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Afro-Colombian and Indigenous Program (ACIP)

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SUBMITTED TO:

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

SUBMITTED BY:

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

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

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

Acronyms

ACILLORO	Asociación de Cabildos Indígena de Lloró
ACIN	Asociación de Cabildos Indígenas de Norte del Cauca
ACIP	Afro-Colombian and Indigenous Program
ACIRTA	Asociación de Cabildos Indígenas del Resguardo de Tarena
ACITADO	Asociación de Cabildos Indígenas de Tadó.
ACONC	Association of Community Councils of northern Cauca
ADACHO	Asociación de Desplazados de Chocó
ADEL	Agencia para el Desarrollo Económico Local
AFRODES	Asociación de Afrocolombianos Desplazados
AFROSANMAG	Asociación de Afrodescendientes de Santa Marta
AJUAP	Asociación Juvenil Unidos por Amor al Pueblo
AJUDEC	Asociación de Jóvenes Unidos Por El Desarrollo De Condoto
AMCIC	Asociación de Medios de Comunicación Indígena de Colombia
ANDI	Asociación Nacional de Empresarios de Colombia
ANSPE	Agencia Nacional para la Superación de la Pobreza Extrema
APA	Asociación de Periodistas Afros
APS	Annual Program Statement
ASOCODITA	Mesa Juventud Afronortecaucana
ASOCASAN	Consejo Comunitario Mayor del Alto San Juan
ASOCOC	Asociación de Consejos Comunitarios de Cartagena
ASODEBA	Asociación de Desplazados de Bagadó
ASODETA	Asociación Desplazado de Tadó
ASOM	Asociación de Mujeres ASOMUBA
	Asociación de Mujeres de Bagadó
ASOMUPA	Asociación de Mujeres de Palo de Agua
ASOMUQUIB	Asociación de Mujeres del Municipio de Quibdó
ASOREWA	Asociación de Cabildos Indígenas Emberá, Waunaan, Katío, Chamí y Tule del Departamento del Chocó
ASOPRODUSE	Asociación de Productoras de Dulces
ASPRODEMA	Asociación de Productores de Medio Atrato
ASPROFINCA	Asociación de Productores de Finca Tradicional
BPO&IT	Business Process Outsourcing and Information Technology
CAMAIBO	Cabildo Mayor Indígena de Bojayá
CBO	Community-based organization
CNOA	Conferencia Nacional de Organizaciones Afrocolombianas
CIMA	Cabildo Indígenas del Medio Atrato
CIT	Confederación Indígena Tayrona
COCOILLO	Consejos Comunitarios de Comunidades Negras de Lloró
COCOMACOIRO	Consejo Comunitario Mayor de Condoto y Río Iró
COCOMACIA	Consejo Comunitario Mayor de la Asociación Campesina Integral del Atrato
COCOMAN	Consejo Comunitario Mayor de Nóvita
CONSPRELLO	Fundación Construyendo Presente para Lloró
COOPWACE	Cooperativa Multiactiva Indígena Wayúu
CORALINA	Corporación para el Desarrollo Sostenible del Archipelago de San Andres, Providencia y Santa Catalina.

CORPOICA	Corporación Colombiana de Investigación Agropecuaria
CRIC	Consejo Regional Indígena de Cauca
CRICH	Consejo Regional Indígena del Chocó
CSO	Civil Society Organization
CTC	Consejo Territorial de Cabildos
DANE	Departamento Administrativo Nacional de Estadística
DNP	Departamento Nacional de Planeación
EOCA	Ethnic Organizational Capacity Assessment
ESAP	Escuela Superior de Administración Pública
FEDEOREWA	Federación de Asociaciones de Cabildos Indígenas del Chocó
FINAGRO	Fondo para el financiamiento del sector agropecuario
FONADE	Fondo Nacional de Desarrollo
FPIC	Free Prior and Informed Consultation (<i>consulta previa</i>)
FUNDASET	Fundación para el Desarrollo Agrícola, Social y Tecnológico
FUNDECO	Fundación para el Desarrollo de los Colombianos
FUNSBOW	Fundación para el Desarrollo Sostenible Bowden
GOC	Government of Colombia
HH	Households
ICBF	Instituto Colombiano de Bienestar Familiar
INCODER	Instituto Colombiano de Desarrollo Rural
IPA	Investment Promotion Agency
LRU	Land Restitution Unit
MARD	Ministry of Agriculture and Rural Development
MEO	Mission Environmental Officer
MOL	Ministry of Labor
NGO	Non-governmental Organization
OBAPO	Organización de Barrios Populares
OCAD	Órganos Colegiados de Administración y Decisión
OGT	Organización Gonawindua Tayrona
OIK	Organización Indígena Kankuama
ONIC	Organización Nacional Indígena de Colombia
PCI	Programa contra Cultivos Ilícitos
PCN	Proceso de Comunidades Negras
PMA	Plan de Manejo Ambiental (Environmental Management Plan)
PPA	Programa Presidencial para Asuntos Afrodescendientes
PPI	Programa Presidencial para Asuntos Indígenas
RECAO	Red de Comunicadores, Comunitarios, Culturales y Ambientales del Occidente)
REDMUNORCA	Red de Mujeres del Norte del Cauca
REMA	Asociación de mujeres afro del Caribe
SENA	Servicio Nacional de Aprendizaje
SGP	Sistema General de Participaciones
SNSM	Sierra Nevada de Santa Marta
UNIPA	Unidad Indígena del Pueblo Awá
UOAFROC	Unidad de organizaciones afrocaucanas
UATUA	Unidad de Planificación de Tierras Rurales, Adecuación de Tierras y Usos Agropecuarios
USAID	United States Agency for International Development

“The Youth Public Policy is a dream that we have been developing for the past ten years, today, thanks to Mayor Zulia Mena and the technical assistance of USAID we will be able to finalize this policy and an action plan that will drastically improve our quality of life.”

Cleider Palacios Berrio
Afro-Colombian youth leader
and ACIP Consultant

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 ACIDI/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 section; later on July 27, 2012 to incrementally fund the award; on October 26, 2012 to update the program description; on August 16, 2013 to modify the target of the program’s formal employment indicator; on January 14, 2014 to incrementally fund the award and incorporate a standard provision on trafficking in persons; and on December 12, 2014 to fully fund the award.

While USAID in Colombia has been working with ethnic minorities for over a decade through its various sectoral programs, this is the first time that a stand-alone program has been developed for the sole purpose of improving the lives of Afro-Colombian and indigenous persons. Ethnic minority populations are among the most marginalized groups in the country and suffer from exploitation, inequality, poverty, discrimination, exclusion, displacement, violence, feelings of invisibility, and breakdown in social structures and identity.

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

This document presents the quarterly progress of ACIP (or the Program) covering the fourth quarter of fiscal year 2015 (the fourth quarter of Program Year Four and the 16th consecutive quarter of Program implementation), encompassing activities carried out from July 1 to September 30, 2015.

Section II: Summary

The most noteworthy developments and accomplishments resulting from ACIP technical assistance and support during the reporting period include the following:

RESULT 1: STATE INSTITUTIONAL CAPACITY STRENGTHENED:

Pro-minority policies strengthened

- ❖ 80 indigenous leaders in Chocó built their capacity to manage public funds and demonstrated to the National Planning Department (DNP) their councils’ capacity to become autonomous territorial entities.

- ❖ 30 youth organizations totaling more than 1,400 members formed a youth political dialogue platform in Chocó.
- ❖ 120 women participated in the design of a gender public policy in Riohacha.
- ❖ 73 public officials were trained in the Caribbean coast in topics such as ethnic minority rights, youth legislation, Afro-Colombian laws, and the Victims Law.
- ❖ The San Andrés government consulted its Raizal Public Policy with native islanders.

Increased access to public funds

- ❖ Timbiquí reviewed favorably in the Open Government Index for the first time.

Strengthened information systems

- ❖ Medellín incorporated a standardized ethnic variable in municipal information systems.

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

- ❖ New technology led to data collection and mapping of 500 family plots in the COCOMOPOCA collective territory—nearly twice the goal of 270 plots.
- ❖ More than 130 Afro-Colombian leaders participated in workshops on environmental protection and the identification of territorial damages and infringements.
- ❖ Eight Afro-Colombian community councils designed land use management plans to maximize agricultural production and territory governance.

RESULT 2: ETHNIC COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

Gender Equality

- ❖ 20 Afro-Colombian women leaders completed trainings in territory and peace, gender perspective, human rights, project formulation, public administration, and citizen participation.
- ❖ More than 220 Wayuu, Inga, Zenú, Afro-Colombian and Palenquera women participated in the design of the municipal Gender Public Policy of Maicao.

Capacity building of ethnic organizations

- ❖ 1,100 Wayuu people expected to benefit from ACIP-supported comprehensive life plan in the municipality of Manaure.
- ❖ 100 Afro-Colombian leaders developed a proposal for peace with ethnic inclusion to submit to the GOC for its negotiations with the FARC.
- ❖ 83 Afro-Colombian leaders built their capacity to exercise their rights and influence public policies at the Nelson Mandela Afro-Colombian National Leadership School.
- ❖ 34 Afro-Colombian CBOs from Buenaventura, Tumaco and Quibdó conducted self-evaluations to determine their strengths and weaknesses.
- ❖ 43 indigenous councils in eastern and northern Cauca demonstrated strengthened organizational capacity through leading important activities during the quarter.
- ❖ 147 people representing 68 grassroots CBOs participated in *mingas* gaining management and project formulation skills.
- ❖ 135 indigenous leaders from CRIC worked to strengthen indigenous systems for health, education, and financial management and to build capacity as an environmental authority.
- ❖ 100 artisans participated in the development of a proposal to achieve Designation of Origin (DO) for Wayuu traditional weaving.
- ❖ 48 youth from Santa Marta were trained in government and development plans, the functions of the Territorial Planning Council and the formulation and implementation of public policies.
- ❖ 50 Kankuamo youth and children designed family trees as a strategy to preserve their history and reinforce their cultural identity.

RESULT 3: ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

Urban economic opportunities

- ❖ 1,888 ethnic beneficiaries received workforce development training this quarter.
- ❖ 1,046 ACIP beneficiaries secured jobs in the formal job market.
- ❖ ACIP employment model leveraged \$400,000 in Dutch development aid through a partnership with Fundación Plan to expand workforce development programs to an additional 800 under-resourced ethnic minority youth in Cali.

Rural economic opportunities

- ❖ Four local fishing associations, representing 135 fishermen, improved weaknesses in their fishing and marketing processes.
- ❖ 309 indigenous families of the Sierra Nevada de Santa Marta (SNSM) improved coffee and cocoa production with ACIP agricultural technical assistance.
- ❖ 1,874 ethnic rural families in the Pacific region benefitted through rural development initiatives.
- ❖ 60 percent increase in cocoa purchasing price was achieved by Afro-Colombian association Asprofinca.

RESULT 4: POSITIVE MESSAGING OF ETHNIC MINORITY ISSUES INCREASED

- ❖ 426 print, broadcast, and online media campaigns increased awareness and ethnic communities and cultural diversity.
- ❖ 1,230 at-risk children and youth engaged in culture and arts workshops promoting culture of legality and peace values, including soccer, dance, traditional music (marimba), and meditation in the Pacific region.
- ❖ ACIP-supported communication’s campaign Quibdo MIA raised awareness among 600 youth in Quibdó.
- ❖ Over 1,000 people attended first-ever official Petronio Alvarez and International Salsa festival launch in Bogotá.
- ❖ Historic inclusion of ethnic and cultural identity was achieved in Colombia’s mainstream fashion scene through the “We Are Color” fashion show.

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: ACIP continued policy-related technical assistance to build awareness about new legislation that advances in the rights of indigenous peoples at the national level and throughout the country this quarter. Decrees 1953 and 2719 create a pathway for indigenous councils to become certified as autonomous territorial entities and have important implications for the indigenous education system and the management of public funds including the General Participation System (SGP) and the Royalties System. Thanks to Program technical assistance, 80 leaders (25 of whom were women) from two indigenous councils in Chocó built their capacity to manage funds and submitted applications to the DNP, demonstrating their compliance with the norms set forth



Quibdó’s Youth Platform is a space for consultation and provides this at-risk population with opportunity and hope.

in these decrees. The councils are awaiting a final decision by the DNP.

PACIFIC: In Chocó, ACIP supported Quibdó’s government in the design and development of a youth political dialogue platform, a network of 30 youth organizations totaling more than 1,400 members that is leading initiatives to reduce violence, support conflict resolution, create alternatives for youth to occupy their free time, and connect them with educational and employment opportunities. The Platform has also become the primary instance of consultation for organizations that want to work in the municipality and to validate government policies and projects that will affect this population such as the ACIP-supported draft Youth Public Policy. This is expected to benefit more than 14,000 youth in the city of Quibdó.

Also in Chocó, ACIP continued to support the development of a desperately needed new hospital in Acaandí by providing technical assistance to the departmental secretary of health and the municipal government. Through increased leveraging of more than US\$ 2.7 million in Gran Darién Contrato Plan funding and technical assistance for the hospital’s design, ACIP is helping to increase the reach and quality of health services available to this rural community of 9,600 residents. The new hospital is also expected to generate employment opportunities, increase tourism, and reduce mortality rates by increasing medical coverage in the region.

In Timbiquí, Cauca, ACIP worked to build the capacity of the municipal government in public administration topics including tax collection, pension administration, petition rights, public filing and producing public financial reports through a series of trainings held in July. ACIP also supported the administration of Timbiquí to complete its public financial reporting, a process that all municipal governments are required to complete by law but which Timbiquí had never conducted previously due to weak capacity. This process led the municipality to achieve a positive result in the Open Government Index for the first time. Timbiquí’s residents learned about government projects and spending and were able to have their questions answered about future government spending plans.

CARIBBEAN: In the municipalities of Maicao and Riohacha in Guajira, ACIP provided technical assistance in the development of a gender public policy with an ethnic differentiated approach for Afro-Colombian and indigenous populations. Specifically, ACIP has improved coordination among women’s organizations and the local administrations to help Wayuu and Zenu women identify income generation alternatives and include these initiatives in the local development and investment plans; it has also built the capacity of the municipal offices of indigenous affairs. More than 120 women from diverse ethnic backgrounds participated in policy design and acquired skills to access public resources.

ACIP trained government officials throughout the Caribbean region to incorporate an ethnic differentiated approach in their work. At the trainings, officials met directly with Afro-Colombian and indigenous community leaders, and later expressed a greater understanding of ethnic community needs, proposing solutions to improve public policies and projects to benefit these marginalized groups. A total of 45 public officials from multiple government entities were trained in Barranquilla and 28 in Santa Marta. In Santa Marta, this led to a clear increase in political will for the inclusion of ethnic minority populations and included specific trainings on youth legislation, Afro-Colombian laws and the Victims Law.



Public officials in Medellín built their capacity to attend to Afro-Colombian and indigenous residents.

On the island of Providencia, ACIP supported the local government and the Ministry of Interior in the free, prior and informed consultation (FPIC) of its Raizal Public Policy with native islanders. FPIC is designed to ensure that ethnic minority groups’ concerns and considerations are included in public policies and programs; in this case, the successful completion of FPIC is expected to lead to the policy’s enactment on the archipelago.

CENTRAL: The government of Medellín built its capacity to address ethnic populations' needs by improving its processes to collect information related to ethnic self-identification through the incorporation of a standardized ethnic variable in municipal information systems. The government also developed a campaign to raise awareness about the types of public services and projects available to benefit the more than 140,000 Afro-Colombian and indigenous residents in Colombia's second largest city. ACIP also trained 22 public officials in Medellín from the departmental government of Antioquia, the Medellín Mayor's Office, the National Police, the Victims Unit, the National Learning Service (SENA) and the Colombian Institute for Family Wellbeing (ICBF), building institutional capacity to attend to ethnic communities within these local government entities.

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

NATIONAL: ACIP continued its work with the Land Restitution Unit (LRU) to test its methodology for collective restitution in several areas of the country, building on successful implementation, which led to the first-ever case of collective restitution to an Afro-Colombian community council last quarter¹. Technical assistance to prepare restitution requests with the COCOMANORTE and ASOCASAN Community Councils in Chocó continued this quarter and the Program began assistance to the Río San Francisco Community Council in Cauca.

PACIFIC: The Alto Atrato Community Council (COCOMOPOCA) of Chocó continued the design of its land use plan, a tool that allows the community to make strategic economic use of their land, protect the natural environment and defend their land rights. Through ACIP supported fieldwork COCOMOPOCA was able to map and collect data for 500 family plots in the collective territory—nearly twice the goal of 270 plots. This was possible thanks to the donation of TOTAL stations (equipment used in surveying and construction) and AutoCAD software by the program and training for 12 community members in the four municipalities in how to use this equipment. With this equipment in hand, COCOMOPOCA has intentions to continue this sort of work even after Program assistance ends, with a goal of reaching 5,000 plots.

In Timbiquí, Cauca, ACIP began fieldwork with six of the seven community councils that make up the Association of Community Councils of Timbiquí (ASOCONSEJOS) to recover land use strategies and to build their capacity for self-governance this quarter. More than 130 people participated in workshops on environmental protection and the identification of territorial damages and infringements to include in their land use management plans. The community councils also developed proposals to reverse or mitigate existing damages and infringements to their territory and prevent future occurrences. Additionally, the fieldwork allowed the six community councils to develop an analysis of the environmental controls that they are using in their territories and to include this in their internal regulations. The seventh community council, Renacer Negro, was not able to participate in land use planning activities since it is involved in other tasks related to the collective restitution it received last quarter.



Seven community councils in Timbiquí, and eight in Suarez received technical assistance in land use planning.

ACIP also supported land use management planning in Suarez, Cauca. In coordination with the Javeriana University, ACIP is implementing an innovative model in which land use management plans are designed to maximize agricultural production and create strong territory governance. Eight Afro-Colombian

¹ Renacer Negro Community Council in Timbiquí, Cauca

community councils are participating in the project and expect to build their capabilities as a result of ACIP technical assistance.

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: More than 100 Afro-Colombian leaders from top national and regional community-based organizations joined the National Afro-Colombian Peace Council (CONPA) in developing a peace proposal to submit to the GOC for its negotiations with the FARC. ACIP supported CONPA in hosting three regional peace meetings in Chocó, Antioquia, and along the Caribbean coast to collect community input for the peace proposal which focuses on topics including territorial defense, guarantee for the application of FPIC, road and electricity infrastructure, education, and the design and implementation of departmental and municipal development plans with an ethnically differentiated approach. CONPA has achieved recognition for its work nationally through significant media coverage and internationally with the backing of groups like the UN High Commissioner for Peace, the Washington Office on Latin America (WOLA), Service Employees International Union (SEIU), United Steelworkers (USW), the Massachusetts Institute of Technology (MIT), and the Embassy of Norway in Colombia.

ACIP continued to strengthen the Nelson Mandela Afro-Colombian National Leadership School through pedagogical technical assistance for the design of its Afro-Colombian Women's Program. The school empowered 83 Afro-Colombian leaders (95% women, 5% men) to exercise their rights and influence public policies. As part of this work, the school provided four psychological assessments at the Center for Justice Against Racism (*Centro de Justicia Contra el Racismo*) to Afro-Colombian women in the resolution and management of diverse problems including forced displacement, racial discrimination and gender-based violence and three legal assessments related to damages and the right to health and education. Also, partner CSO CIMARRON signed a cooperative agreement with the Bogota Secretary of Economic Development and SENA to provide employment opportunities for Afro-Colombians in the city. To date, five people have achieved formal jobs through this agreement.

Partner CSO Corporación Manos Visibles continued to train Afro-Colombian leaders in rights defense in a peace and post-conflict context by helping to conduct an analysis of 34 Afro-Colombian CBOs from Buenaventura, Tumaco and Quibdó to determine their strengths and weaknesses. Some of the study's findings included the fact that these grassroots organizations have a strong participation of women and youth and that nearly 70 percent of these groups are formed to address cultural or artistic topics, while others focus on ethnic rights. The analysis will allow Corporación Manos Visibles to design an organizational strengthening plan for these CBOs.

ACIP continued technical assistance to PCN, building the organization's capacity to support women's organizations in Cartagena, Medellín and Tumaco. These CBOs worked to develop a proposal for local development. The organizations emphasized the need to rebuild the social fabric in these communities, most importantly among youth, given the justice systems and to recover cultural and spiritual practices to overcome the impact caused by demobilized troops who return to their home territories.

The National Conference of Afro-Colombian Organizations (CNOA) demonstrated increased organizational capacity this quarter through the adaptation and implementation of ACIP's Ethnic Organizational Capacity Assessment (EOCA) tool with five of its member organizations. The EOCA allows CNOA to help build the capacity of grassroots CBOs in areas like administration, accounting and project formulation to leverage public resources for the Afro-Colombian population. In addition, CNOA held 12 regional meetings this quarter, building its own project management and formulation skills with the participation of 147 people (64 percent women, 36 percent men), representing 68 grassroots CBOs.

PACIFIC: More than 43 indigenous councils in eastern and northern Cauca demonstrated strengthened organizational capacity as a result of ACIP support this quarter. In coordination with the departmental government of Cauca, 10 indigenous councils belonging to the Genaro Sánchez Council formed a citizen oversight group to monitor government spending in indigenous territories. Continuing work with the Association of Indigenous Authorities of Eastern Cauca (Totoguampa), ACIP trained 135 indigenous leaders from 13 of its member councils in order to strengthen indigenous systems for health, education, financial management and as an environmental authority to guarantee the survival of these indigenous communities. Also in Cauca, ACIP supported the Zonal Council Association and 20 of its member councils in the development of their Zonal Life Plan and to update statistical and cartographic information related to their indigenous territories.

ACIP began to document the progress that it has made over the past three years supporting the Cauca Regional Indigenous Council (CRIC) to become the first indigenous council ever to be named a Territorial, Economic, and Environmental Authority (ATEA). This included documenting examples of technical assistance and the process of mapping the indigenous territories and recording information about the 121 indigenous councils that participated in the collective development of the indigenous environmental policy and implementation of the ATEA.



Afro-Colombian, indigenous and rural farming communities met to discuss land topics in the post-conflict agenda.

In an effort to build strong intercultural ties, ACIP sponsored a gathering of more than 90 delegates from Afro-Colombian, indigenous and *campesino* groups in Santander de Quilichao on July 3 to develop strategies to address interethnic territorial disputes. The meeting served to improve relationships and promote dialogue and negotiation among these groups in an area that has been hard-hit by the armed conflict.

ACIP applied its EOCA tool to four community councils belonging to the Cauca Pacific Coast Black Community Council Association (COCOCAUCA) and five councils that are members of La Tonga in northern Cauca, helping them to design organizational strengthening plans and to improve their ability to advocate and interact with the local and national level government entities. ACIP also supported La Tonga

to design a second organizational strengthening project to build the capacity of 35 of the group's member organizations and help these groups to reach agreements with the national government related to territorial management and protection as part of a strategy to develop a stable and durable peace. Additionally, COCOCAUCA developed and submitted a proposal to the Embassy of Switzerland to leverage funds for a peace and reconciliation project with ACIP support.

ACIP helped the Association of Community Councils of Guapi to design and submit an income generation and food security project to the Ministry of Agriculture in order to leverage funds to benefit 500 families. Also in Guapi, ACIP trained nine community leaders to participate in a citizen oversight committee to monitor more than \$1 million in public funds that have been allocated to improve road infrastructure for access to the airport.

ACIP provided technical assistance to seven community councils in Timbiquí to update their internal regulations, develop manuals and procedures for improved management, and conduct a social mapping exercise to determine the needs of the women in these seven communities and an action plan to



USAID advised a rural cooperative to determine pricing and sales plans for their rice harvest.

provide relevant assistance.

In Chocó, ACIP supported the ASPRODEMA association to invest the US\$ 950,000 in GOC and in-kind community contributions leveraged last quarter for an organizational strengthening and income generation project. The project has already established 395 hectares of rice crop and is helping 198 farming families to increase their incomes by 60 percent. ACIP also provided technical assistance to ten community councils that are part of COCOILLO to conduct a socio-economic and cultural study of their population and to map their collective territories using GIS for the design of an ethno-development plan to benefit their 700 member-families. Thirty of COCOILLO's leaders built their capacity in ethnic legislation, organizational planning, community participation, and natural resource management as a result of ACIP training.

Thirty Afro-Colombian leaders from the Departmental Network of Women of Chocó participated in the design of a training program on project formulation and political advocacy and 20 leaders completed trainings in territory and peace, gender perspective, human rights, project formulation, public administration, citizen participation and strategic planning. Two of the 20 women are mayoral candidates in the upcoming elections in Bahía Solano and Nuquí.

CARIBBEAN: ACIP continued support to the landless Wayuu communities who are part of the Suliwou



Wayuu communities were strengthened to develop life plans and request protection for their ancestral territories.

Laulayu Association in Riohacha to develop a comprehensive life plan that includes considerations for income generation activities, a strategy to incorporate the indigenous education system among its communities and access to public resources, potable water and basic sanitation. It also supported Suliwou Laulayu to present a request for protection of their territorial and ancestral rights to INCODER. More than 250 Wayuu indigenous community leaders participated in these activities during the quarter. ACIP also supported indigenous communities of Mayapo in Manaure to develop a comprehensive life plan in coordination with the Ecopetrol–Chevron Association to benefit more than 1,100 people. The project has a triple objective: 1) design a political, legal

instrument that orients the cultural reaffirmation and development of culture and identity, 2) complement the Ecopetrol-Chevron Association's social responsibility initiatives related to access to potable water, education and food security, and 3) develop a proposal for income generation through ethno-tourism.

In coordination with the Presidential Program for Women's Equality, ACIP helped to strengthen ethnic governance through the reaffirmation of Wayuu ancestral values and improved their ability to advocate for their rights. More than 220 Wayuu, Inga, Zenú, Afro-Colombian and Palenquera women participated in the design of the municipal Gender Public Policy of Maicao that will include an ethnic differentiated approach. Also in Maicao, ACIP supported the Zenú people in developing a comprehensive life plan to improve their ability to protect their economic, social, and cultural rights and to increase their advocacy skills at the regional level. As a result, the Zenú people successfully lobbied the local government to develop a housing program for their benefit.

In a project designed to strengthen the ethnic governability of the Wayuu people, ACIP trained 50 leaders in community governance and 100 artisans participated in the development of a proposal to achieve Designation of Origin (DO) for Wayuu traditional weaving. If achieved, DO would help this indigenous community to protect their cultural heritage and to fetch a higher price for their artisan goods since their weaving products would only be classified as authentic if developed by the Wayuu people, using specific techniques and in the primary geographic regions where the Wayuu live. The government of Guajira, the Ministry of Interior and the Ecopetrol-Chevron Association provided counterpart funding in the project.

Three hundred Wayuu people from Guajira and Santa Marta built their capacity in project formulation and submitted six projects in an effort to leverage funds from the Ministry of Culture to benefit their communities.

On the islands of Providencia and Santa Catalina, ACIP closed out its successful organizational strengthening project with FUNSBOW helping 56 families to recover traditional agricultural practices and build food security. The Raizal and Afro-Colombian families were able to raise awareness about their work through radio and TV interviews, newspaper articles, and at the Raizal Agricultural and Cultural Festival. Raizal youth also benefited from organizational strengthening assistance to the Helping Youth Foundation. A total of 70 Raizal youth participated, 50 completed trainings in human rights, social innovation, gender, equity, and sustainable development.

ACIP supported intergenerational encounters among Raizal families on the islands to preserve their history, culture, and traditional artisan practices in collaboration with the Casa de la Cultura Association. In addition, the association built its administrative, financial and accounting skills through the development of manuals and standardization of procedures, which will help it to continue to preserve and strengthen the Raizal culture. Also in San Andrés, the Mahennie Native Women Foundation developed and submitted a \$20,000 proposal to the Ministry of Culture with Program technical assistance to preserve traditional musical knowledge and transfer this to the archipelago's youth.

In Cartagena, ACIP continued technical assistance to the Afro-Colombian Community Council of La Boquilla to develop its internal regulations, a document which will strengthen the council and allow it to better protect the rights of its 500 members. More than 260 community members participated in the initial meetings for the design of the internal regulations; 70 leaders built their knowledge of the environment, socioeconomic and cultural development and ethnic and territorial rights. More than two years of technical assistance to the Cabildo Gavilane Association (an umbrella organization of ten member-councils) resulted in the development of a youth platform in Cartagena, the inclusion of an ethnically differentiated approach in Cartagena's Youth Public Policy, and strengthened youth and women's association in Cartagena.

In the Sierra Nevada de Santa Marta, support to the Kankuamo community resulted in the development of family trees by 50 Kankuamo youth and children as a strategy to preserve their history and reinforce their cultural identity. The youth also built their capacity to understand the importance of indigenous nutritional systems and to identify and recover seeds and traditional food preparation methods.

The Nelson Mandela Afro-descendant Association developed a plan to host a Caribbean Coast regional women's event where the organization will present its participatory methodology for organizational strengthening. ACIP's gender specialist worked with the association to develop the agenda for the planning session which will help the organization to interact directly with public entities, (especially in light of upcoming elections) for the design of policies to benefit Afro-Colombian women.

ACIP conducted an analysis of the major conclusions of the socio-economic characterization of the Afro-Colombian population of Santa Marta, which was finalized last quarter with Program support. ACIP produced a document with suggested points from the socio-economic study to include in the 2016-2019 Santa Marta District Development Plan and presented it to the five leading mayoral candidates. A total of 48 youth were trained in government and development plans, the functions of the Territorial Planning Council and the formulation and implementation of public policies.

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: ACIP's workforce development programming activities this quarter continued to increase socio-economic inclusion for marginalized Afro-Colombian and indigenous youth in Bogotá, Barranquilla, Cali, Cartagena, Medellín, Quibdó, Buenaventura, and San Andres. In total, 1,888 ethnic beneficiaries received workforce development training and 1,046 beneficiaries achieved formal jobs this quarter.



ACIP employees share results of its inclusive employment model with beneficiary youth at the First Social Market Place.

The Program solidified its reputation as a leading authority on ethnic minority inclusion in the Colombian labor market by speaking at two national conferences, building on its participation last quarter at the ANDI Outsourcing Summit in Cartagena. On September 15, ACIP's economic opportunities component participated in the First Social Market Place, a national event organized by ANDI in Bogotá to bring together diverse actors who are working to

foster inclusion of populations and territories that have historically been excluded from the Colombian economy. ACIP shared best practices regarding its successful workforce development model before an audience of hundreds of business people and opinion leaders as a guest speaker on the inclusive employment panel. Also in Bogotá, ACIP spoke at publishers of one of the country's most important publications (*Revista Semana*).

CARIBBEAN: In the Caribbean region, ACIP's workforce development programs have achieved 517 total formal contracts this quarter. In Cartagena, ACIP's work to empower women through employment opportunities is evident—77 percent of job placement beneficiaries are women. In San Andres, the Program continued to open doors for ethnic youth through workforce development training in sales, customer service, and tourism while in Barranquilla, the Program opened doors for ethnic minorities in the logistics, health, pharmaceutical and dentist industries.

On September 3, ACIP facilitated a motivational forum with Afro-Colombian fashion designer and native of Buenaventura, Edwing D'Angelo, to increase the panorama of positive ethnic role models for the Program's workforce development students. D'Angelo, a rising star in New York's fashion scene, shared his struggles and triumphs in turning his ethnic heritage into a powerful tool for standing out and getting ahead in the professional world.



Native to Buenaventura, D'Angelo responds to an ACIP beneficiary in the Life Lessons forum in Cartagena.

PACIFIC: Through a new partnership with the Fundación Plan, an implementer of Dutch development aid, ACIP has leveraged \$400,000 to expand workforce development programs to an additional 800 under-resourced ethnic minority youth in Cali. Participating youth will receive tailored job training to work in Cali's leather-working, automotive, and metallurgical industries—the city's fastest growing industries—and at least 80 percent of the participants will secure full-time job contracts. This quarter, workforce development programs in Cali has ensured greater economic inclusion of 96 disadvantaged ethnic youth.

In Buenaventura, ACIP’s newest intervention area for urban economic opportunity projects, the Program is providing job training in port logistics. An important part of programming activities this quarter consisted in informational outreach sessions with local CBO’s and neighborhood committees to identify beneficiaries and create awareness of ACIP’s presence in Buenaventura. Through partnership with Buenaventura’s Chamber of Commerce and the Presidential Agency’s management group for the Pacific region, the technical team has identified seven companies for job placement.



Ethnic minority youth receives electrical technician workforce development training in Cali.

The Program’s efforts to tackle the roots of poverty and exclusion in Quibdó resulted in formal jobs for 20 ethnic youth this quarter who were all previously living in conditions of extreme poverty. As a result of ACIP’s collaboration with SENA in Quibdo, the learning institution has increased its course options to build human talent in the city—one of the main critiques of the private sector is that there is a grave lack of qualified human resources in the region. This quarter, ACIP beneficiaries benefitted from food handling and esthetics training from SENA.

CENTRAL: The Program forged ahead with economic inclusion projects for youth from vulnerable ethnic populations in Medellín and Bogotá, reporting 29 and 384 job contracts respectively. In Bogotá, the Program’s workforce development training is working to combat exclusion of youth who have the double barrier of being part of an ethnic minority group and of the armed conflict victim population.



A poster from the Afro-Colombian conference in Medellín reads, “You are key to transforming... Thank you for being part of this process to build inclusive territories.”

Lastly, in both Medellín and Bogota, workforce development beneficiaries participated in large-scale regional events to raise awareness of the growing number of ethnic persons in Colombia’s workforce. On September 30, ACIP beneficiaries in Bogotá participated in the national forum Skills for Life, an initiative of the Presidential Office for Colombia’s Youth to promote youth empowerment and provide them with a role in the country’s development. In a similar event in Medellín, ACIP beneficiaries represented a new generation of educated, qualified ethnic youth in the regional Afro-Colombian Conference, led by the community organization Afrovida. The event

served as a space to gather over 1,200 leaders and members of Antioquia’s Afro-Colombian community, raising awareness of positive transformations and role models, such as Afro-Colombian fashion designer Lia Samantha.

Income for rural ethnic minority populations increased.

CARIBBEAN: ACIP saw new rural development programming activities in Guajira with the start of an income generation project that is improving economic inclusion for 150 rural Wayuu families in the municipalities of Albania, Dibulla, Manaure, Riohacha, and Uribia. Through a strategic partnership with private partner Hotel Waya, the Program is identifying a cluster of tourism activities led by members of the Wayuu community. Initial project outreach meetings have resulted in community buy-in and the identification of small businesses, including restaurants, lodging, artisanal products, and boat transportation.

ACIP value chain strengthening assistance this quarter has continued to improve the economic stability of 135 fishermen in the Caribbean region. In collaboration with telecommunications company Cintel, ACIP technical assistance is improving competitiveness of local fishermen with Information and Communications Technology (ICT) Tools. In Providencia and Santa Catalina islands, 39 artisanal fishermen have received training in mobile technology and have learned how to use a mobile application, which was adapted to their specific needs.

Working through three local fishing organizations in Providencia, the Program tackled important value chain weaknesses, affecting the productivity and income generation of 95 local fishermen. For example, the associations engaged in negotiations with buyers to establish better prices for fish, lobster, and sea snails. In the case of the association Pesproislas, the association improved storage capacities with two refrigerators, floor and wall renovation, and improved water systems. As a strategy to diversify income generation alternatives, the associations continue to build up capacities to provide quality ecotourism services to tourists. During the quarter, the associations had 116 ecotourism clients. Asopesboth reported a profit of US\$ 3,824 as a result of increased productivity.

In Baru, ACIP continued to strengthen income generation activities for the fishing association Pesbaru. Notable achievements this quarter include Pesbaru's increased lionfish sales and new business agreement with El Gobernador, a high-end restaurant in Cartagena. As a result of ACIP's assistance in connecting Pesbaru directly to end-buyers, the association has gone from selling lionfish at US\$ 6 per kilo to intermediaries to US\$ 8.75 per kilo, representing a 46 percent increase in sales price.

In SNSM, 309 indigenous families of the Arhuaco and Kankuamos communities benefitted from ACIP agricultural technical assistance this quarter. The recently-launched single origin dark chocolate bar 'Arhuaco 72%', produced by ACIP private sector partner Cacao Hunters, made headway in international markets in the 2015 International Americas' Chocolate Competition, where it took home a gold medal. This is the first single origin chocolate of the SNSM to win an international award.

Also in SNSM, the Program is providing technical assistance to the Kankuamo coffee producers association ASOPROKAN to improve coffee bean quality. This quarter, 18 Kankuamo young adults were trained in coffee quality analysis; 140 coffee growers received training in agricultural practices, influencing coffee bean quality. Furthermore, the association established 12 new hectares of specialty coffee and received four fumigators to improve management of plagues and diseases.



One of the participants of the Arhuaco cocoa project tries the finished product for the first time. Photo courtesy of Cacao Hunters.

PACIFIC: ACIP's rural development initiatives this quarter positively influenced the economic inclusion of 1,874 ethnic rural families in Cauca, Valle del Cauca, and Chocó. ACIP's rural development portfolio in the Pacific region grew with the implementation of a new project in rural areas of Buenaventura, specifically with the Río Naya Afro-Colombian Community Council. The project is building on results obtained from a previous ACIP-INCODER agreement to increase economic inclusion and food security in the region. In the project's first phase, the technical team identified and contracted project staff through the community councils, selected the 475 beneficiary families, and identified organizational strengthening and psychosocial support issues to address during the project.



Traditional farming associations sold their wares and build commercial connections at Agroexpo.

In northern Cauca, ACIP continued to provide agricultural technical assistance to 1,250 plantains, banana, cocoa, coffee, pineapple, mango, sugar cane, and blackberry smallholder farmers. The producers' associations Asprofinca and Ecobra participated in the 2015 Afroexpo fair in Bogota, the largest and most important of its kind in Colombia. As a result of ACIP support, the two associations sent 15 representatives to the fair where they displayed their products and connected with wholesalers. As a direct outcome of the fair, the associations established new links with several potential buyers, including Grupo Éxito. In addition to establishing new business relationships, the organizations sold 1,600 kilos of fresh cut pineapple, more than 120 kilos of roasted coffee beans, 620 bars of 100% dark chocolate and artisanal products, such as

sweet cane molasses and plantain starch, making a name for themselves in Colombia's growing specialty agricultural field.

In another value chain strengthening activity, Asprofinca is increasing the purchasing price for cocoa by up to 60 percent as a result of ACIP technical assistance to construct fermenting and drying boxes, which allows the producers to sell fully dried and fermented beans instead of beans still in their pulp.

In Chocó, the Program has increased support to 149 cocoa farmers of the association ASOPROCAT. The association has received agricultural technical assistance and new supplies to improve maintenance of cocoa trees, as well as support in an institutional committee, involving the Ministry of Agriculture, SENA, and local governments, which has committed to providing fertilization equipment and a new cocoa collection center.

RESULT 4: POSITIVE MESSAGING OF ETHNIC MINORITY ISSUES INCREASED

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

NATIONAL: ACIP continued building on its partnership with renowned Colombian chef Leo Espinosa to spread positive messages regarding ethnic communities by highlighting their culinary wealth. ACIP and Espinosa's foundation, Funleo, collaborated to bring Afro-Colombian traditional dishes to Alimentarte—a five-day gastronomic festival, gathering representatives of the most important restaurants in Bogotá. Leo Espinosa shared the cooking stage with up-and-coming Afro-Colombian chef Rey Guerrero who highlighted traditional dishes from his native Chocó. Additionally, ACIP and Funleo brought 20 women from Pacific Afro-Colombian communities to explain the origins and cooking processes of typical dishes and drinks from their region. The five-day festival attracted approximately 4,000 people each day. Additionally, this quarter Funleo carried out two Creative Labs, or gastronomic workshops, with 45 Afro-Colombian participants in Timbiquí, Cauca.



Chefs Leo Espinosa, Rey Guerrero and invited chefs from the Pacific region at the Alimentarte gastronomic festival in Bogota.

At the national level, ACIP consolidated its strategy to empower and engage at-risk children and youth in Soccer for Peace schools, which are fomenting peace-building, leadership, and tolerance among approximately 680 ethnic children and youth in Timbiquí, Buenaventura, and Santa Marta. This quarter ACIP facilitated an intensive three-week immersion training for four youth leaders from Timbiquí, who learned about different methodologies in carrying out sports training, psychological workshops, and

income generation initiatives. As an outcome of the intensive training, the leaders have acquired applicable tools that they are applying with 90 participants in Timbiquí. On September 16, ACIP organized a Soccer for Peace tournament as part of an event to raise awareness of Peace and Reconciliation initiatives in Timbiquí.

Continuing to find innovative ways to strengthen Colombia's collective appreciation for cultural diversity, the Program started support to the development of Kidon, a virtual children's Diversity Park, which promotes respect for cultural differences and diversity. The virtual platform is in development phase and has been tested out with focus groups in Bogota.

Programming activities to develop Colombia's nascent Cultural Market Network included initiating an alliance with the Ministry of Culture and carrying out assessments of traditional midwife practices in Guapi and traditional music schools in the southern Pacific region. The next step will be to strengthen identified music schools and integrate them into the Marimbas and Traditional Songs Route of the Southern Pacific—an initiative designed to promote preservation of these customs.

ACIP continued to increase awareness and appreciation of ethnic communities and cultural diversity through targeted media campaigns, which resulted in a total of 426 print, broadcast, and online media campaigns.

PACIFIC: In the Pacific region, four positive messaging projects are countering negative stereotypes associated with ethnic groups in the region by highlighting peace-building and reconciliation processes that are transforming these communities. This quarter the Program facilitated safe spaces and value-promoting activities, including soccer, dance, traditional music (marimba) workshops, and meditation, engaging over 1,230 at-risk children and youth in Timbiquí, Buenaventura, Quibdó and Guapi. In another regional initiative, targeting young ethnic vulnerable populations, ACIP started implementation of a unique communications and outreach project, whose protagonist is Super O, an Afro-Colombian comic character, to spread stories that convey leadership and good citizenship. During the quarter, the technical team carried out research for the six stories of the series, to ensure material that resonates with the cultural identity and realities of the Pacific region.

In Quibdó ACIP support is allowing the municipal government and the city's youth to take greater initiative in spreading positive messages on the city's multicultural wealth. Technical assistance to the government has included communications outreach with 600 students, targeted social media campaigns (Facebook, Instagram, and Twitter), and positive messages broadcast on two of Quibdó's most influential radio stations. The common objective of the communications campaign, known as Quibdó MIA, is to position Quibdó as the multicultural capital of the country. In another positive messaging initiative with Quibdó's Afro-Colombian youth, in collaboration with Afro-Colombian musical group ChocQuibTown, 40 participants have built skills in script-writing, video production, photography, lighting, sound, and post-production in seven workshops this quarter. The project participants created a short film script and participated in the filming process, putting into action the skills acquired in the workshops. The short films are scheduled to be launched next quarter.



Cultural music entrepreneurs increased exposure and contacts through speed meetings at the Pacific Music Roundtable in Cali.

ACIP cultural preservation activities this quarter also focused on increasing sustainability of cultural markets and ethnic business ventures. Between September 9 and 11, 44 Afro-Colombian and indigenous small business owners from across Colombia's Pacific region met in Palmira, Cauca in a three-day workshop, where they learned strategies to grow their businesses and to become more effective leaders.

The workshop was led by prominent Afro-Colombian businessman Luc Gerard, who imparted lessons learned and necessary skills, which he applied in founding one of Colombia’s most important private equity funds. In another significant event this quarter, the ACIP-facilitated the Pacific Music Roundtable, cultural music entrepreneurs broadened their connections in with new market contacts. The event, which was structured through speed meetings, allowed 52 cultural music groups, hailing from Chocó, Valle del Cauca, Cauca, and Nariño, to present their portfolio of services and form new partnerships and contacts with cultural event and festival promoters, as well as representatives of private sector companies and public institutions. Additionally, leaders and administrators of ten salsa schools in Cali are participating in a business development certification course, which is building their capacities to increase sustainability of their salsa schools.

At the 2015 Petronio Alvarez Festival in Cali, the Mayor of Cali, along with the city’s Secretary of Culture, publically recognized USAID as an invaluable partner in safeguarding the intangible cultural heritage and identity of Afro-Colombian communities of the Pacific region.

CARIBBEAN: In Cartagena ACIP support is allowing 150 children and youth to dedicate their free time to a positive and safe activity in a traditional drumming school. Specifically, ACIP support has facilitated workshops, where participants have learned how to build these traditional drums and have learned drumming techniques from professional *tambor* drummers.

Continued support to Raizal magazine *Welcome* resulted in the translation of its the September issue into English, allowing them to reach a wider audience and validating the importance of the unique Raizal ethnic identity, which considers English as its principal language. Through this project, *Welcome* is also creating an online portal, which will ensure greater reach.

CENTRAL: In Bogota, ACIP lead a series of large-scale events, which attracted national attention to positive developments and contributions of ethnic communities. For the first time, the Petronio Alvarez and International Salsa Festivals, which take place in Cali, were on the national radar due to a large-scale media campaign—outcome of a collaboration between ACIP and Cali’s Secretary of Culture. The media campaign covered the first-ever official Petronio Alvarez and International Salsa festival launch, which entailed a press conference with 12 of Colombia’s leading media outlets and a cultural event, featuring traditional Afro-Colombian musicians and dance groups from the Pacific, which acted as a “teaser” for the festivals which take place in August. The cultural event was broadcast on national television channels and more than 1000 people attended the launch in Bogota.



ChocQuibTown’s star vocalist led the catwalk at the “We are Color” fashion show in Bogotá.

In another high-level event, ACIP support led to the historic inclusion of ethnic and cultural identity in Colombia’s mainstream fashion scene. As result of ACIP support, German multinational Henkel used their principal marketing and communications strategy to promote diversity and inclusion, highlighting the positive aspects of Colombia’s multicultural society. The *We Are Color* fashion show in Bogotá reached a

high-profile audience of 400 opinion leaders, buyers, and other influential leaders. The event and partnership with Henkel is a result of the Program’s *#rutadelainclusión* (Route to Inclusion) campaign, which has brought together 14 leading Colombian business to foster ethnic inclusion in the private sector.

Section IV: Ministry of Labor

On December 3, 2014, in support of ACIP, ACDI/VOCA signed a \$6.4 million, 18-month agreement with the Ministry of Labor (MOL) to benefit 3,225 vulnerable Afro-Colombian and indigenous families who are victims of the armed conflict along Colombia's underdeveloped Pacific coast. Specific interventions encompass nine municipalities in three departments: Guapi, Timbiquí, López de Micay (Cauca), Buenaventura (Valle del Cauca), Litoral de San Juan, Bajo Baudó, Nuquí, Bahía Solano, and Juradó (Chocó).

The agreement seeks to ensure a differentiated approach for ethnic communities in the MOL's programming to assist victims of the armed conflict in coordination with the Victims Unit. In addition to support for productive projects, the program includes a psychosocial support component to help victims rebuild their lives.

This quarter, the Program made significant headway in implementing the MOL-ACDI/VOCA agreement. ACIP's technical team presented 14 projects, accounting for 2,025 families in Buenaventura, which were approved by the MOL. Through the community councils in intervention territories, the project saw the selection, contracting, and training of 70 new project staff members on ground.

In rural areas of Timbiquí and Buenaventura, project development activities included georeferencing of fishing and farming areas, training in contracts and finance, and enrollment of beneficiary families, identification of psychosocial subjects to address with participants, and organizational strengthening activities to improve governability of Asocosejos, and Yurumangui, Naya, and Asoconguapi community councils.

Eight rural farming beneficiaries received donations of seeds, plantain seedlings, organic fertilizer, and fishing equipment. Lastly, the technical team progressed in its objective to carry out a socio-economic characterization of the project's beneficiaries, completing the task with 36 percent of the beneficiary population.

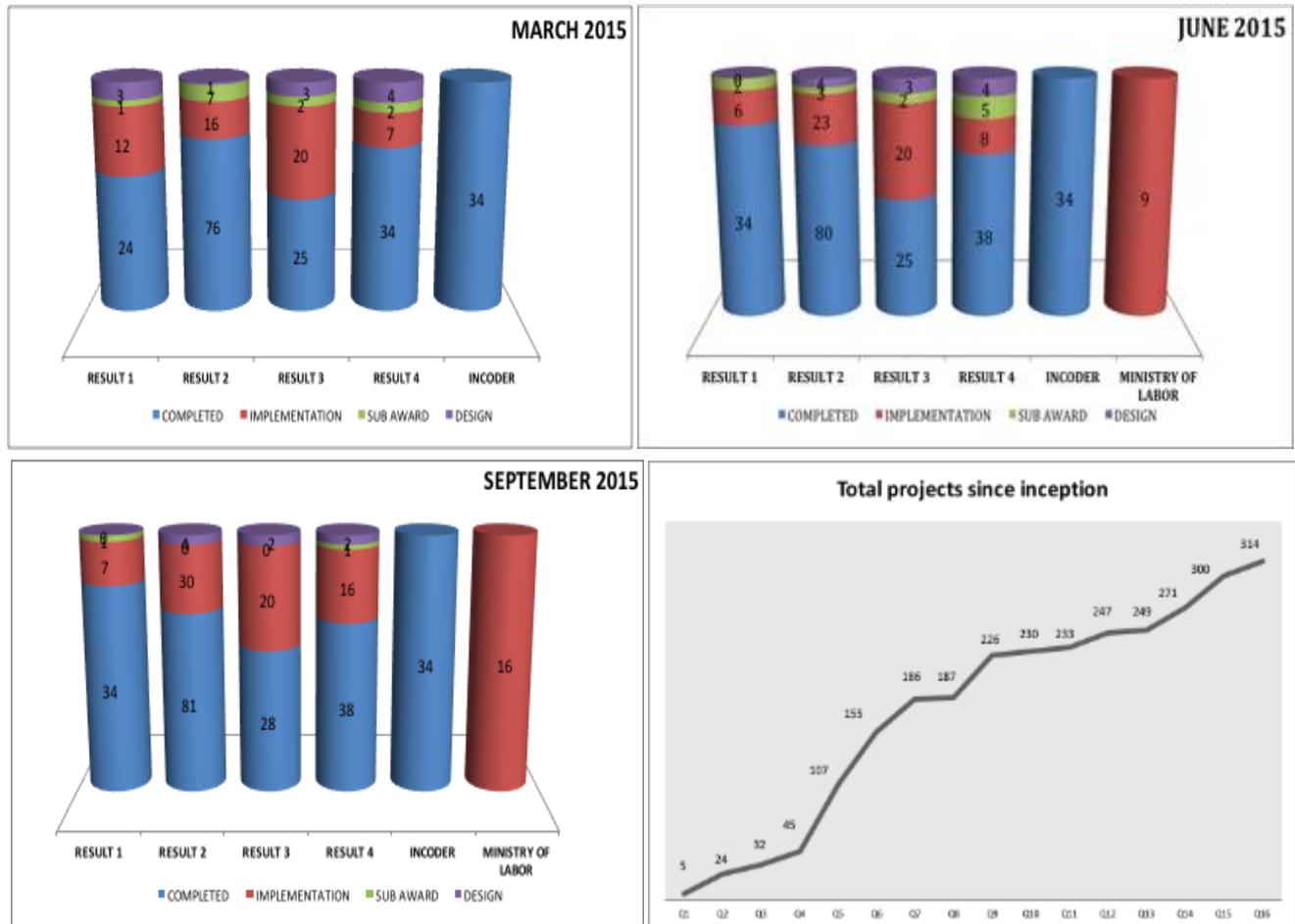
Section V: Portfolio Breakdown

This section consists of a breakdown of ACIP's portfolio for the quarter by result and implementation status. As of September 30, 2015, ACIP had a total of 314 projects in its portfolio. Currently, eight project ideas and requests for assistance are in final design by the ACIP technical team, two projects are in sub-awarding process, 89 projects are under implementation (which includes 16 projects implemented in alliance with the Ministry of Labor (MOL)), and 215 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*	MOL	TOTAL
DESIGN	0	4	2	2	0	0	8
SUB AWARDING	1	0	0	1	0	0	2
IMPLEMENTATION	7	30	20	16	0	16	89
COMPLETED	34	81	28	38	34	0	215
TOTAL	42	115	50	57	34	9	314

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

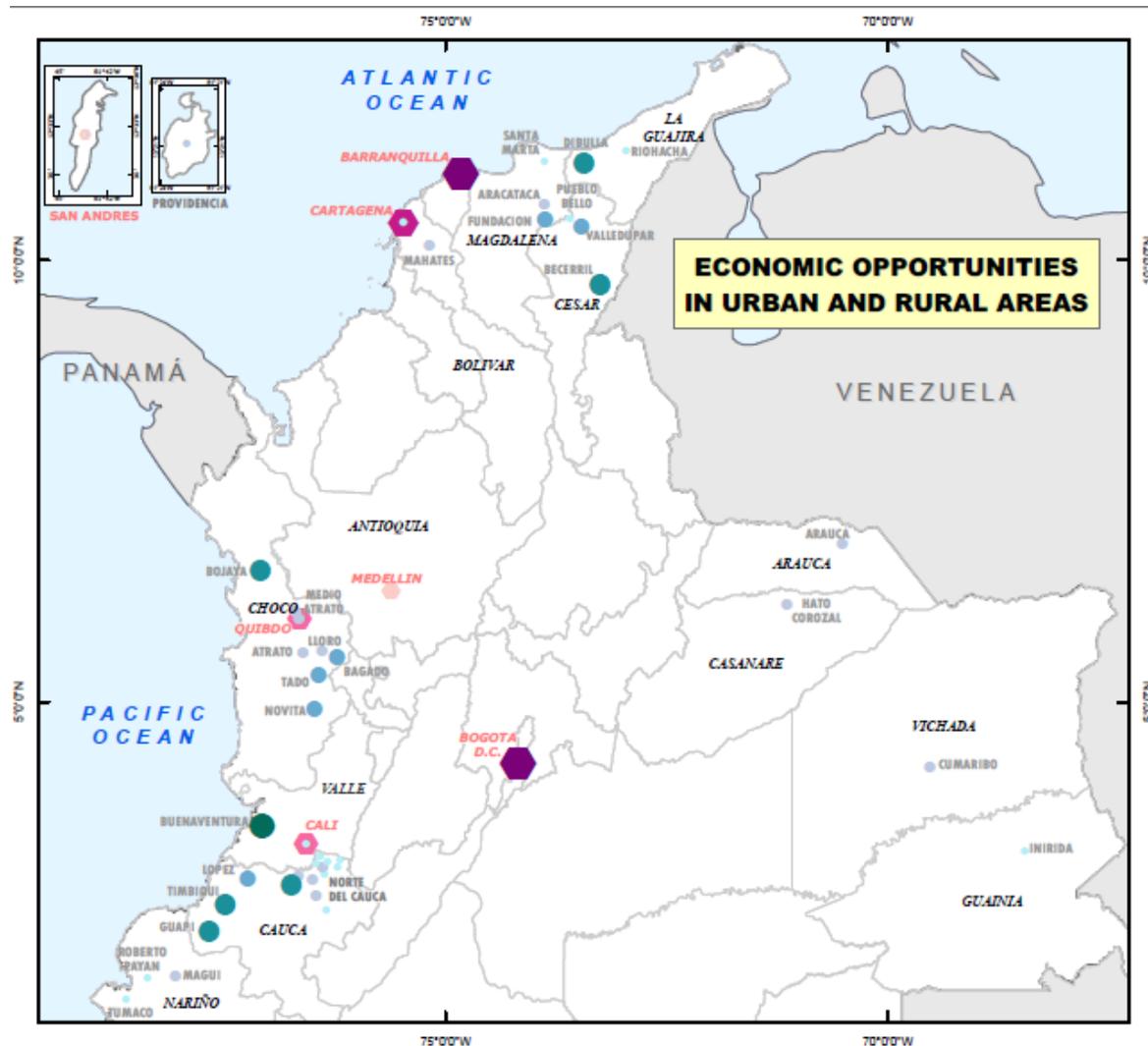


Section VI: Monitoring and Evaluation

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

Geographic Information Systems (GIS). The ACIP GIS specialist visited project sites located in the departments of Cesar, Valle del Cauca, Cauca, and San Andrés to train members of 11 sub-implementer teams on how to collect geospatial data with global positioning systems (GPS) and participatory scale mapping. In addition, in coordination with ACIP’s Land team, the GIS specialist provided technical assistance to leaders of eight Afro-Colombian community councils in the municipalities of Atrato (Chocó) y Timbiquí (Cauca) to collect geospatial data on socio-economic and productive indicators of their rural communities in order to guide land-use planning. Finally, the specialist collaborated with the mayor’s office in Quibdó and the municipal representative of Incofer in Guapi, Cauca to attend to their requests for technical assistance and cartographic information for their local-level planning activities.

LEGEND	
Persons with Formal Employment in Urban Areas	Rural Households Benefiting from Productive /Food Security Projects
● 70 - 100	● 15 - 100
● 800 - 900	● 101 - 250
● 1.500 - 1.750	● 251 - 400
● 2.000 - 2.250	● 401 - 650
	● 1.000 - 1.250
1:7.300.000	
0 45 90 180 270 360 Kms	
Coordinate System: DCS WGS 1984 Datum: WGS 1984 Units: Degree Date: 23/10/2015	



Environmental Compliance. During the quarter, the USAID Mission Environmental Officer (MEO) approved 37 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	21	16
Previous Quarters	213	51
TOTAL	234	67

Field visits were conducted by the Environmental Expert to 16 project sites with the aim of: (1) prioritizing active community participation in the review of each environmental management plan (PMA) generated for productive projects, (2) conducting monitoring of the implementation of the PMAs, and (3) providing training and technical assistance to sub-grantees to ensure an adequate reporting of information associated with the implementation of each plan, its mitigation methods, and best practices. Project visits included reviews of rice, plantain, and *mora* crops as well as sustainable fishing activities in Cauca and Valle del Cauca; coffee crops in the Sierra Nevada de Santa Marta; coffee, sugarcane, pineapple, and mango crops in Chocó; and sustainable fishing in San Andrés and Providencia.

Indicators. Progress on quarterly, annual, and bi-annual indicators was collected, revised, consolidated, and uploaded into the USAID/Colombia Monitor system for 105 projects. A summary of indicator progress can be seen in the following “ACIP in Numbers” section; additional levels of disaggregation for each indicator can be found in MONITOR and in ACIDI/VOCA M&E files.

Section VII: Communications

ACIP media and communications campaigns this quarter resulted in 426 publications in print, online, radio, and broadcast media. The Strategic Communications Team (SCT) produced 26 weekly highlights and three monthly newsletters this quarter, raising visibility of ACIP key achievements and events this quarter for Program stakeholders. As a part of internal communications efforts, the SCT produced 13 videos of current ACIP projects. Lastly, the SCT launched three publications through the online tool Exposure (<https://acdivocacolombia.exposure.co/>) to increase visibility of ACIP’s work with ethnic populations in Colombia, particularly through engaging key external partners and the general public with compelling photos and stories. Publications this quarter have garnered a total of 1,051 views.

Section VIII: Program Management

In preparation for closeout, ACIP’s senior management team began to develop an action plan drawing on international best practices and consulting local laws and requirements. In terms of staffing, 12 new employees joined ACIP and four left the program during the quarter. ACIP continued to work with SENA to bring in interns that come from the ethnic communities it serves; thereby meeting its legal obligation to hire interns and supporting Afro-Colombian and indigenous young professionals.

The Human Resources team together with Program Result 1 designed and implemented a group coaching session to empower local leaders. More than 40 Afro-Colombian community leaders from across ACIP’s implementation areas participated in the session, building relationships among these ethnic CBOs and generating positive attitude changes and leadership skills.

The finance and accounting team held tailored trainings for finance and administrative staff in Buenaventura, Chocó and Guapi in topics related to cost-reimbursable sub contracts. Also in Buenaventura and Guapí, ACIP trained 11 members of Afro-Colombian community councils that are benefiting from program assistance in accounting procedures to manage USAID and GOC funds. In

Bogota, the team held financial trainings for five sub-awardees; it also conducted responsibility studies of two organizations in Cauca and Cali.

The contracts and grants team trained 26 sub-recipients in sub-award management, cost principles, and applicable USG regulations. Additionally, it has finalized 194 projects and formally closed out 74 projects to date.

Section IX: Looking Forward

National. ACIP will sponsor two national, high-level events related to free, prior, and informed consultation (FPIC) next quarter. In coordination with the Public Defender’s Office, ACIP will facilitate the Second National Meeting of Ethnic Public Defenders to build government and community capacity in FPIC and a second event to foster dialogue about the proposed regulating of FPIC. After gathering feedback about supported land restitution cases, the Program will provide a specialized consulting team to develop legal and technical recommendations to improve the LRU’s territorial damages and infringements model.

Pacific. The Program will build awareness about achievements in attracting private sector investment to Chocó through a large-scale event with businesses, community leaders and cultural role models to be held in Quibdó. Also in Quibdó, the famed Afro-Colombian band Choquibtown will launch its new short film under the brand Choquibfilms. The Organizational Strengthening team will strengthen the instances for participation of ethnic organizations in Chocó, including the Chocó Inter-ethnic Forum (FISCH) and the Departmental Network of Women of the COCOILLO Community Council.

Caribbean. ACIP will host an event to close out a major employment project in Cartagena that has successfully placed ethnic minority youth in the trade, food service, hospitality and tourism sectors. Through two large-scale events in San Andrés ACIP will formalize “Island Hero Day” a day dedicated to recognizing members of the Raizal community that have made important contribution to the archipelago’s history, and formally launch the book produced last quarter related to Raizal territorial rights.

Annexes

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

Progress to Date

YEAR FOUR

Indicator	Reporting Frequency	Year 4 Goals	Year 4 Progress	Year 4 Progress %	LOP Goals	LOP Progress	LOP Progress %
1 State official training participants	Quarterly	50	86	172%	1,300	1,274	98%
2 State entities supported	Annually	2	5	250%	57	58	102%
3 Public policies adopted to promote equality	Annually	4	5	125%	76	52	68%
4 State information systems improved	Annually	12	13	108%	20	21	105%
5 FPIC cases supported	Annually	3	6	200%	30	32	107%
6 Community leader training participants	Quarterly	2,500	2,567	103%	17,000	17,319	102%
7 Ethnic organizations supported	Annually	35	42	120%	200	197	99%
8 Average percent change in EOCA score	Annually	35%	39%	111%	40%	39%	98%
9 Land cases supported	Quarterly	15	25	167%	60	75	125%
10 Collective territories formalized	Annually	0	0	-	3	3	100%
11 Rural hectares formalized	Annually	0	0	-	3,494	3,494	100%
12 Households with formalized land	Annually	0	0	-	3,425	3,425	100%
13A Persons completing USG-funded workforce development programs	Quarterly	5,500	4,944	90%	10,500	9,195	88%
13B Participants in rural value chain and productive best practices training	Quarterly	644	815	127%	3,000	3,297	110%
14 Persons gaining formal employment	Quarterly	4,500	4,800	107%	10,000	8,156	82%
15 Rural households benefiting directly from USG intervention	Quarterly	1,300	1,410	108%	9,500	9,486	100%
16 Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources	Annually	60%	55%	92%	60%	55%	92%
17 Private-sector participants in diversity and inclusion training	Quarterly	150	246	164%	800	933	117%
18 Private-sector firms that develop a diversity protocol	Annually	30	48	160%	100	91	91%
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%	90%	120%
20 Positive messaging initiatives supported	Quarterly	20	23	115%	100	92	92%
21 Cultural heritage protection initiatives supported	Quarterly	9	9	100%	33	28	85%
22 Persons trained in ACIP-funded trainings	Annually	6,500	7,467	115%	25,000	24,572	98%
23 Public funds leveraged	Biannually	US\$ 3M	US\$ 1.1M	37%	US\$ 1.43B	US\$ 1.43B	100%
24 Private-sector funds leveraged	Biannually	US\$ 1M	US\$ 1.4M	145%	US\$ 13M	US\$ 18M	138%

Indicator 1: Number of State official training participants

Year Four Goal	Q1	Q2	Q3	Q4	Year Four Progress	LOP Goal	LOP Progress
50	26	0	0	60	86	1,300	1,274

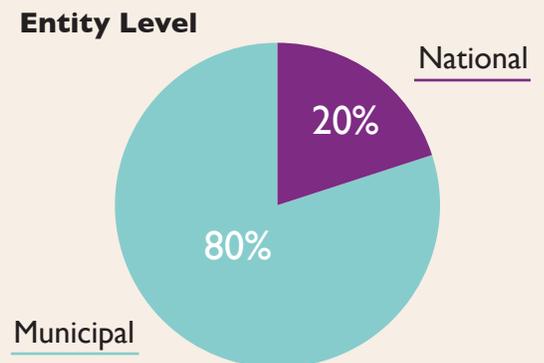
This year, ACIP prioritized training of State officials in topics such as legislation for ethnic communities, project design, investment planning, and evaluating State efficiency. Of the 86 State officials who participated in trainings during Year Four, 79% hail from municipal governments, 17% from departmental administrations, and 4% from national-level State entities. To date, the Program has completed 98% of its LOP goal, training 1,274 officials.



Indicator 2: Number of State entities supported

Year Four Goal	Year Four Progress	LOP Goal	LOP Progress
2	5	57	58

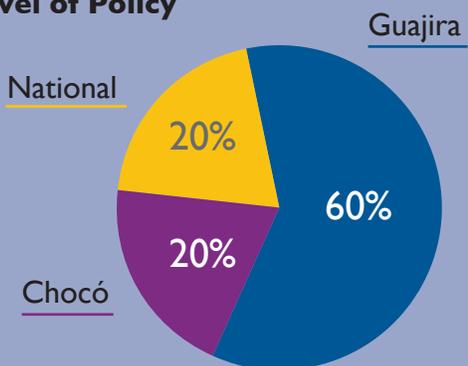
In Year Four, ACIP provided first-time support to five GOC entities, including the Victims' Unit and the municipal governments of Guachené, Miranda, Puerto Tejada, and Villa Rica in Cauca. In addition, ACIP provided repeat assistance to eight entities that received support during Years One, Two, and Three of Program implementation, including the departmental government of San Andrés, the municipal government of Quibdó, and the municipal governments of Buenos Aires, Caldon, Corinto, Santander de Quilichao, Suarez, and Toribío in Cauca. To date, ACIP has supported a total of 58 State entities, surpassing its LOP goal of 57.



Indicator 3: Number of public policies adopted to promote equality

Year Four Goal	Year Four Progress	LOP Goal	LOP Progress
4	5	76	52

Level of Policy

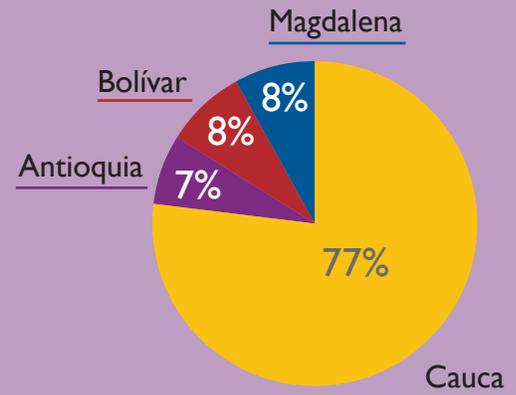


The Program successfully provided technical assistance to ensure the approval of five public policies during Year Four. These include a public policy for Afro-Colombians in Riohacha, gender policies in Maicao and Riohacha, a youth platform policy in Quibdó, and new legislation (Supreme Decrees 1953 and 2719 of 2014) that established the pathway for indigenous councils to become certified by the DNP as territorial entities with full autonomy over financial resources. To date, ACIP has collaborated on the formulation of 52 national, departmental, and municipal public policies, constituting 68% of the LOP goal. Next year, the Program will collaborate on the design of new local development plans in order to achieve the remainder of the LOP target.

Indicator 4: Number of State information systems improved

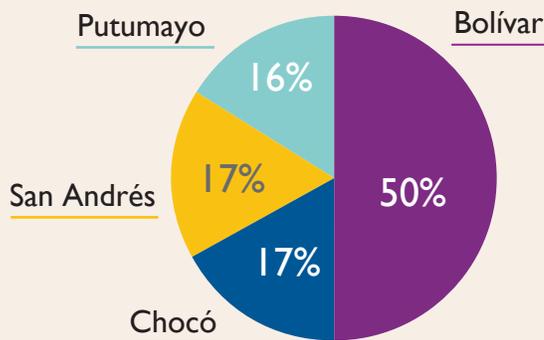
Year Four Goal	Year Four Progress	LOP Goal	LOP Progress
12	13	20	21

ACIP concluded support to 13 information systems that are currently in use by municipal-level State entities. These include: (a) indicator tracking software with ethnic variables to monitor the implementation of municipal development plans with differentiated approach in Cartagena and in 10 municipalities of northern Cauca, (b) new procedures and an information system for the collection of data related to Medellín's Afro-Colombian and indigenous residents in order to improve the municipal government's response to ethnic populations, and (c) a socio-economic diagnostic information system on Afro-Colombians in Santa Marta. Surpassing the LOP goal, ACIP has supported 21 information systems to date, including two national, one departmental, and 18 municipal-level systems.



Indicator 5: Number of FPIC cases supported

Year Four Goal	Year Four Progress	LOP Goal	LOP Progress
3	6	30	32

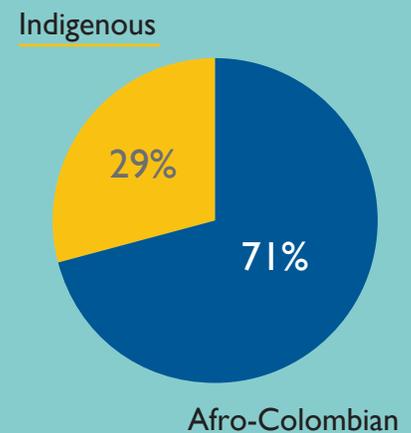


At 200% of the annual goal, ACIP completed support to six FPIC processes with Afro-Colombian communities in the departments of Bolívar, Chocó, San Andrés, and Putumayo this year. To date, ACIP has supported 32 FPIC cases, of which 34% involve consultation with Afro-Colombian community councils, 13% with indigenous councils, and the remainder with both ethnic communities. The majority (59%) of the processes have been held in Chocó, while 25% have been led in Bolívar, 9% in Guajira, and 7% in both San Andrés and in Putumayo.

Indicator 6: Number of community leader training participants

Year Four Goal	Q1	Q2	Q3	Q4	Year Four Progress	LOP Goal	LOP Progress
2,500	1,012	292	368	895	2,567	17,000	17,319

This year, ACIP prioritized the training of Afro-Colombian and indigenous community leaders in topics such as ethnic rights, public policy, strategic planning, gender equality, youth participation, cultural identity, information technology, communications, land use, environmental protection, and community relationships and co-existence. Of the 2,567 participants, 71% self-recognize as Afro-Colombian and 29% as indigenous. As cross-cutting topics, ACIP's gender and youth strategies are of particular relevance in this indicator, where the Program seeks to increase the participation and inclusion of women and youth in organizational and community leadership activities; the Year Four training participants are 61% female and 38% youth. To date, ACIP trainings have benefited 17,319 participants, surpassing our LOP goal of 17,000.



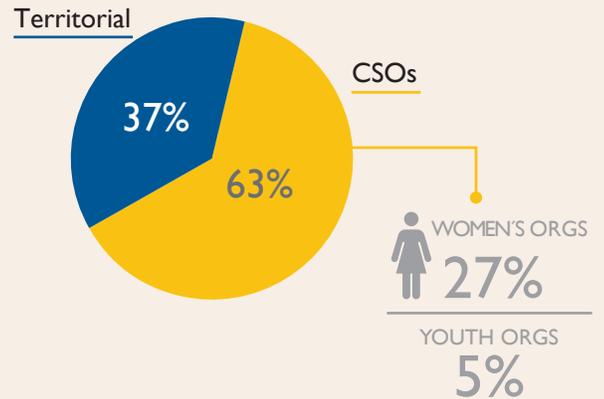
61%

YOUTH
38%

Indicator 7: Number of ethnic organizations supported

Year Four Goal	Year Four Progress	LOP Goal	LOP Progress
35	42	200	197

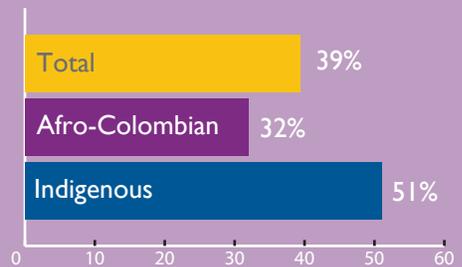
During Year Four, the Program provided first-time support to 42 community-based organizations, as well as continued assistance to 17 organizations that received support during Years One, Two, and Three. Of these 59 organizations, 80% are Afro-Colombian and 20% indigenous. The majority (63%) are local-level organizations, while 23% are regional and 14% are national. Thirty-seven percent (37%) are territorial organizations, and 63% are civil society organizations, of which 27% are women’s CSOs and 5% are youth CSOs. To date, ACIP has completed support to 197 ethnic organizations, reaching 99% of its LOP goal.



Indicator 8: Average percent change in EOCA score among ethnic organizations

Year Four Goal	Year Four Progress	LOP Goal	LOP Progress
35%	39%	40%	39%

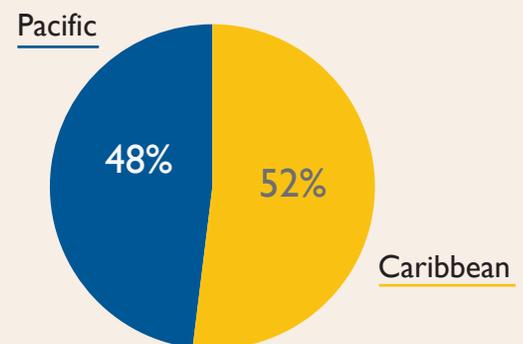
The EOCA tool measures organizational capacity of ethnic community-based organizations (CBOs) across six key capacity areas: (1) democracy and participation, (2) autonomy and administration, (3) cultural identity and social development, (4) political representation, (5) advocacy, and (6) territorial management (applicable only to ethnic territories). Since inception, the Program has conducted baseline EOCA with 67 ethnic organizations and follow-up EOCA with 33 of these, finding an average increase between measurements of 39%. Disaggregated, we find that the average increase among indigenous organizations is 51%, while the average increase among Afro-Colombian organizations is lower at 32%. The average increase among national-level organizations is 21%, while regional- and local-level organizations have the following average increase by department: Guajira 72%, Bolívar 59%, San Andrés 51%, Chocó 35%, Cauca 33%, and Valle del Cauca 21%. Finally, disaggregated by type of CBO, the average increase among territorial organizations is 60%, much higher than the average increase of CSOs at 33%.



Indicator 9: Number of land cases supported

Year Four Goal	Q1	Q2	Q3	Q4	Year Four Progress	LOP Goal	LOP Progress
15	8	15	0	2	25	60	75

In coordination with INCODER and the Land Restitution Unit, ACIP concluded technical assistance to 25 land cases this year, including support to land titling cases for 14 Afro-Colombian community councils in Cartagena and the Río Naya Afro-Colombian community council in Cauca and Valle del Cauca; a boundary clarification case for the COCOMOPOCA community council in Chocó; a land-use planning case for the Misak in northern Cauca; and a total of nine restitution cases for seven indigenous councils in Cauca and Chocó and two Afro-Colombian community councils in Chocó. Surpassing the LOP goal of 60 cases, ACIP has supported 75 land cases to date, of which 49% relate to Afro-Colombian territories and 51% to indigenous territories.



Indicators 10, 11 and 12:

These three indicators track the number of collective territories formalized (Indicator 10), encompassing how many hectares (Indicator 11) for the benefit of how many Afro-Colombian and indigenous households (Indicator 12). During the first three years of Program implementation, ACIP's technical assistance led to the landmark titling of three community councils in Bolívar, encompassing 3,494 hectares and benefiting 3,425 Afro-Colombian households. Findings of the RIG audit performed at the close of Year Three stated that by mid-Year Four—should there be no responsiveness from the pertinent GOC institution—the goals of the land titling indicators of the ACIP Performance Monitoring Plan (PMP) should be adjusted. In line with the RIG recommendation, USAID approved a revised PMP that reduced Year Four and Five goals to zero for indicators 10, 11 and 12. It is important to note that this adjustment of goals for the land titling indicators does not require nor imply adjustments to ACIP's strategy and efforts to support land cases with the beneficiary communities and the Land Restitution Unit.

Year Four Goal	Year Four Progress	LOP Goal	LOP Progress
0	0	3	3
0	0	3,494	3,494
0	0	3,425	3,425

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

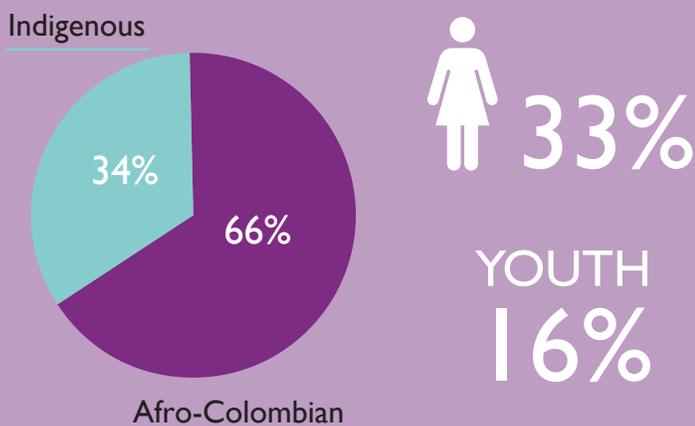
Year Four Goal	Q1	Q2	Q3	Q4	Year Four Progress	LOP Goal	LOP Progress
5,500	1,550	757	749	1,888	4,944	10,500	9,195

In Barranquilla, Bogotá, Cali, Cartagena, Medellín, Quibdó, and San Andrés, 4,944 beneficiaries graduated from workforce development programs to increase access to economic opportunities this year. The training course topics include administration, accounting and finance, customer service, BPO&IT, marketing and sales, call center services, computer skills, cooking and baking, hotel reception and wait staff, cosmetology, shoe manufacturing, architectonic design, automotive maintenance, port logistics, construction, heavy machinery operation, chemical plant operation, welding, electrical and gas installation, and occupational safety. Of this year's graduates, 63% are female and 78% are youth. In addition, 92% self-recognize as Afro-Colombian and 8% as indigenous. To date, 9,195 beneficiaries have graduated from work-force development programs, accounting for 88% of ACIP's LOP goal.



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

Year Four Goal	Q1	Q2	Q3	Q4	Year Four Progress	LOP Goal	LOP Progress
644	228	9	54	524	815	3,000	3,297



In rural areas of northern Cauca, Cartagena, the SNSM, and San Andrés, 815 participants received training to increase agricultural production and improve the sustainability of fishing, tourism, coffee, cacao, sugar cane, blackberry, pineapple, and mango value chains. Sixty-six percent (66%) of this year's training participants self-recognize as Afro-Colombian, while 34% self-recognize as indigenous. Thirty-three percent (33%) of the training participants are female, and 16% are youth. To date, the Program has surpassed its LOP goal (3,000), with a total of 3,297 participants benefiting from rural value chain trainings.

Indicator 14: Number of persons gaining formal employment

Year Four Goal	Q1	Q2	Q3	Q4	Year Four Progress	LOP Goal	LOP Progress
4,500	980	980	1,794	1,046	4,800	10,000	8,156

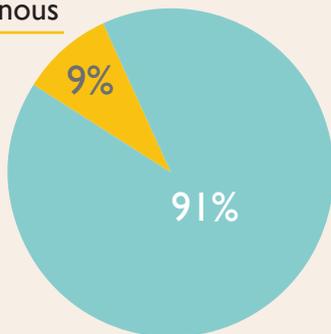
This year, the Program made significant headway in its job placement activities, a hallmark and innovative strategy that serves as an effective model for government entities, private-sector firms, and international development agencies. Private-sector firms reported that 4,800 persons gained formal employment during Year Four: 29% contracted in Barranquilla, 27% in Bogotá, 24% in Cartagena, 9% in Cali, 8% in Quibdó, 2% in San Andrés, and 1% in Medellín, with jobs in the services (91%), manufacturing (7%), and agro-industry (2%) sectors. Fifty-nine percent (59%) of those employed are female and 72% are youth. Additionally, 92% self-recognize as Afro-Colombian and 8% as indigenous. The Program has reached 82% of its LOP goal with 8,156 beneficiaries in formal jobs.



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

Year Four Goal	Q1	Q2	Q3	Q4	Year Four Progress	LOP Goal	LOP Progress
1,300	460	742	59	149	1,410	9,500	9,486

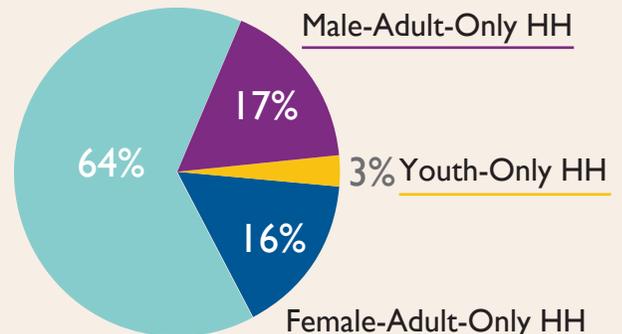
Indigenous



Afro-Colombian



Male-and-Female-Adult HH

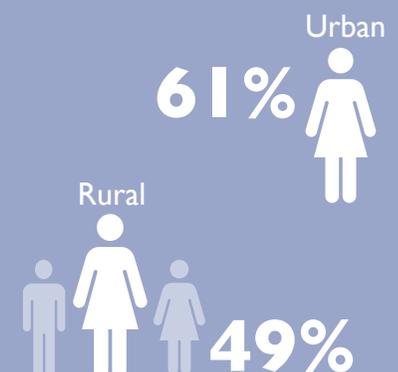


ACIP benefited a total of 1,410 households through value chain (95%) and food security (5%) projects in Bolívar, SNSM, Cauca, Chocó, and San Andrés this year. Ninety-one percent (91%) of the households identify as Afro-Colombian and 9% as indigenous. Sixty-four percent (64%) are households with both male and female adults, while 17% are households with only male adults and 16% are households with only female adults; in addition, 3% of the households are youth-led. ACIP has achieved 99.8% of its LOP goal, benefiting 9,486 Afro-Colombian and indigenous families to date.

Indicator 16: Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources

Year Four Goal	Year Four Progress	LOP Goal	LOP Progress
60%	55%	60%	55%

This indicator calculates the proportion of women accessing productive economic resources, such as formal employment and income in urban and rural areas. Utilizing the disaggregated gender-related data of Indicator 14 and Indicator 15, this indicator tracks female beneficiaries of urban employment as well as female family members (18+ years old) benefitting from rural value chain projects. Calculated cumulatively over the past four years of Program implementation, 55% of these beneficiaries are female, with 79% self-recognizing as Afro-Colombian and 21% as indigenous. In urban settings, the sex disaggregation is higher, where 61% of beneficiaries accessing formal employment are female. In rural contexts, of the adult family members, 49% are females.



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

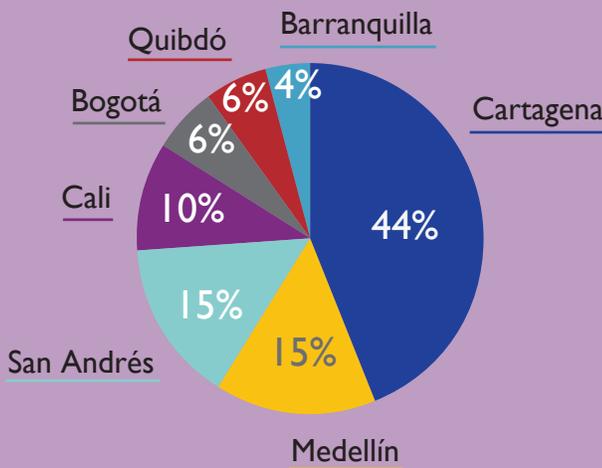
Year Four Goal	Q1	Q2	Q3	Q4	Year Four Progress	LOP Goal	LOP Progress
150	69	115	62	0	246	800	933

In Year Four, 246 private-sector employees participated in diversity and inclusion workshops in Cali (41%), Medellín, (17%), Cartagena (12%), Bogotá (10%), Barranquilla (7%), Quibdó (7%), and San Andrés (6%) with the aim of raising awareness about ethnic and gender diversity and promoting principles of non-discrimination and equal opportunity. Of this year’s participants, 34% are managers, and 48% work in human resources (HR). This participation of managers and HR personnel is essential to increase the impact of these workshops, as these are the leaders who have the most powerful tools at hand to change their company’s recruitment and selection processes to ensure diversity and inclusion. ACIP has achieved 117% of its LOP goal, training 933 private-sector employees to date.



Indicator 18: Number of private-sector firms that develop a diversity protocol

Year Four Goal	Year Four Progress	LOP Goal	LOP Progress
30	48	100	91



ACIP continued breaking ground in supporting private-sector firms to develop internal diversity protocols, in order to guide recruitment and hiring of minorities and women. Adding to last year’s success of 43 firms signing diversity protocols, an additional 48 firms joined in ACIP’s diversity and inclusion strategy in Cartagena (44%), Medellín (15%), San Andrés (15%), Cali (10%), Bogotá (6%), Quibdó (6%), and Barranquilla (4%). These 48 firms include multi-national and domestic companies in the pharmaceuticals and cosmetics, textile and manufacturing, hotel and tourism, staffing, business consulting, real estate, event planning, food distribution, cinematography, infrastructure, shipyard and naval, agroindustrial, development, and technical training and higher education sectors.

Indicator 19: Average percent change of proportion of Afro-Colombian and indigenous employees hired during the last 12 months in targeted private-sector firms

Mid-term Goal	Mid-term Progress
30%	90%

As reported last year, comparing the baseline figure of 4.9% to the follow-up measurement of 9.3% conducted at the end of Year Three, the percent increase in the proportion of Afro-Colombian and indigenous employees hired during the last 12 months in targeted private-sector firms is 90%. This result far surpasses the Program’s original midterm goal of a 30% increase for this indicator, and even surpasses the LOP goal of a 75% increase. These importance advances can be contributed to the Program’s successful implementation of its diversity and inclusion strategies, including training private-sector employees in inclusive recruitment and hiring practices, partnering with private-sector firms to develop diversity protocols, and promoting formal job placement for Afro-Colombian and indigenous persons who have successfully graduated from workforce development programs. ACIP will lead another measurement in Year Five of the Program to determine final results for this indicator.

Indicator 20: Number of positive messaging initiatives supported

Year Four Goal	Q1	Q2	Q3	Q4	Year Four Progress	LOP Goal	LOP Progress
20	6	8	3	6	23	100	92

Twenty-three (23) positive messaging initiatives were supported this year. Seventy-four percent (74%) of the initiatives were related to Afro-Colombian issues, 17% to indigenous issues, and 9% to both ethnic communities. Twenty-two (22%) reached national audiences, while 34% were circulated in the Pacific, 35% in the Caribbean, and 9% in the country's capital. To date, ACIP has achieved 92% of its LOP goal.

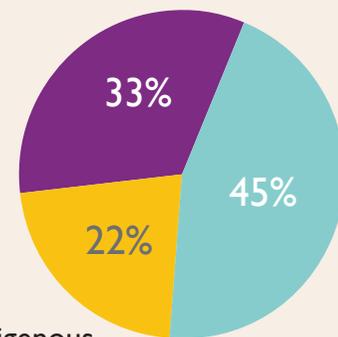


Indicator 21: Number of cultural heritage protection initiatives supported

Year Four Goal	Q1	Q2	Q3	Q4	Year Four Progress	LOP Goal	LOP Progress
9	1	5	1	2	9	33	28

Cultural heritage protection initiatives are strategic activities that protect, revitalize, document, and disseminate cultural practices for the sake of preserving ethnic culture, identity, and history. In Year Four, nine initiatives were supported, 45% related to Afro-Colombian culture, 22% to indigenous culture, and 33% related to both ethnicities. Examples include support to the San Pacho and Alabaos festivals in Chocó, a national cultural markets network, and gastronomic workshops in the Pacific with Chef Leo Espinosa. To date, ACIP has achieved 85% of its LOP goal.

Both Afro-Colombian and Indigenous



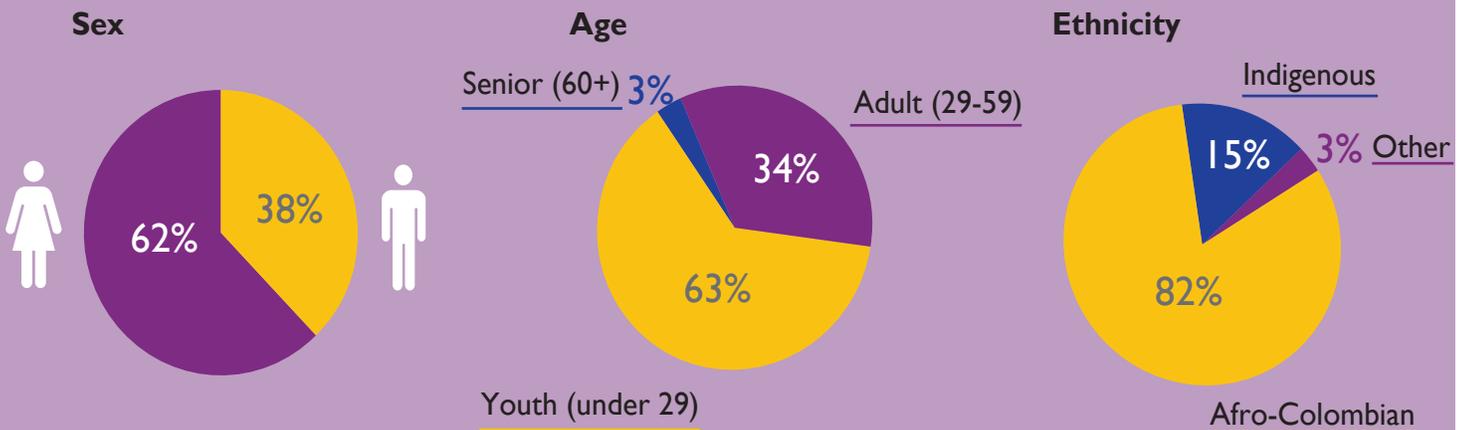
Indigenous

Afro-Colombian

Indicator 22: Number of persons trained in ACIP-funded trainings

Year Four Goal	Year Four Progress	LOP Goal	LOP Progress
6,500	7,467	25,000	24,572

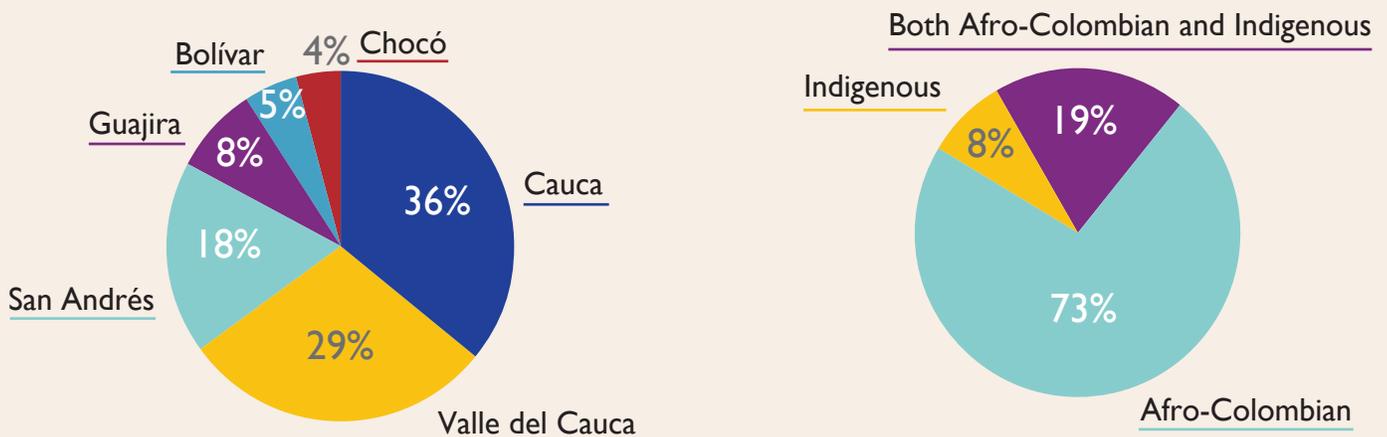
This indicator tracks the number of persons who have attended trainings across the Program’s multiple results, projects, and years of implementation. For the purposes of this indicator, data from all training indicators is analyzed utilizing each participant’s national identity document (cédula de ciudadanía, 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 trainings. In Year Four, 7,467 new, uniquely ID-ed persons participated in trainings. Of these, 62% are female and 38% are male. Eighty-one percent (82%) self-recognize as Afro-Colombian, 15% as indigenous, and 3% as other. Added to the 17,105 unique persons that participated in Years One, Two, and Three trainings, ACIP has reached 24,572 community leaders, State officials, and private-sector employees through its multiple training strategies to date, accounting for 98% of the Program’s LOP goal.



Indicator 23: Public funds leveraged

Year Four Goal	Sem I	Sem II	Year Four Progress	LOP Goal	LOP Progress
\$3 million	\$482 thousand	\$638 thousand	\$1.1 million	\$1.43 billion	\$1.43 billion

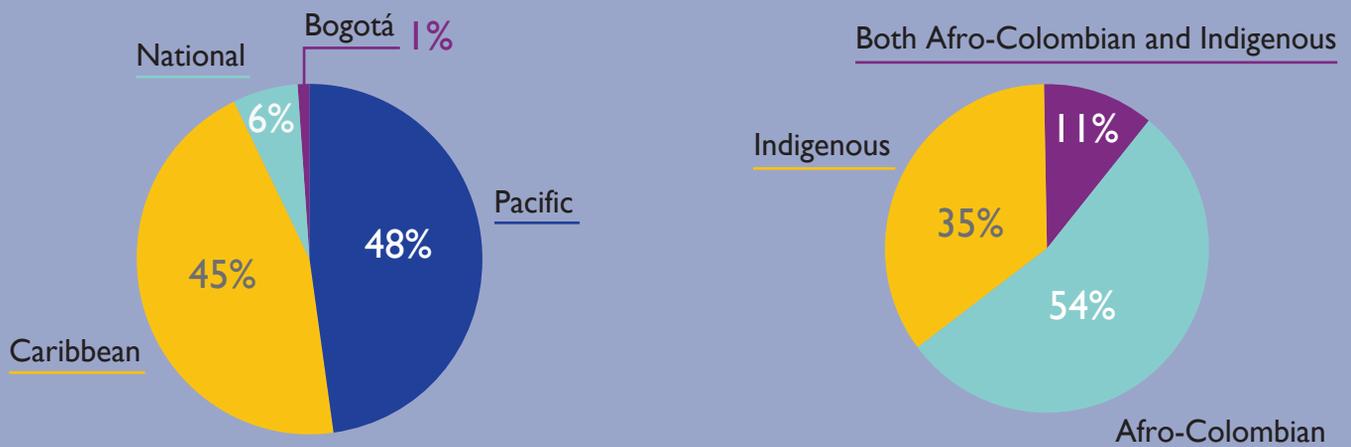
During Year Four, ACIP leveraged \$1.1 million for ACIP projects from GOC entities, including the Ministry of Labor, Ministry of Culture, the Chancellor's Office, SENA, the UACT, CORALINA, the departmental governments of Guajira and San Andrés, and the municipal governments of Cali, Maicao, and Quibdó. The funds were leveraged for invested in Cauca (36%), Valle del Cauca (29%), San Andrés (18%), Guajira (8%), Bolívar (5%), and Chocó (4%). Seventy-three percent (73%) of the public funds are destined to Afro-Colombian communities, 8% to indigenous communities, and 19% to both ethnic minority populations. To date, the Program has leveraged \$1.43 billion in public funds, 1% of which were invested directly in ACIP projects and 99% of which were facilitated for investment into ethnic communities through GOC development plans, projects, and programs.



Indicator 24: Private-sector funds leveraged

Year Four Goal	Sem I	Sem II	Year Four Progress	LOP Goal	LOP Progress
\$1 million	\$276 thousand	\$1.2 million	\$1.4 million	\$13 million	\$18 million

The Program leveraged \$1.4 million in private-sector funds from communities, organizations, and private-sector firms for ACIP projects. Fifty-four percent (54%) of the private-sector funds were leveraged for Afro-Colombian communities, 35% for indigenous communities, and 11% for both ethnic minority communities. Funds were leveraged for investment in the Pacific (48%), the Caribbean (45%), nation-wide (6%), and in Bogotá (1%). To date, ACIP has leveraged \$18 million in private-sector funds.



As defined in the USAID-approved PME, the measurement and reporting of Indicators 25, 26, 27, 28, 29, and 30 are the responsibility of USAID/Colombia.

- **Indicator 25:** Average percent change in score of Assessment of State Institutional Capacity for Attention to Ethnic Minority Needs among targeted State institutions
- **Indicator 26:** Average percent change in proportion of women holding leadership positions in targeted Afro-Colombian and indigenous organizations
- **Indicator 27:** Average percent change in proportion of youth holding leadership positions in targeted Afro-Colombian and indigenous organizations
- **Indicator 28:** Average percent change in estimated income of Afro-Colombian and indigenous families in targeted rural areas
- **Indicator 29:** Average percent change in perceptions of Afro-Colombian and indigenous persons of their socio-economic and political inclusion
- **Indicator 30:** Proportion of survey respondents reporting improved understanding of ethnic issues

All pie charts and graphics correspond to statistics and disaggregated data of Year Four information.

B. State Institutions

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

	State Entity	Department
1	ANSPE (Agencia Nacional para la Superación de la Pobreza Extrema)	National
2	Consejería Equidad de la Mujer	National
3	ESAP (Escuela Superior de Administración Pública)	National
4	ICBF (Instituto Colombiano de Bienestar Familiar)	National
5	INCODER (Instituto Colombiano de Desarrollo Rural)	National
6	Ministerio de Agricultura	National
7	Ministerio de Cultura	National
8	Ministerio de Trabajo	National
9	Ministerio del Interior	National
10	Programa Presidencial de la Población Afrocolombiana, Negra, Palenquera, Raizal	National
11	Programa Presidencial para los Pueblos Indígenas	National
12	Unidad Administrativa Especial de Gestión de Restitución de Tierras Despojadas	National
13	Unidad Administrativa Especial para la Atención y Reparación Integral a Víctimas	National
14	Gobernación de Chocó	Chocó
15	Gobernación de La Guajira	La Guajira
16	Gobernación del Archipiélago de San Andrés, Providencia y Santa Catalina	San Andrés
17	Gobernación del Cauca	Cauca
18	Alcaldía de Atrato	Chocó
19	Alcaldía de Bagadó	Chocó
20	Alcaldía de Barrancas	La Guajira
21	Alcaldía de Barranquilla	Atlántico
22	Alcaldía de Bojayá	Chocó
23	Alcaldía de Buenos Aires	Cauca
24	Alcaldía de Caldonó	Cauca
25	Alcaldía de Cali	Valle del Cauca
26	Alcaldía de Caloto	Cauca
27	Alcaldía de Cartagena	Bolívar
28	Alcaldía de Condoto	Chocó
29	Alcaldía de Corinto	Cauca
30	Alcaldía de Dibulla	La Guajira
31	Alcaldía de Guachené	Cauca
32	Alcaldía de Guapi	Cauca
33	Alcaldía De Hatonuevo	La Guajira
34	Alcaldía de Jambaló	Cauca
35	Alcaldía de Lloró	Chocó
36	Alcaldía de López de Micay	Cauca

37	Alcaldía de Maicao	La Guajira
38	Alcaldía de Manuare	La Guajira
39	Alcaldía de Medellín	Antioquia
40	Alcaldía de Medio Atrato	Chocó
41	Alcaldía de Miranda	Cauca
42	Alcaldía de Paez	Cauca
43	Alcaldía de Providencia y Santa Catalina	San Andrés
44	Alcaldía de Puerto Tejada	Cauca
45	Alcaldía de Puracé	Cauca
46	Alcaldía de Quibdó	Chocó
47	Alcaldía de San Juan del Cesar	La Guajira
48	Alcaldía de Santa Marta	Magdalena
49	Alcaldía de Santander de Quilichao	Cauca
50	Alcaldía de Silvia	Cauca
51	Alcaldía de Suarez	Cauca
52	Alcaldía de Tadó	Chocó
53	Alcaldía de Timbiquí	Cauca
54	Alcaldía de Toribio	Cauca
55	Alcaldía de Totoró	Cauca
56	Alcaldía de Uribia	La Guajira
57	Alcaldía de Valledupar	Cesar
58	Alcaldía de Villa Rica	Cauca

C. Community-based Organizations

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

	Organization	Department	Municipality
1	ACCN (Asociación Cultural Casa del Niño)	Cauca	Villa Rica
2	ACIN (Asociación de Cabildos Indígenas del Norte del Cauca)	Cauca	Santander de Quilichao
3	ACONC (Asociación de Consejos Comunitarios del Norte del Cauca)	Cauca	Santander de Quilichao
4	ADACHO (Asociación de Desplazados Afrodescendientes del Choco)	Chocó	Quibdó
5	ADEL (Asociación Casa del Agua - Agencia para el Desarrollo Económico Local)	Cauca	Silvia
6	AFRODES (Asociación Nacional de Afrocolombianos Desplazados)	Bogotá	Bogotá
7	AFROMAR (Asociación de Mujeres Afro Marialabanjese)	Bolívar	Maria la Baja
8	AFROSANMAG (Asociación Afrocolombiana del Distrito de Santa Marta)	Magdalena	Santa Marta
9	AFROTOLUCA (Asociación Social de Mujeres Afro de Tolu)	Sucre	Tolu
10	AMEN-SD (Archipelago Movement for Ethnic Natives–Self Determination)	San Andrés	San Andrés
11	APA (Asociación Nacional de Periodistas Afrocolombianos)	Valle del Cauca	Cali
12	APOLONIA (Asociación Social de Mujeres Afrocolombianas Negras Raizales y Palenqueras)	Atlántico	Barranquilla
13	ARMAFROCAR (Asociación en Red de Mujeres Afrocaribes de Repelon)	Atlántico	Repelon
14	ASACAGRAMA (Asociación Agropecuaria y Cafetera El Gran Mallama)	Nariño	Mallama
15	ASAGA (Asociación Somos Afro de Gamero)	Bolívar	Mahates
16	ASO MANOS NEGRA (Asociación para la Defensa del Medio Ambiente y de Nuestra Cultura Negra)	Cauca	Guapi
17	ASOAFROCOL (Asociación para el Desarrollo Integral de la Poblacion Afrodescendiente Colombiana)	Atlántico	Barranquilla
18	ASOCASAN (Consejo Comunitario Mayor del Alto San Juan)	Chocó	Tadó
19	Asociación de Autoridades Tradicionales Anainjak Wakuaipa	La Guajira	Maicao
20	Asociación de Autoridades Tradicionales de La Guajira Jeketu Akuaipa	La Guajira	Riohacha
21	Asociación de Autoridades Tradicionales Wayuu Ejepenejirrawa	La Guajira	Riohacha
22	Asociación de Autoridades Wayuu Alaulayu Apushi	La Guajira	Maicao
23	Asociación de Cabildos de Resguardos Genaro Sanchez Zona Centro	Cauca	Popayán
24	Asociación de Cabildos Nasa C´hac´ha	Cauca	Paez
25	Asociación de Mujeres Afro Saqueras	Atlántico	Juan de Acosta

26	Asociación de Mujeres Afrodescendientes y del Caribe “Graciela Chaines”	Bolívar	Cartagena
27	Asociación de Mujeres Artesanas de la Zona del Río Ranchería Kanás	La Guajira	Riohacha
28	Asociación Escuela Ciudadana	Valle del Cauca	Cali
29	Asociación Social de Mujeres Caribeñas de Santa Lucia	Atlántico	Santa Lucia
30	Asociación Wayuu Painwashi Wayaa Suluu Woumain	La Guajira	Manaure
31	Asociación Zonal de Cabildos Juan Tama	Cauca	Inza
32	ASOCOC (Asociación de Consejos Comunitarios de Cartagena - Mi Tambo)	Bolívar	Cartagena
33	ASOCODITA (Asociación Comunitaria para el Desarrollo Integral Tierra de Aguilas)	Cauca	Guachené
34	ASOM (Asociación Municipal de Mujeres)	Cauca	Santander de Quilichao
35	ASOMUCON (Asociación de Mujeres de Condoto)	Chocó	Condoto
36	ASOMUPA (Asociación de mujeres productoras de plantas medicinales y Aromaticas de Quibdo)	Chocó	Quibdó
37	ASOMUPROCON (Asociación de Mujeres Productoras de Condoto)	Chocó	Condoto
38	ASOMUQUIB (Asociación de Mujeres del Municipio de Quibdo)	Chocó	Quibdó
39	ASOPEIMA (Asociación de Mujeres Afro Peinadoras de Cartagena)	Bolívar	Cartagena
40	ASOPESBOTH (Asociación de Pescadores Fuente Pesquera Bottom House)	San Andrés	Providencia
41	ASOPRADUSE (Asociación de Productores de Dulces y Servicios Etnoturísticos)	Bolívar	Cartagena
42	ASOREMALUR (Asociación de Red de Mujeres del Municipio de Luruaco)	Atlántico	Luruaco
43	ASOREMAPAC (Asociación de Red de Mujeres Afro de Palmar de Candelaria)	Atlántico	Palmar de Candelaria
44	ASOREMASAN (Asociación de Mujeres Afrocaribe de Santa Cruz)	Atlántico	Luruaco
45	ASOYOGÉ (Asociación Agroindustrial de Productores Agropecuarios y Mineros Afrodescendientes Yolombo Gelima)	Cauca	Suarez
46	ASPRODEMA (Asociación de Productores del Medio Atrato)	Chocó	Quibdó
47	ASPROFINCA (Asociación de Productores de Finca Tradicional del Norte del Cauca)	Cauca	Villa Rica
48	Cabildo Afrocaribeño Gavilaneo	Bolívar	Cartagena
49	Cabildo Indígena Alto del Rey	Cauca	El Tambo
50	Cabildo Indígena de Chapa	Cauca	El Tambo
51	Cabildo Indígena del Pueblo Kokonuko de Poapyan	Cauca	Popayán
52	Cabildo Indígena Guarapamba	Cauca	El Tambo
53	Cabildo Indígena Inga Santiago de Cali	Valle del Cauca	Cali
54	Cabildo Indígena Kofan Santiago de Cali	Valle del Cauca	Cali

55	Cabildo Indígena Misak Santiago de Cali	Valle del Cauca	Cali
56	Cabildo Indígena Nasa Santiago de Cali	Valle del Cauca	Cali
57	Cabildo Indígena San Jose de Julumito	Cauca	Popayán
58	Cabildo Indígena Yanaconas Santiago de Cali	Valle del Cauca	Cali
59	Cabildo Quichua Runa Pura Santiago de Cali	Valle del Cauca	Cali
60	CAIZEM (Cabildo Indígena Zenú de Membrillal)	Bolívar	Cartagena
61	CNOA (Conferencia Nacional de Organizaciones Afrocolombianas)	Bogotá	Bogotá
62	COAFROPAEZ (Capitanía Comunidad Afrocolombiana de Paez)	Cauca	Paez
63	COCOILLO (Consejo Comunitario Integral de Lloro)	Chocó	Lloró
64	COCOMACIA (Consejo Comunitario Mayor de la Asociación Campesina Integral del Atrato)	Chocó	Quibdó
65	COCOMAN (Consejo Comunitario Mayor de Novita)	Chocó	Nóvita
66	COCOMOPOCA (Consejo Comunitario Mayor de la organización Popular Campesina del Alto Atrato)	Chocó	Quibdó
67	Comunidad Waunana Guayacan Santa Rosa	Valle del Cauca	Buenaventura
68	Consejo Comunitario Arroyo de Piedra	Bolívar	Cartagena
69	Consejo Comunitario Chanzara	Cauca	Guapi
70	Consejo Comunitario Cuerval	Cauca	Timbiquí
71	Consejo Comunitario de Bazan Bocana	Valle del Cauca	Buenaventura
72	Consejo Comunitario de Comunidades Negras de Barú	Bolívar	Cartagena
73	Consejo Comunitario de Comunidades Negras de Caño del Oro	Bolívar	Cartagena
74	Consejo Comunitario de Comunidades Negras de la Unidad Comunera de Gobierno Rural de Ararca	Bolívar	Cartagena
75	Consejo Comunitario de Comunidades Negras de la Unidad Comunera de Gobierno Rural de Bocachica	Bolívar	Cartagena
76	Consejo Comunitario de Guayabal	Chocó	Quibdó
77	Consejo Comunitario de Islas del Rosario	Bolívar	Cartagena
78	Consejo Comunitario de La Boquilla	Bolívar	Cartagena
79	Consejo Comunitario de la Comunidad Negra de la Plata	Valle del Cauca	Buenaventura
80	Consejo Comunitario de la Comunidad Negra de la Unidad Comunera de Gobierno Rural Vereda de Punta Arena	Bolívar	Cartagena
81	Consejo Comunitario de la Comunidad Negra de Puerto España y Miramar	Valle del Cauca	Buenaventura
82	Consejo Comunitario de la Comunidad Negra de Tierra Bomba	Bolívar	Cartagena

83	Consejo Comunitario de la Comunidad Negra del Consejo Mayor del Rio Anchicaya	Valle del Cauca	Buenaventura
84	Consejo Comunitario de la Comunidad Negra del Corregimiento de Santa Ana	Bolívar	Cartagena
85	Consejo Comunitario de la Comunidad Negra del Rio Naya	Valle del Cauca	Buenaventura
86	Consejo Comunitario de la Cuenca Baja del Rio Calima	Valle del Cauca	Buenaventura
87	Consejo Comunitario de la Cuenca del Rio San Bernardo Patia Norte	Cauca	Timbiquí
88	Consejo Comunitario de Las Comunidades Negras del Alto Guapi	Cauca	Guapi
89	Consejo Comunitario de Ma Kankamana de San Basilio de Palenque	Bolívar	Mahates
90	Consejo Comunitario del Corregimiento de Pasacaballos	Bolívar	Cartagena
91	Consejo Comunitario del Rio Yurumangui	Valle del Cauca	Buenaventura
92	Consejo Comunitario Guapi Abajo	Cauca	Guapi
93	Consejo Comunitario Integración	Cauca	López de Micay
94	Consejo Comunitario La Playa Renaciente	Valle del Cauca	Cali
95	Consejo Comunitario La Voz de los Negros	Nariño	Magui Payan
96	Consejo Comunitario Mamuncia Parte Media del Rio Micay	Cauca	López de Micay
97	Consejo Comunitario Manglares Parte Baja del Río Micay	Cauca	López de Micay
98	Consejo Comunitario Negros en Acción	Cauca	Timbiquí
99	Consejo Comunitario Negros Unidos	Cauca	Timbiquí
100	Consejo Comunitario Parte Alta Sur del Rio Saija	Cauca	Timbiquí
101	Consejo Comunitario Parte Baja del Rio Saija	Cauca	Timbiquí
102	Consejo Comunitario Playon Rio Sigui	Cauca	López de Micay
103	Consejo Comunitario Puerto Rey	Bolívar	Cartagena
104	Consejo Comunitario Renacer Negro	Cauca	Timbiquí
105	Consejo Comunitario Rio Guajui	Cauca	Guapi
106	Consejo Comunitario Rio Napi	Cauca	Guapi
107	Consejo Comunitario San Francisco	Cauca	Guapi
108	Consejo Comunitario San Joc	Cauca	López de Micay
109	Consejo Comunitario Tierra Baja	Bolívar	Cartagena
110	Consejo Comunitario Unión del Patia Viejo	Nariño	Roberto Payan
111	Consejo Mayor Palenque El Castigo	Cauca	Timbiquí
112	COOPWACE (Cooperativa Multiactiva Indígena Wayuu)	La Guajira	Riohacha

113	Corporación Líderes por el Cambio Social	Valle del Cauca	Cali
114	Corporación Miss Nancy Land	San Andrés	San Andrés
115	Corporación para el Desarrollo de las Comunidades Afrocaribeñas Jorge Artel	Bolívar	Cartagena
116	CRIC (Consejo Regional Indígena del Cauca)	Cauca	Popayán
117	CRICH (Consejo Regional Indígena del Choco)	Chocó	Quibdó
118	Delegación Wiwa del Resguardo Kogui-Malayo-Arhuaco	La Guajira	Riohacha
119	Dusakawi EPSI (Asociación de Cabildos Indígenas del Cesar y la Guajira)	Cesar	Valledupar
120	ECOBRA (Empresa Comunitaria Brisas del Río Agua Blanca)	Cauca	Buenos Aires
121	Escuela Popular de Gobierno	Valle del Cauca	Cali
122	FEDEOREWA (Federación de Asociaciones de Cabildos Indígenas del Choco)	Chocó	Quibdó
123	FEDEPRAN (Fundación para el Desarrollo de la Raza Negra)	Valle del Cauca	Cali
124	FUNAMI (Fundación Social Africa Mia)	Atlántico	Barranquilla
125	Fundación AFROAMERICA XXI	Valle del Cauca	Cali
126	Fundación Cacique Mexion	La Guajira	Maicao
127	Fundación Chiyangua	Cauca	Guapi
128	Fundación Cultural Afrocolombiana MASAI	Cauca	Puerto Tejada
129	Fundación Fiestas Franciscanas	Chocó	Quibdó
130	Fundación Sauyeepeia Wayuu	La Guajira	Uribe
131	Fundación Ser Afro	Magdalena	Santa Marta
132	Fundación Siempre Unidos	Valle del Cauca	Cali
133	FUNSBOW (Fundación para el Desarrollo Sostenible Bowden)	San Andrés	Providencia
134	FUNSODECO (Fundación Social para el Desarrollo Comunitario)	Valle del Cauca	Cali
135	Junta Mayor Autónoma de Palabrereros Wayuu	La Guajira	Uribe
136	Kambiri (Red Nacional de Mujeres Afrocolombianas)	Valle del Cauca	Cali
137	MADESAN (Asociación de Mujeres Afro de Santa Catalina)	Bolívar	Santa Catalina
138	Mahennie Native Women Foundation	San Andrés	San Andrés
139	NOTABLAZO (Fundación Mujeres Notables Afrocolombianas)	Atlántico	Barranquilla
140	Old Providence Ecohamlet Foundation	San Andrés	Providencia
141	ONIC (organización Nacional Indígena de Colombia)	Bogotá	Bogotá
142	OREWA (Asociación de Cabildos Indígenas Wounaan, Embera Doviida, Katio, Chami y Tule del	Chocó	Quibdó

	Departamento del Choco)		
143	ORFA (Organización de la comunidad raizal con residencia fuera del Archipiélago)	Bogotá	Bogotá
144	Organización Wayuu Painwashi	La Guajira	Riohacha
145	OSMACCA (Organización Social Mujeres Afro Comprometidas con el Cambio)	Cesar	El Paso
146	PCN (Proceso de Comunidades Negras)	Bogotá	Bogotá
147	PESPROISLAS(Asociación de Pescadores Artesanales Providencia y Santa Catalina Islas)	San Andrés	Providencia
148	RECAO (Red de Comunicadores Comunitarios, Culturales y Ambientales de Occidente)	Chocó	Quibdó
149	Red de Jóvenes de Organizaciones Afrodescendientes, Palenqueras y Raizales de Cartagena	Bolívar	Cartagena
150	REDMUNORCA (Red de Mujeres del Norte del Departamento del Cauca)	Cauca	Villa Rica
151	REMA (Red de Mujeres Afrocaribes)	Atlántico	Barranquilla
152	REMABAY (Red de Mujeres Afro de Bayunca)	Bolívar	Cartagena
153	REMADEMA (Red de Mujeres Afrocaribes de Manati)	Atlántico	Manati
154	REMAPIE (Red de Mujeres Afro de Arroyo de Piedra)	Bolívar	Cartagena
155	Resguardo Alberto Pushaina	La Guajira	Maicao
156	Resguardo Arhuaco de la Sierra Nevada	Cesar	Valledupar
157	Resguardo de Ambalo	Cauca	Silvia
158	Resguardo de Calderas	Cauca	Inza
159	Resguardo de Canoas	Cauca	Santander de Quilichao
160	Resguardo de Caño Mochuelo	Casanare	Yopal
161	Resguardo de Concepción	Cauca	Santander de Quilichao
162	Resguardo de Corinto	Cauca	Santander de Quilichao
163	Resguardo de Guadalito	Cauca	Santander de Quilichao
164	Resguardo de Guambia	Cauca	Silvia
165	Resguardo de Huellas	Cauca	Santander de Quilichao
166	Resguardo de Kokonuko de Purace	Cauca	Puracé
167	Resguardo de Lopez Adentro	Cauca	Santander de Quilichao
168	Resguardo de Munchique Los Tigres	Cauca	Santander de Quilichao
169	Resguardo de Paletara	Cauca	Puracé
170	Resguardo de Poblazon	Cauca	Popayán
171	Resguardo de Purace	Cauca	Puracé

172	Resguardo de Quintana	Cauca	Popayán
173	Resguardo de San Francisco	Cauca	Santander de Quilichao
174	Resguardo de Suratena	Risaralda	Marsella
175	Resguardo de Toez	Cauca	Santander de Quilichao
176	Resguardo de Toribio	Cauca	Santander de Quilichao
177	Resguardo de Tumbichucue	Cauca	Inza
178	Resguardo de Yaquiva	Cauca	Inza
179	Resguardo Embera Eperara del Rio Naya	Valle del Cauca	Buenaventura
180	Resguardo Guaco Bajo y Guaco Alto	Vichada	Cumaribo
181	Resguardo Kankuamo	Cesar	Valledupar
182	Resguardo Kogui Malayo Arhuaco	Magdalena	Santa Marta
183	Resguardo La Cilia	Cauca	Santander de Quilichao
184	Resguardo La Gaitana	Cauca	Inza
185	Resguardo Las Delicias	Cauca	Santander de Quilichao
186	Resguardo Minitas - Mirolindo	Guainía	Barrancominas
187	Resguardo Murcielago - Altamira	Guainía	Barrancominas
188	Resguardo Numain Maleiwa	La Guajira	Maicao
189	Resguardo Pienchi Anuuwa	La Guajira	Maicao
190	Resguardo Pueblo Nuevo - Laguna Colorada	Guainía	Barrancominas
191	Resguardo Sumain Wayuu Uliana	La Guajira	Maicao
192	Resguardo Wayuu Akalinjirawa	La Guajira	Maicao
193	Resguardo Wayuu Napajanain Maleiwa	La Guajira	Maicao
194	Resguardo Wayuu Wopumain Junain Maiokuo	La Guajira	Maicao
195	Resguardo Weepiapa	La Guajira	Maicao
196	UNIPA (Unidad Indígena del Pueblo Awa)	Nariño	Pasto
197	UOAFROC (Unidad de Organizaciones Afrocaucanas)	Cauca	Puerto Tejada

ACIP in the News

Usaid promotes inclusion in fashion runways

Usaid promueve inclusión en pasarelas



CheckOutTown se presentó durante la pasarela "Somos Color" el miércoles en Bogotá. Con ellas, la modelo Sessilee López, etc.

La pasarela "Somos Color", celebrada en el Colegio Nuevo Gimnasio de Bogotá, se enmarca dentro de la iniciativa "Ruta de la Inclusión", que hace parte del Programa para los Afrodescendientes e Indígenas de la Usaid.

Redacción - EFE

La Agencia de los Estados Unidos para el Desarrollo Internacional (Usaid) promovió la inclusión social, económica y política de las minorías étnicas en Colombia en una pasarela de moda que contó con la participación de la súper modelo Sessilee López, quien fue uno de los "ángeles" de Victoria's Secret.

El director de la Usaid en Colombia, Peter Napolitano, aseguró en el evento que incorporar componentes étnicos en las campañas publicitarias de las empresas "no sólo es un atractivo diferencial y valioso sino también una herramienta inteligente de generación de productividad y negocio".

Los tonos café y oscuros de los conjuntos exhibidos se convirtieron en un símbolo a través del cual reivindicar la pluralidad y la diversidad de un país como Colombia. La pasarela contó con la participación del diseñador afrocolombiano Edwing D'Angelo, radicado desde hace 25 años en Nueva York, y cuya musa esta noche fue la súper modelo Sessilee López, una de las primeras mujeres afro en ser portada de la revista Vogue.

"Los colores castaños, madera, el chocolate, son colores que me identifican como persona y ahí empezó la idea (...) Esto nos da una ruta que no solamente tiene que ser lo eurocentrico sino que también tenemos que buscar dentro de nuestras pro-

pias raíces", explicó D'Angelo.

Sessilee López fue la encargada de abrir este desfile con un abrigo corto de paño gris y de cerrarlo con un conjunto completamente blanco con un pantalón de talle alto, camisa y una capa larga y sedosa.

Freviamente, la diseñadora afrocolombiana Lia Samantha, que ha vestido a la Miss Universo, Paulina Vega o al cantante Carlos Vives, entre otros, presentó su nueva colección "Egipto", inspirada en la civilización que nació a orillas del río Nilo, pero sin olvidar las raíces choconas de su familia.

Las prendas que mostró estuvieron adornadas con grandes alas "por la importancia espiritual que tienen las aves en Egipto, que es la elevación del espíritu y el renacimiento del alma que nunca muere", según explicó la propia Samantha.

Las telas evocaron la cultura africana, repletas de colores.



CHARLA MOTIVACIONAL DEL DISEÑADOR D'ANGELO

soy el futuro de Colombia

Empoderando agentes de cambio para la inclusión



Flavio Carabali, de Acdi Voca; Azucena de Benedetti, directora de Gente Estratégica; el diseñador Edwing D'Angelo; Ana Gómez, la Dama del Departamento; y Mauricio Betancur, director de Schwarztopf Professional de Henkel.

LA PASARELA INCLUYENTE DE SOMOS COLOR



Equipo de Usaid: Cristina Davis, subdirectora Poblaciones Vulnerables; Peter Napolitano, director; Camila Gómez, jefe Población Vulnerable; y Sergio Rivas, dir. Programa para Afrodescendientes e Indígenas.



La pasarela "somos color" de Usaid le apuesta a la inclusión social

El evento busca promover la inclusión económica y política de las comunidades étnicas en el país.



La diseñadora Lia Samantha; Alfredo Morales, pte. Henkel Colombia; la modelo Sessilee López; el diseñador Edwing D'Angelo; y Oriol Bonatsch, pte. Henkel México.

34 ASESORES DE NEGOCIOS EN LINEA

Cambio, motor de desarrollo

TEMAS ESPECIALES EL TIEMPO

El Mercado Cultural del Caribe es el primero en Colombia con 8 años de creación y no tradicional con más de 120 festivales.



La apertura del Mercado Cultural del Caribe...

Encuentro por la paz y la reconciliación de Timbiquí, Cauca

Con fútbol, música, gastronomía y peinados afros se realizará el gran Encuentro por la paz y la reconciliación de Timbiquí, Cauca el martes 15 y miércoles 16 de septiembre.



Foto: Especial para: www.90minutos.co

El evento comunitario se lleva a cabo en el marco del convenio 136/14 suscrito entre la Unidad de Consolidación Territorial, UACT y el Programa para Afrodescendientes e Indígenas de la Agencia de los Estados Unidos para el Desarrollo Internacional, USAID.

SUCCESS STORY

Development rooted in tradition

USAID hires people from the communities it serves to develop projects that work.

Although he has lived in the Colombian capital for nearly four years, Leonardo (Leo) Crispin Torres is rooted to the land where he was born. In keeping with Arhuaco tradition, his umbilical cord lies buried under the roots of an old oak tree on his family farm high in the mountains of the Sierra Nevada de Santa Marta. Even today, Leo maintains a strong connection with his community, traveling there as often as possible; he has even bought cattle and planted coffee as a sort of retirement plan for his eventual return.



Leonardo Torres with his grandmother on his family farm in the Sierra Nevada de Santa Marta.

“After I finished university I got the opportunity to help develop a productive agriculture project—corn and beans for the Yukpa indigenous people—I really saw their needs and nutritional deficiencies and I thought this is the reality of our country, of the indigenous people, this is my reality.”

Leonardo Torres, ACIP
Contracts and Grants Specialist

One of eight siblings, Leo first left his rural home as a child, moving to Pueblo Bello, department of Cesar, to attend school. In his rural community, most children never attend school and Leo and his siblings became the first in their family to earn high school diplomas.

Now 36-years old, Leo is not your typical Arhuaco man. He maintains a deep respect for nature, is extremely close to his family, and readily gives to others without expecting anything in return—three characteristics often associated with the Arhuacos—yet he also values his independence, is highly-educated, works in an office, and dresses in modern clothing. His grandparents were the last to don the iconic white robes. Leo perfectly embodies the blending between two worlds.

Always compelled to strengthen the Arhuaco indigenous community, he started working as a community development worker, formulating coffee value chain projects for an Arhuaco coffee producers association. Here, he had his first contact with USAID in its Specialty Coffee Program. Soon after, Leo moved away from his community to Bogotá, joining the finance team. Since then, he has moved his way up to being a part of the Afro-Colombian and Indigenous Program’s (ACIP) contracts team, responsible for ACIP’s largest portfolio of grants supporting indigenous and Afro-Colombian communities in Chocó, Cauca, the Sierra Nevada, and urban areas like Bogotá, Cali, Barranquilla, Cartagena and Medellín.

Leo has seen first-hand the sort of development projects that do not adequately account for the true needs of the target population either through poor design or for a lack of real knowledge about the communities. With ACIP, he sees a veritable difference. He says that the most gratifying part of his work has been direct contact with beneficiary communities and the ability to branch out to help other ethnic minority populations in the country. According to Leo, “It would be selfish to help only my own people.”

Leo’s upward climb has not stopped. He is currently working towards a master’s degree in management and development practice at Universidad de Los Andes—widely considered Colombia’s most prestigious university. People like Leo are fundamental to promoting the socioeconomic and political inclusion of Colombia’s indigenous people, and to bring them development opportunities that stay true to their needs, culture, and heritage. Leo explains, “There are many ways to contribute to your community. In my case, I feel I can do more from outside than from within.”

SUCCESS STORY

Youth at risk of forced illegal armed group recruitment finds path to economic stability

Armed conflict victims find a path to a stable future through USAID economic opportunities programs.

Didier's day is a long one. He starts with a 7:00am culinary arts workforce development course and ends at 11:00pm when he gets home from his internship at a high-end Italian restaurant on the other side of the city. But judging from his smile, he doesn't mind. Through the six-month workforce development class, which is part of a USAID economic inclusion model for ethnic populations, he is gaining the necessary skills to be versed in the culinary arts—chopping and cooking techniques according to different ingredients, recipes from different regions of the country and the world, basics of wine pairing.



Didier Mosquera, ACIP beneficiary, prepares shrimp linguine at his internship at an Italian restaurant in Cali.

Rewind five years ago and Didier was living in a small rural town four hours away from Cali, a region known as a *zona caliente* (hot zone), rampant with armed conflict violence. He was displaced at 17, when he left home in fear of forced recruitment into Colombia's illegal armed groups. "When we realized that they were recruiting in neighboring towns, my mom told me to leave home," Didier recalls, "there, young men don't have a choice; they take you by force, to lose your life, or to endure abuse, lost somewhere in the jungle or mountains...my mother didn't want that for me."

Didier is one of 3,244 armed conflict victims that are securing a stable economic future through USAID's Afro-Colombian and Indigenous Program. When he first arrived to Cali, he snatched up the first job he could find, working in the informal job market as a recycler. He remembers frequent, painful infections on his hands as a result of going through bags of garbage with his bare hands. Although he worked for a company, he was never guaranteed a formal contract, health benefits, nor proper protection gear. He worked in recycling for over two years, making less than minimum wage even in his best months.

Fast forward about three years and Didier is completing a hands-on internship—whipping up linguine and concocting sauces—at a posh Italian restaurant, which is already paying him 75 percent of the full-time salary, allowing him to focus on his studies and internship, rather than find another job to meet his basic needs. The courses have allowed him to deepen his knowledge in a career that he can be passionate about. In response to why he chose this career path Didier explains, "When you're cooking something and you finally get to taste it and it turns out to be delicious... I think that moment is magical."

Besides learning to make his way in the kitchen, Didier is also learning to maneuver computer programs, such as Excel and Word. Didier affirms that these skills will help him to build administrative and planning skills—important for when he opens his own restaurant, which he will call Salsa Picante (Hot Sauce) because—according to Didier—everything tastes better with hot sauce.

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Didier Mosquera, Beneficiary, ACIP workforce development project.

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