annually	20
5	Number of FPIC cases supported	Annually	30
6	Number of community leader training participants	Quarterly	17,000
7	Number of ethnic organizations supported	Annually	200
8	Average % change in EOCA score among ethnic organizations	Annually	40%
9	Number of land cases supported	Quarterly	60
10	Number of collective territories formalized	Annually	25
11	Number of rural hectares formalized	Annually	200,000
12	Number of households with formalized land	Annually	23,000
13A	Number of persons completing USG-funded workforce development programs	Quarterly	10,500
13B	Number of participants in rural value chain and productive best practices training	Quarterly	3,000
14	Number of persons gaining formal employment	Quarterly	10,000
15	Number of rural households benefiting directly from USG intervention	Quarterly	9,500
16	Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources	Annually	60%
17	Number of private-sector participants in diversity and inclusion training	Quarterly	800
18	Number of private-sector firms that develop a diversity protocol	Annually	100
19	Average % 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	Number of positive messaging initiatives supported	Quarterly	100
21	Number of cultural heritage protection initiatives supported	Quarterly	33
22	Number of persons trained in ACIP-funded trainings	Annually	25,000
23	Public funds leveraged	Bi-annually	US\$1.43B
24	Private-sector funds leveraged	Bi-annually	US\$13M

25	Average % change in score of Assessment of State Institutional Capacity for Attention to Ethnic Minority Needs among targeted State institutions	BL,ME,FE	30% (i.e. 60.9%)
26	Average % change in proportion of women holding leadership positions in targeted Afro-Colombian and indigenous organizations	BL,ME,FE	20% (i.e. 34.3%)
27	Average % change in proportion of youth holding leadership positions in targeted Afro-Colombian and indigenous organizations	BL,ME,FE	20% (i.e. 17.2%)
28	Average % change in estimated income of Afro-Colombian and indigenous families in targeted rural areas	BL,ME,FE	25% (i.e. COP\$649.385)
29	Average % change in perceptions of Afro-Colombian and indigenous persons of their socio-economic and political inclusion	BL, FE	8% (58.6% urban, 13.1% rural)
30	Proportion of survey respondents reporting improved understanding of ethnic issues	BL,ME,FE	10% (i.e. 29.5%)

YEAR THREE Quarter Two		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	117	1,118	1,300	86%	
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	3,514	12,829	17,000	75%	
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	38	48	60	80%	
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	1,530	2,920	10,500	28%	
13B Participants in rural value chain and productive best practices training	Quarterly	0	1,096	395	1,491	3,000	50%	
14 Persons gaining formal employment	Quarterly	0	305	729	1,034	10,000	10%	
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	221	445	800	56%	
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	0	13	33	39%	
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\$5.5M	US\$1.42B	US\$1.43B	100%	
24 Private-sector funds leveraged	Biannually	US\$1M	US\$9M	US\$4.5M	US\$14.6M	US\$13M	112%	

ACIP in Numbers

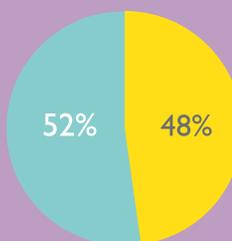
YEAR THREE Quarter Two

1: Number of State official training participants

Year Three Goal	Q1	Q2	Year Three Achievements
159	20	97	117



Entity Level of Training Participants



Sex Disaggregation

6: Number of community leader training participants

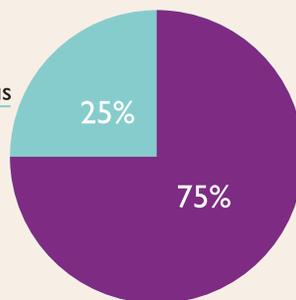
Year Three Goal	Q1	Q2	Year Three Achievements
4,685	2,718	796	3,514



71%

YOUTH 53%

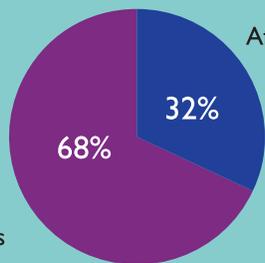
Indigenous



Afro-Colombian

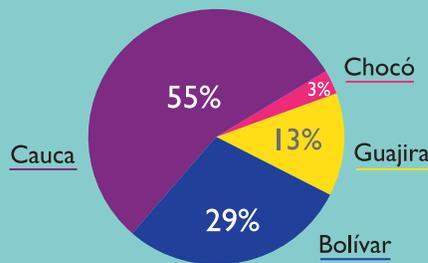
9: Number of land cases supported

Year Three Goal	Q1	Q2	Year Three Achievements
33	0	38	38



Indigenous Cases

Afro-Colombian Cases



Cauca

Bolívar

Chocó

Guajira

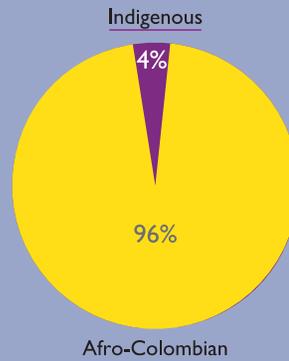
YEAR THREE
Quarter Two

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

Year Three Goal	Q1	Q2	Year Three Achievements
2,800	1,193	337	1,530



YOUTH
72%



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

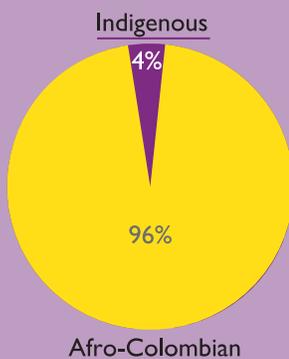
Year Three Goal	Q1	Q2	Year Three Achievements
1,260	93	302	395



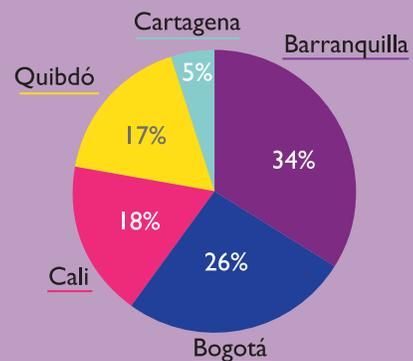
YOUTH
6%

14: Number of persons gaining formal employment

Year Three Goal	Q1	Q2	Year Three Achievements
3,000	0	729	729



YOUTH
84%

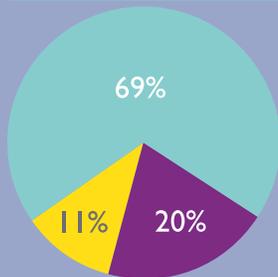


YEAR THREE
Quarter Two

15: Number of rural households benefiting directly from USG intervention

Year Three Goal	Q1	Q2	Year Three Achievements
2,700	2,366	181	2,547

Male-and-Female-Adult HH

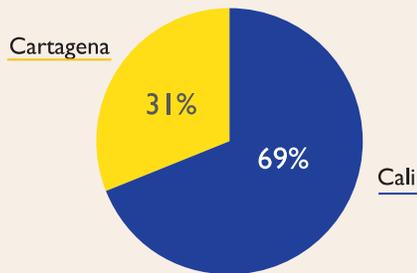


Female-Adult-Only HH

Male-Adult-Only HH

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

Year Three Goal	Q1	Q2	Year Three Achievements
401	84	137	221



10% directors & managers

8% HR employees

20: Number of positive messaging initiatives supported

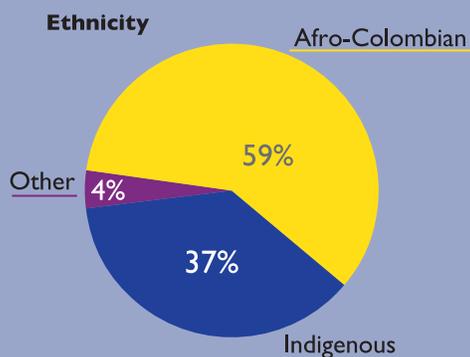
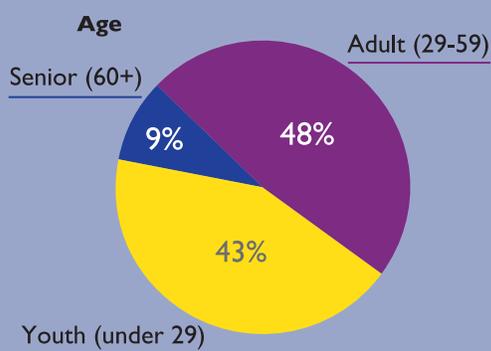
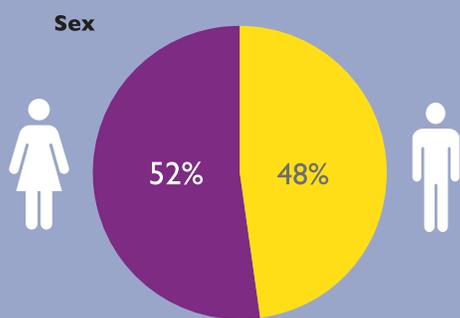
Year Three Goal	Q1	Q2	Year Three Achievements
24	9	6	15



YEAR THREE
Quarter Two

22: Number of persons trained in ACIP-funded trainings

LOP Goal	Year One Achievements	Year Two Achievements	LOP Achievements
25,000	464	8,576	9,040



In the revised PMEP approved by USAID in March 2014, an indicator was added to track the number of persons who have attended ACIP-funded trainings across the Program’s multiple Results, projects, and years of implementation. For the purposes of this indicator, the data from the following indicators is analyzed by utilizing each participant’s national identity document (*cédula de ciudadanía, registro civil, or tarjeta de identidad*) to determine the number of unique individuals with non-repeated identity documents who have participated in one or more ACIP-funded trainings:

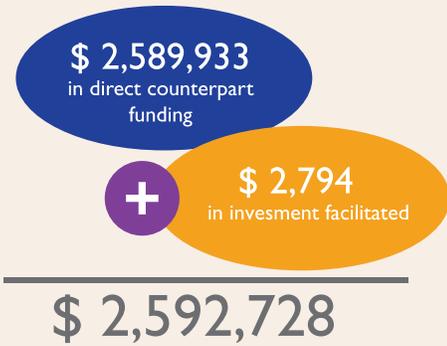
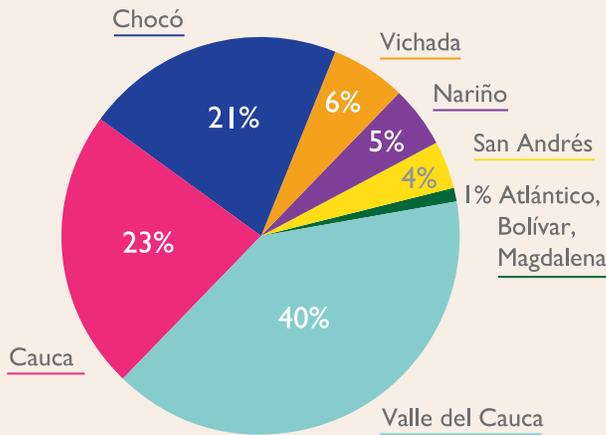
- Ind. 1: Number of State official training participants
- Ind. 6: Number of community leader training participants
- Ind. 13A: Number of participants completing USG-funded workforce development programs
- Ind. 13B: Number of participants in rural value chain and productive best practices training
- Ind. 17: Number of private-sector participants in diversity and inclusion training

During Year One of the Program, 464 unique persons participated in training. During Year Two 8,576 unique persons participated in training. Combined, during the first two years of the Program, 9,040 unique persons participated in training. As this is an annual indicator, the progress in Year Three will be reported in the October 2014 quarterly report.

YEAR THREE
Quarter Two

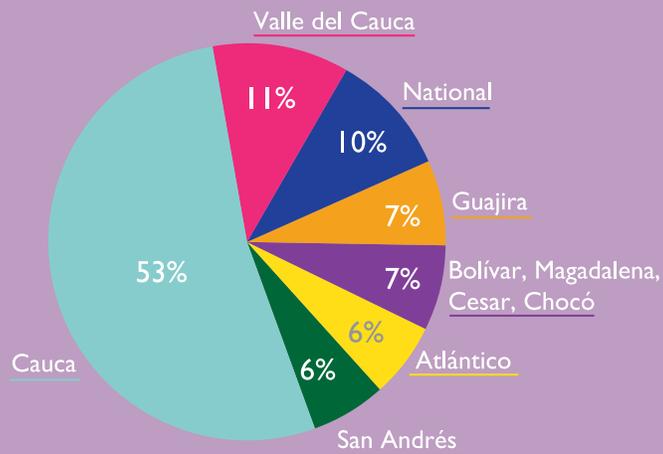
23: Public funds leveraged

Year Three Goal	Q1	Q2	Year Three Achievements
\$4 million	\$2.9 million	\$2.6 million	\$5.5 million



24: Private-sector funds leveraged

Year Three Goal	Q1	Q2	Year Three Achievements
\$1 million	\$3.6 million	\$955 thousand	\$4.5 million



Indicator 21: Number of cultural heritage protection initiatives supported. The initiatives for the preservation and protection of cultural heritage that are currently receiving Program support will be reported once ACIP support to each initiative has ended. Progress during this quarter is 0.

Section VI: Communications

The Program scaled up its outreach work this quarter, spreading positive messages about Afro-Colombian and indigenous communities and achieving considerable media coverage to raise awareness and understanding of Afro-Colombian and indigenous populations. ACIP raised awareness of Program events, achievements, and issues that directly affect ethnic minority communities through 192 media placements in national, regional and local media outlets during the quarter.

This quarter, the Strategic Communications Team (SCT) updated content and received USAID approval for 11 briefers: overall Program information, INCODER, Rural Development, Afro-Colombian Population, Indigenous Population, Public-Private Partnerships; and Result 1, 2, 3, and 4. In addition, the SCT completed two one pagers on gender and youth activities (these materials can be found at (<http://www.acdivoca.org.co/>)). As part of ACIP's efforts to increase awareness of Program developments, the SCT produced three monthly reports highlighting the most noteworthy advances to share with partners and stakeholders in Washington D.C. and Bogotá. ACIP project progress was also communicated through 24 weekly highlights in English and Spanish informing USAID, ACDI/VOCA headquarters and the general public of Program achievements. Finally, the SCT produced two success stories this quarter (**see Annex D**).

To ensure a consistent branding strategy throughout the Program's diverse projects, the SCT provided branding and marking training to one Raizal and one indigenous beneficiary organization. The Program's website registered 2,280 new unique visitors this quarter.

Section VII: Program Management

ACDI/VOCA's corporate Chief Executive Officer and Vice President visited Colombia in February, meeting with program beneficiaries, staff, public and private sector stakeholders, the Director of USAID in Colombia, other USAID representatives, and GOC officials. The visit served as a preliminary review of projects before ACDI/VOCA's Board of Directors visit scheduled for October 2014.

In terms of staffing, three new positions were created and filled this quarter: two administrative positions (San Andrés and Bogotá) and one contracts and grants specialist (Bogotá). Three people left the Program and an additional three were hired to fill existing vacancies in administration, human resources, and accounting.

The administration and operations team conducted a review of market rates of all service providers including hotels, travel agencies and cellular phone services, ensuring competitive contracted rates for 2014. The IT staff provided preventative maintenance to 99 computers and installed additional RAM in order to increase the machines' lifespans, improve performance and reduce the need to procure new equipment.

ACIP continued to enhance the SIACIP information system this quarter, designing an M&E module that allows for the upload and approval of forms and indicators and began developing a contracts and grants module. The IT staff also procured and installed online software tools in each of the regional offices, designed a technical support plan in order to improve services to the regional offices and implemented a SharePoint web-based form to track requests for technical support.

The contracts and grants team trained 20 sub-grantees on sub-award management, cost principles, and applicable USG regulations. Additionally, it performed financial/operational reviews of four organizations.

The finance team trained six new grantees (four Afro-Colombian and two indigenous organizations) in the city of Cali and Raizal organizations in San Andrés in topics related to basic financial skills, accounting, developing administrative guidelines, and creating financial reports. The team conducted a comprehensive review of one of ACIP's largest subcontracts, Gente Estratégica in Barranquilla, and completed responsibility studies of four organizations.

Section VIII: Looking Forward

National. ACIP is preparing to launch a dynamic strategic partnership between Grammy-award winning singer songwriter Carlos Vives and USAID. As USAID's Inclusion Ambassador, Vives will partner with ACIP to raise awareness of ethnic populations through programmed project visits and participating in major Program events. Additionally, Vives will act as a mentor for five to ten selected Afro-Colombian and indigenous musical groups, providing technical assistance and increased visibility. Also at the national level, the Program expects to reach an agreement with two commercial banks (Bancolombia and Davivienda) to promote financial education in low-income populations through mobile technology-based financial services. Next quarter, the Program plans to boost diversity and inclusion initiatives in the private sector through training for management-level and human resources personnel of 60 companies.

Pacific. ACIP will continue its work with women and youth having identified two new women's organizations to receive organizational strengthening assistance in Chocó. In Quibdó, ACIP expects to see marked progress in developing the investment promotion agency in Quibdó through the contracting of a management team. In rural Chocó, the Program will begin a large-scale cacao value chain project benefiting 104 Afro-Colombian and 45 indigenous families in Tadó, Chocó. In Cali, ACIP will begin a new employment project in the leatherworking industry, building on the success of the CDP de Cuero project.

Caribbean. The Program will continue to grow its presence in San Andrés and Providencia with artisanal fishing and ecotourism value chain projects and a positive messaging initiative slated to begin next quarter. In Guajira, ACIP will begin organizational strengthening support to a Wayuu artisan association (*Asociación de Artesanas de la Zona del Río Ranchería Kanás*), which will enable 23 Wayuu families to improve their livelihoods without losing their cultural heritage and identity.

Central. ACIP plans to significantly increase institutional and organizational strengthening support to the municipal government of Medellín and ethnic organizations in the city. Technical assistance will target public policy formulation and increased political representation of ethnic groups.

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 (ASOYOGÉ)	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 Palabreros 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

C. ACIP in the News

Afros e indígenas colombianos en el radar de los E.E.U.U



Afros e indígenas colombianos en el radar de los E.E.U.U (Foto: Colprenta/ VANGUARDIA LIBERAL)



Cartagena busca sus raíces afro

JOSÉ NAVIA ESPECIAL PARA COLPRENSA (CARTAGENA) | 15 DE MARZO DE 2014



Población indígena Wayuu recibirá formación en procesos de gestión e incidencia política, económica y social

PUBLICADO EL 14 MARZO 2014

Promedio 0.00 (0 Calificaciones)

Me gusta 0

Twitter 0

Pin it Share

Hora: 09:41 a.m

Con el fin de fortalecer las capacidades de gestión, participación e incidencia política y económica de la Mesa de Diálogo y Concertación Wayuu, hoy en Unbia, La Guajira, el Programa Para Afrodescendientes e Indígenas de la Agencia de los Estados Unidos para el Desarrollo Internacional, USAID, en alianza con el Ministerio del Interior y de Justicia lanzarán en el resguardo de la Media y Alta Guajira el Proyecto de Fortalecimiento de la Mesa de Diálogo y Concertación para el Pueblo Wayuu Colombiano.

El proyecto, que se viene implementando con la Mesa de Diálogo y Concertación del Pueblo



LOCAL Martes 04 de Febrero de 2014 - 12:10am

“Con política pública, los afro vamos a ser visibles”



Foto: Prensa Alcaldía

Joseta Cassiani, secretaria de Gobierno; la alcaldesa Distrito, Elsa Mosquera, la secretaria de Gestión Social, Karen Abadín, y al gerente de Proyectos Especiales, Alfredo Carbonell, durante la presentación de la política pública para la población afro.

220 JÓVENES DE ORIENTE AHORA SON BILINGÜES

Por REDACCIÓN - Cali | 25/02/14

Recomendar **Compartir** 45 personas recomiendan esto. Regístrate para ver qui recomiendan tus amigos.



Foto: Juan Pablo Rueda Evaristo

El Programa 'Avanza' benefició a 220 jóvenes.



EL GRUPO DE ESTUDIANTES RECIBIÓ EL DIPLOMA QUE LOS CERTIFICA COMO BILINGÜES

Ellos fueron beneficiarios del programa 'Avanza', dirigido a la comunidad afro e indígena, liderado por el gobierno de los Estados Unidos, a través de la agencia para el Desarrollo Internacional (Usaid), la Alcaldía de Cali, el Centro Cultural Colombo Americano y la Cámara Colombo Americana (Amcham).

“Es una oportunidad importante. Será un plus a la hora de encontrar un trabajo, en mi inicio al mundo laboral”, dijo Cristian Mosquera, uno de los graduados.

La iniciativa se desarrolló de manera gratuita con jóvenes de las comunas 3, 14, 15, 16 y 21, y una de las iniciativas era fomentar la empleabilidad, equidad y desarrollo de los vallecaucanos.

“Es una apuesta a la igualdad. Queremos que en la ciudad, afros

Like 0 **Compartir** |

“Es hora de una mayor autonomía indígena”

ARTÍCULO | FEBRERO 21, 2014 - 12:20AM



“Ya es hora de que el Estado colombiano dé un paso real para que los pueblos indígenas ejerzan plenamente el derecho a la autonomía y asuman la responsabilidad plena en el manejo de los asuntos públicos en sus territorios como lo que son: entidades y autoridades públicas de

B. Success Stories

SUCCESS STORY

‘Getting ahead’ at new state-of-the-art clinic

USAID is providing workforce development training and job placement for 300 Afro-Colombian youth in Barranquilla’s growing health sector.



ACIP’s workforce development project has allowed Samy to develop the necessary skills to work in one of Barranquilla’s top health clinics.

“I am so grateful to be working here. Any work is dignified work but for someone who has dreams like I do, someone who wants to get ahead, this job is helping me to achieve my dreams.”

Samir Berrio Padilla, workforce development beneficiary.

With his positive attitude and a strong work ethic, Samir “Samy” Berrio Padilla has won over his colleagues, clients and supervisors at Portoazul Clinic in Barranquilla—one of the most modern and specialized clinics in the country.

Samy exudes a sort of self-confidence that only comes with having overcome obstacles. Born in San Onofre in the heart of Colombia’s conflictive Montes de María region, Samy moved to Barranquilla to study computer repair after high school, then on to Putumayo—a region affected by armed conflict in the extreme south of the country—to complete his required military service. Finally, he headed to Bogotá where he hoped to put his high school diploma, certificate in computer repair, and military experience to work.

However, his lack of professional work experience combined with pervasive racial and class discrimination in the formal job market barred Samy from securing even a job interview. Pressed to earn a living, he accepted the first job he could find working in construction and shared a small apartment with several roommates in order to save up to go back to school.

Samy received a phone call one day from a family friend in Barranquilla who told him about the Afro-Colombian and Indigenous Program (ACIP), a USAID initiative to increase economic opportunities for 300 Afro-Colombians through workforce development and job placement in the city’s health sector. Although he thought it sounded too good to be true, he left his construction job and caught a 22-hour bus ride back to the coast.

It turned out that USAID’s workforce development program was targeting people exactly like Samy—ethnic minority youth who, despite being hardworking and driven, struggled to access formal job opportunities. Samy’s excellent test scores and successful interviews landed him a spot in the Program’s health administration track; the Program’s public-private alliances with Barranquilla’s leading clinics and health institutions allowed Samy to seamlessly transition from eight months of accounting and administration courses to an internship in the billing department at Portoazul. Samy’s positive attitude has even opened the door for other disadvantaged Afro-Colombian youth—his internship coordinator is already requesting more ACIP program beneficiaries.

Even as a child, Samy recalls saying that he would “*salir adelante*”, or get ahead in life. For the first time, 23-year-old Samy is speaking about his future in more concrete terms. Now, ‘getting ahead’ means moving up in the health sector and using the administrative and finance skills he is learning now to one day open his own business.

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

SUCCESS STORY

GIS technologies empower new generation of indigenous leaders

USAID initiative allows indigenous groups in northern Cauca improve governance of ancestral lands with GIS technologies.



In northern Cauca, indigenous youth, like Nasly Ribera, have gained Geographic Information System (GIS) technology and map-making skills.

“I want to continue studying map-making technologies now that I can see how powerful maps are as tools for our community.”

Nasly Ribera, ACIP organizational strengthening beneficiary

While most 21-year-olds are checking social networking updates, Nasly Ribera spends her free time using georeferencing software to make maps, “I have more important things to do” she claims. As a student earning a degree in Education at the local university, the Geographic Information System (GIS) project coordinator at the Northern Cauca Association of Indigenous Councils (*Asociación de Cabildos de Norte del Cauca – ACIN*), and as the mother of a one-year-old son, Nasly, indeed, has more than enough responsibilities and important things to do.

Nasly is one of 30 indigenous youth of the Nasa community who received training in GIS technologies and map-making programs such as ArcGis and Autocad through the USAID-financed Afro-Colombian and Indigenous Program to create a community information system that will strengthen the self-governance and territorial defense of Nasa indigenous communities in northern Cauca. The region is characterized by recurrent armed conflict violence that has forced numerous Nasa families off of their land while a growing number of mining projects have also affected indigenous ancestral territorial rights.

Nasly explains that what is most exciting about the information system and maps is that they allow the community to have a more in-depth knowledge of their territory, which is irrevocably tied to the Nasa identity. She remarks, with wisdom beyond her 21 years, “one must know where they come from, where their roots are, in order to achieve personal autonomy.”

Over the course of one month, with the GPS tools in hand, Nasly, along with one other project partner, explored approximately 900 hectares, registering the exact locations of homes, farms, schools, health clinics, sacred Nasa sites and geological characteristics such as mountains, rivers and natural water sources. “As a result of this georeferencing process”, Nasly comments, “we now know exactly where our community members live; we have precise population statistics, how many hectares of land they possess, what they have planted on their land, the animals that they have. All of this is invaluable information.”

Using the new data and updated mapping software, traditional authorities of ACIN can now generate official, accurate maps that serve as tools for planning in environmental preservation, infrastructure and social program development, and in territorial rights defense processes such as free, prior, and informed consultation (FPIC).

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