



USAID
FROM THE AMERICAN PEOPLE



Expanding Opportunities Worldwide

Afro-Colombian and Indigenous Program (ACIP)

Quarter 2 – FY 2016

January – March

QUARTERLY PROGRESS REPORT



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

April 29, 2016

This report covers activities under
USAID Cooperative Agreement
No. AID-514-A-11-00004

Table of contents

Acronyms	3
Section I: Background	5
Section II: Summary.....	5
Section III: Progress by Result.....	7
Section IV: Ministry of Labor	21
Section V: Portfolio Breakdown	23
Section VI: Monitoring and Evaluation.....	23
Section VII: Communications	25
Section VIII: Program Management.....	25
Section IX: Looking Forward.....	26
Section X: Financial Information.....	24
Annexes	27
A. ACIP in Numbers.....	28
B. State Institutions	33
C. Community-based Organizations	35
D. ACIP in the News	42
E. Success Stories	44

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

Section I: Background

Through Cooperative Agreement No. AID-514-A-11-00004, dated August 30, 2011, the United States Agency for International Development (USAID) awarded ACDI/VOCA the Afro-Colombian and Indigenous Program (ACIP) for a five-year period through August 29, 2016. This agreement was modified on July 17, 2012 to update the standard provisions 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 second quarter of fiscal year 2016 (the second quarter of Program Year Five and the 18th consecutive quarter of Program implementation), encompassing activities carried out from January 1 to March 31, 2016.

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

- ❖ 42 local governments included ethnic concerns in their draft development plans.
- ❖ 120 public officials from the national and local governments improved collaboration in line with the Ministry of Interior’s Nation-Region Strategy.
- ❖ 108 public officials in Cauca participated received technical assistance for development plan design using the DNP methodology and ensuring an ethnic differentiated approach.

- ❖ 80 public officials and ethnic organization leaders gathered in two separate meetings (40 in Cauca, 40 in Chocó) building improved relationships among government and civil society.
- ❖ 22 public officials designed a protocol on free, prior and informed consultation and validated this with ethnic communities.
- ❖ 80 Afro-Colombian and indigenous leaders in San Andres, Cartagena, Barranquilla, and Santa Marta advocated for the inclusion of ethnic concerns in the development plans.
- ❖ 50 public officials and representatives of CBOs built their capacity to carry out socio-economic studies with an ethnic differentiated approach, develop indicators and goals associated with closing socio-economic gaps in Riohacha.
- ❖ 25 leaders of women’s organizations in Barranquilla built their capacity in effective communication and advocacy.

Increased access to public funds

- ❖ 20 Afro-Colombian leaders learned project design best practices and formulated projects using Ministry of Culture guidelines to leverage public funds.

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

- ❖ 38 Afro-Colombian leaders graduated from a certification course on ethnic territorial rights.
- ❖ 2,500 copies of a study on Raizal territorial rights were published and distributed.

RESULT 2: ETHNIC COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

Capacity building of ethnic organizations

- ❖ 100 Afro-Colombian leaders developed and submitted a proposal to the Office of the High Commissioner for Peace and six national and local government entities.
- ❖ 135 leaders from the Nasa, Ambalueño, Kizgueño, Misak and Polindara indigenous peoples worked to build the organizational capacity of Totoguampa in Eastern Cauca.
- ❖ 80 leaders trained in advocacy for ethnic rights, Afro-Colombian legislation, and free, prior and informed consultation in Timbiqui
- ❖ 150 leaders participated in four workshops on Afro-Colombian legislation, leadership, internal regulations, and accounting and organizational procedures in Guapi
- ❖ 120 Afro-Colombian and indigenous leaders participated in a series of high-level government meetings and preparation workshops that led to the creation of the Municipal Secretariat for Peace, Reconciliation and Reinsertion in Quibdo and adoption of the Regional Peace Agenda.
- ❖ 90 leaders of the Lloró Community Council finalized their ethno-development plan.
- ❖ 40 leaders from ten indigenous communities built their capacities in project formulation and advocacy skills to participate in citizen oversight committees.
- ❖ 30 Afro-Colombian women leaders and 40 Afro-Colombian participated in including ethnic considerations in the Santa Marta 2016-2019 Development Plan.
- ❖ 50 indigenous leaders built their capacity for self-governance in Riohacha, Manaure, Maicao, and Albania.
- ❖ 100 Kankuamo leaders, youth and children recovered ancestral practices and knowledge of family lineage.

Gender Equality

- ❖ 45 women and youth leaders trained in organizational strengthening, conflict resolution, and advocacy skills in López de Micay and Guapi.

Increased access to public funds

- ❖ \$178,000 grant secured from the Norwegian Human Rights Fund to benefit Afro-Colombian CBOs in López de Micay and Guapi.

- ❖ \$84,000 allocated by the Guajira Secretariat for Indigenous Affairs to expand coverage for water access to five indigenous communities in Maicao.
- ❖ \$18,000 in funds in-kind donations of materials provided by Maicao’s municipal government to improve water access for indigenous communities.
- ❖ Three projects were formulated and approved, building the sustainability of the Totoguampa indigenous association in Eastern Cauca even after Program assistance finalizes.

RESULT 3: ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

Urban economic opportunities

- ❖ Historic agreement signed by GOC and ACIP to increase representation of ethnic groups in government positions
- ❖ LOP goals surpassed this quarter with 11,075 ethnic youth trained in workforce development programs and 10,364 participants with formal jobs in prioritized industries.
- ❖ 122 manicurists in Quibdó entered the formal job market.

Rural economic opportunities

- ❖ Kankuamo farmers association accessed the specialty coffee market, selling their coffee at 25 percent above average market price.
- ❖ 309 indigenous families of the Sierra Nevada de Santa Marta (SNSM) improved coffee and cocoa production with ACIP agricultural technical assistance.
- ❖ 135 artisanal fishermen strengthened economic security with improved equipment
- ❖ 4,634 ethnic rural families in the Pacific region benefitted through rural development initiatives
- ❖ Four tourism organizations of San Andres and Providencia increased visibility and built relationships at two national-level tourism fairs.

RESULT 4: POSITIVE MESSAGING OF ETHNIC MINORITY ISSUES INCREASED

- ❖ 127 print, broadcast, and online media campaigns increased awareness and ethnic communities and cultural diversity.
- ❖ 790 at-risk children and youth were engaged in cultural preservation and peacebuilding activities, including soccer and traditional music (marimba).
- ❖ Major ethnic inclusion achieved in one of the country’s most important cultural events the Ibero-American Theater Festival.
- ❖ 100 Afro-Colombian youth leaders build capacities in the performance arts at the Ibero-American Theater Festival.
- ❖ 4,141 children and youth reached through positive messaging vehicle CineBus.
- ❖ 30,000 ethnic identity strengthening comic books distributed in the Pacific region.

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.

ACIP’s Institutional Strengthening team worked directly with the national government and 42 departmental and municipal governments this quarter to guarantee the inclusion of ethnic concerns in their development plans. This is of critical importance because Colombia’s public administration practices make it very challenging to receive funding for projects or policies that are not included during the design phase of the quadrennial plans. All supported governments successfully incorporated ethnic topics and

many also included guidelines to improve assistance to women and youth in their preliminary drafts, which were submitted to the Department of National Planning (DNP) on February 29. ACIP will continue to support these governments to finalize their plans which must be approved by the DNP on May 31, 2016.

Also at the national level, ACIP continued direct technical assistance to the Ministry of Interior for the implementation of its strategy to improve relations among national level public entities and municipal and departmental governments. This culminated in a workshop in which more than 90 public officials from territorial governments travelled to Bogota and met with 30 national level officials from several ministries (Interior, Communications, Culture, Health, and Education) and national level entities (DNP, DPS, Victims Unit, and the Office of the Councilor for Women's Equality). The workshop offered a space for governmental entities to review specific project plans with respect to the current funding options available from the Ministry of Interior and to develop a schedule for future technical workshops.



More than 90 public officials from regional governments met with 30 national government representatives at the ACIP-supported Nation-Region Strategy Workshop.

PACIFIC: As part of the DNP's strategy to strengthen differentiated attention for ethnic populations at the territorial level, ACIP worked with public officials to design their development plans and consult these with ethnic groups, incorporating their visions and perspectives such as their way of conceiving economic growth and changes in social practices into the plans. More than 40 public officials and indigenous leaders in Cauca participated in joint work sessions which allowed them to build professional relationships among government and civil society, and to articulate departmental and municipal development plans with indigenous life plans. A total of 108 public officials from the departmental government of Cauca and 11 municipalities participated in the design of the plans using the DNP methodology and ensuring an ethnic differentiated approach. ACIP also worked with Cauca's government to review the progress of the ACIP-supported Northern Cauca Contrato Plan (NCCP)—a multi-tiered budgeting mechanism that allows the national and local governments to pool resources towards a common goal—and to develop technical working groups with public officials from the new administration who will oversee NCCP implementation.

In the Pacific Coast region, ACIP held a two-day technical workshop with 20 Afro-Colombian leaders from the Youth Platform and the Renacer Community Council, teaching them project design best practices and helping them to formulate projects using Ministry of Culture guidelines. Later this year, ACIP will



Afro-Colombian and indigenous CBOs established strong relationships with public officials from the new administrations in Choco for improved dialogue and coordination.

support the CBOs in finalizing the proposals for submission when the Ministry opens its call for proposals. This practical, hands-on technical assistance will allow CBOs greater access to public funding even after Program closeout.

In Choco, ACIP built relationships with the new administrations and developed lines of communication for these public officials to communicate on a regular basis with ethnic CBOs through regular meetings and a series of citizen participation workshops. The Program also provided technical assistance to local administrations in eight municipalities and the departmental government for the formulation of

development plans using the DNP's guidelines and tool kit. A total of 40 public officials and ethnic CBO leaders worked together to ensure that the local development plans were articulated with Afro-Colombian ethno-development plans and indigenous life plans.

CARIBBEAN: In San Andrés, the ACIP institutional strengthening team advised the Public Defender's Office in the formulation of a protocol to govern free, prior and informed consultation (FPIC) since the Raizal ethnic minority and the Afro-Colombian population both have a fundamental right to FPIC. This work involved consultation with all of the government entities involved in the protection of ethnic and human rights and achieved the establishment of an instance to receive complaints and recommendations to improve implementation. A total of 22 public officials participated in the protocol's design and validation with ethnic communities. As a next step, the Program will provide technical assistance for specific prior consultation cases to test its application. ACIP also worked in San Andrés aiding the DNP in the roll-out of its Territorial Kit that includes methodologies, formats, and tools for the formulation of inclusive and participatory development plans. More than 30 public officials participated in defining relevant topics to take into account, such as gaps in socio-economic indicators, detailed analyses of social concerns, and the incorporation of peace and sustainable development objectives into the plans.

ACIP also supported development plan formulation in Cartagena, Barranquilla, and Santa Marta, where more than 50 Afro-Colombian and indigenous leaders worked directly with their local governments to advocate for the inclusion of ethnic concerns and specific projects to benefit these populations in the development plans. In Riohacha, ACIP supported development plan formulation using a methodology for the design of goals and indicators and an analysis of socio-economic conditions of ethnic populations.



In Riohacha, 50 public officials and CBO representatives received training in how to conduct socio-economic studies and formulate goals and indicators to close socio-economic gaps between ethnic and non-ethnic groups.

This was the result of training for 50 public officials and representatives of CBOs in which they built their capacity to carry out socio-economic studies with an ethnic differentiated approach, develop indicators and goals associated with closing socio-economic gaps, and evaluate the results and impacts achieved. In Valledupar, ACIP supported the Wiwa Indigenous Council to coordinate with the newly appointed mayor to advocate for the alignment of objectives in their life plans with the municipal and departmental development plans through a workshop that brought together indigenous leaders and public officials. The indigenous authorities and the governments made progress in aligning their plans and also established communication channels for future collaboration.



Government officials and ACIP staff stand in front of the inclusion memorandum signed in Medellín.

ACIP built the capacity of 25 leaders of women's organizations in Barranquilla through a two-day workshop on Effective Oral Communication for Advocacy. Through this workshop, the women honed their skills in leadership, the use of new social media and other communications tools, public speaking, and advocacy skills.

CENTRAL: ACIP held a meeting in Medellin with Afro-Colombian community organizations, informing them about the different programs and projects that the municipal government has in place for their benefit. The Program also completed an analysis of socio-economic gaps in order to identify the impact on the Afro-Colombian population and how best to use this information in governmental programs related to health, social development, culture, and education for the development of strategic action plans. This work culminated in the signing of a symbolic commitment to diversity and inclusion by the mayor of Colombia's second largest city. As part of the same project, the government met directly with representatives of Afro-Colombian and urban indigenous groups to ensure the alignment of their ethno-development and life plans with the municipal development plan.

NATIONAL: ACIP continued technical assistance to the Land Restitution Unit's Department of Ethnic Affairs this quarter in the characterization of territorial damages on ethnic collective lands as a fundamental step in achieving restitution of indigenous and Afro-Colombian collective territorial rights. The methodology for characterizing damages consists of a step-by-step procedure and tools to collect social, legal, cadastral, and environmental information related to ethnic territories, criteria to determine whether damages occurred, instructions to establish the first legal hypothesis (a theory for the case), and guidelines to develop the cases. During the quarter, ACIP completed the characterization study with the Río San Francisco Community Council in Cauca and continued support to the Alto Guapi Community Council also in Cauca, the Calima Community Council in Buenaventura (Valle del Cauca), and the Delfines Community Council of Bahía Solano in Chocó.

In addition to direct technical assistance for specific cases, ACIP worked with the Land Restitution Unit (LRU) to improve the methodology used to characterize territorial damages. This included new processes for producing legal cases such as how to handle secondary occupants on the land, improvements to the social-economic studies and legal components, and more streamlined administrative processes. As a testament to the innovative nature of this work, ACIP was invited to present on its partnership with the LRU and explain the technical aspects of the methodology at the 17th Annual World Bank Conference on Land and Poverty in Washington, DC, an event that attracted more than 1,200 participants and attendees.

ACIP also worked directly with Colombia's Supreme Judicial Court (CSJ) and the Organization of American States' Mission for Support to the Peace Process in Colombia (MAPP-OEA) to raise awareness about the technical assistance that the government is providing to indigenous and Afro-Colombian victims of the armed conflict. As a part of this work, ACIP is collaborating with CSJ and MAPP-OEA in the preparation of two events on restitution of ethnic territorial rights that will bring together victims with judges and magistrates from the courts designed to process their cases.

PACIFIC: In Timbiquí, Cauca, 38 Afro-Colombian community leaders graduated from a certification course on ethnic territorial rights developed jointly by the Javeriana University and ACIP. The participants improved their knowledge in topics such as environmental and productive land use planning and strategies to improve territorial autonomy by completing the 150-hour course.



CARIBBEAN: As a way to close out assistance for ethnic territorial rights on the San Andres archipelago, ACIP supported an ethnic study and community initiative to publish the study results, spanning the history of the Raizal people on the island, the significance of land as a source of economic sustainability, ancestral rituals related to land use, the effects of overpopulation and loss of ancestral

territory, and legislation that protects Raizal territorial rights. ACIP published 2,500 copies of the book, which are being distributed in schools, libraries, local governmental institutions, and Raizal CBOs nationwide. The massive turnout of approximately 200 members of the Raizal community at the book launch in San Andres illustrated the paramount importance of this community achievement.

RESULT 2: ETHNIC COMMUNITY-BASED ORGANIZATIONS STRENGTHENED

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

NATIONAL: ACIP continued support to the National Afro-Colombian Council for Peace (CONPA) in the development of a peace and post-conflict agenda with an ethnically differentiated perspective in light of continuing peace talks between the GOC and the FARC guerilla. CONPA, which is comprised of several national-level Afro-Colombian organizations including AFRODES, PCN, CNOA, and CIMARRON and the Interethnic Forum for Solidarity in Chocó (FISCH), has been working for more than a year towards the inclusion of ethnic concerns in the peace talks. This quarter more than 100 Afro-Colombian leaders developed and submitted a proposal to the Office of the High Commissioner for Peace and six national and local government entities. CONPA also established a committee of Colombian and international experts to advise the group and facilitate their relationships with the GOC and international organisms.

Also at the national level, ACIP continued to build opportunities for ethnic minority youth to access higher education in coordination with the Juan Pablo Gutierrez Caceres Foundation, the private sector, and the National University. In order to measure the effectiveness of this program, ACIP met with the students that have benefited from these scholarships in Medellin and Bogota and documented their progress through a video featuring personal testimonies and life stories.

PACIFIC: ACIP continued support to the Association of Indigenous Councils of Northern Cauca (ACIN) and the Association of Indigenous Authorities of Eastern Cauca (Totoguampa), building the capacity of indigenous councils in the eastern and northern region of the department. In Eastern Cauca, 135 leaders from the Nasa, Ambalueño, Kizgueño, Misak and Polindara indigenous peoples worked to build the organizational capacity of Totoguampa, which brings together 13 indigenous councils. They formulated and approved three projects in Special Indigenous Jurisdiction (JEI), Governance and Indigenous Economy that will build the sustainability of the association even after Program assistance finalizes. In Northern Cauca, ACIN finalized, validated, and approved its regional life plan after one year of ACIP technical assistance, incorporating the needs and viewpoints of its 20 member-councils in order to guide the association's actions and development strategy in the coming years. Also during the quarter, ACIN collaborated with Afro-Colombian and *campesino* groups in the design of a peace agenda and to plan for the Third Inter-Ethnic and Inter-Cultural Roundtable which will be held in May. On March 2, Afro-Colombians, indigenous people, *campesinos* and victims' organizations met with the Office of the High Commissioner for Peace in the First Regional Peace Forum held in Puerto Tejada. Through workshops in conflict resolution and negotiation, conflict-affected populations learned how to improve dialogue and relationships with their neighbors. The forum also provided a space for these groups to design a proposal for the post-conflict era.



The Totoguampa Association formulated three projects in Special Indigenous Jurisdiction (JEI), Governance and Indigenous Economy to build its organizational capacity and sustainability.

ACIP continued to build the capacity of the Associations of Community Councils of Timbiquí and Guapi along Cauca's Pacific Coast. The seven member councils of the Timbiquí Association developed manuals for administrative and management processes, adjusted internal regulations and trained 80 leaders in advocacy for ethnic rights, Afro-Colombian legislation and free, prior and informed consultation. In Guapi, 150 leaders participated in four workshops on Afro-Colombian legislation, leadership, internal regulations, and accounting and organizational procedures. The Association also received training to set up a website and blog to increase its outreach and attract new members.

ACIP finalized a community strengthening initiative through Schools for Forgiveness and Reconciliation (*Escuelas de Perdón y Reconciliación*—ESPERE), which target domestic violence, on the premise that physically abused children grow up to be aggressive and more likely to commit violent acts—ideal targets for armed conflict recruitment. One hundred community members, most of whom are women, participated in ESPERE schools in Timbiquí, which serve as a space for community members to address profound scars that may still affect their current relationships, as well as examine the roots and causes of anger and violence in the home, as a strategy to end cycles of revenge and violence. Additionally, 18 leaders participated in an intense capacity-building training in order to replicate the methodologies with more groups within their communities. To end programming activities, each school formulated and carried out their own initiatives for peace which are a series of activities to involve the rest of the community and a space to impart messages learned during in the schools. Examples of initiatives for peace included a



Leaders from three local recycling organizations receive capacity-building training at a glass recycling plant in Medellín.

musical demonstration on the streets of Timbiquí, spreading positive messages on peace-building, improvements to the community cultural space and the Festival for Peace, which included skits, traditional dance and music, and community meals.

ACIP continued support to community-run recycling initiatives in Timbiquí and Guapi through capacity-building workshops to improve organizational capacities and technical knowledge of the recycling business. Part of the capacity-building process included informational visits to recycling plants in Medellín, where leaders learned about recycling processes, including how to obtain added value for recyclable products, such as plastic, glass, and scrap metal.

Working through the Coordination of Community Councils and Black Peoples' Organizations of the Cauca Pacific Coast (COCOCAUCA), ACIP strengthened a series of Afro-Colombian CBOs in López de Micay and Guapi. More than 45 women and youth leaders received training this quarter in organizational strengthening, conflict resolution, and advocacy skills. The group submitted a successful proposal to the Norwegian Human Rights Fund, receiving a grant valued at \$178,000 for organizational initiatives in a post-conflict context.

ACIP began a new organizational strengthening project in the municipality of Buenaventura this quarter designed to build the self-governance, business management, and administrative capacity of the Yurumanguí Community Council. The Community Council operates a boat transport service, artisanal fishing business, and a sugar cane processing plant in order to generate income for its members in this rural area of Buenaventura. During the quarter, the council leaders agreed to create a single association to manage all of the community businesses, further technical assistance will help them to carry out this action plan.

The Inter-Ethnic Forum on Peace for Choco continued its work to develop a strategy for regional peace in coordination with religious and governmental entities, international cooperation partners, the United

Nations, and 68 ethnic-territorial organizations. More than 120 Afro-Colombian and indigenous leaders from the San Juan, Pacific Coast Atrato and Baudo regions participated in a series of high-level government meetings and preparation workshops that led to the creation of the Municipal Secretariat for Peace, Reconciliation and Reinsertion in Quibdó and adoption by gubernatorial decree of the Regional Peace Agenda.

ACIP began support to Corporación Mano Cambiada, an Afro-Colombian-owned eco-tourism company to improve organizational management capacity and design a strategic workplan. During the quarter, ACIP conducted a study of how the company works in commercial, administrative, financial, human resources and communications technical areas and completed site visits to the company's offices in Bogotá, Quibdó and Nuquí.

ACIP continued support to the School for Political Training for Women in Power to build women leaders' capacity to participate in the municipal councils, the departmental assembly, and local government offices of Chocó. This involved six workshops for training public officials, ten meetings with eight municipal governments for the design of development plans, and studies on women in political participation and social benefits in eight municipalities. The women were able to present proposals with a gender focus for inclusion in the local development plans and developed a video that reflected the work carried out under the project. Three public policies for Women's Equality were developed in the municipalities of Condoto, Bagado, and Bojaya. Also in Choco, 90 leaders of the Lloró Community Council developed its ethno-development plan based on previous work and a socio-cultural and environmental study developed with Program technical assistance. This plan is meant to be a tool to coordinate public policies at the national, regional, and local levels to guarantee collective benefits for its nine member-councils.

From January 25 to 29, the Afro-Colombian community-based organization Manos Visibles and ACIP hosted the first MingaLab in Quibdó and Medellín, bringing together leaders from the Pacific region. MingaLab allowed the organizations to share experiences and develop innovative solutions to address the primary socio-economic challenges that affect their populations and discuss how they can contribute to a post-conflict society. During the event, 16 Afro-Colombian organizations from the Pacific region sent representatives to Medellín and Quibdó to visit inspiring community projects, evaluate their 2015 achievements, design action plans for 2016, and participate in a high-level strategic communications seminar in order to build capacity to spread awareness about their work and ethnic identity through media and technology.



Ethnic community leaders from the Pacific region met in the MingaLab, a laboratory for community innovation in Quibdó and Medellín, to promote collaboration, collective action, and strategic learning.

CARIBBEAN: Organizational capacity assistance in Guajira this quarter resulted in strengthened indigenous organizations with a specific focus on water management as a response to prolonged droughts on Wayuu reservations in Middle and Upper Guajira. The project entails the development of low-cost, easy-maintenance water reservoirs and water treatment facilities to improve its quality for human consumption. During the quarter, ACIP presented the project to several local government entities resulting in the adoption of the project by the Guajira Secretariat for Indigenous Affairs as part of its overall strategy to address water shortages in indigenous territories. The Secretariat allocated a budget of \$84,000 to expand its coverage to five indigenous communities. Maicao's municipal government and the Departmental Unit for Risk Management also assigned budgets and in-kind donations of materials valued at \$18,000.

ACIP's collaboration with Fundación Cerrejon continued to increase access to social services and justice for indigenous and non-indigenous communities in six municipalities through technical assistance for citizen oversight committees and to contribute to municipal development plans. Four indigenous and Afro-Colombian organizations were trained in how to participate in citizen oversight committees and 40 leaders from ten indigenous communities built their capacities in project formulation and advocacy skills. During the quarter, all six municipalities presented their development plans with a strong ethnic component to the Territorial Planning Councils for their review and oversight, and the municipality of Maicao received a certification in quality management.

Also in Guajira, ACIP continued support to the leadership and management school to build the capacity for self-governance among indigenous communities in Riohacha, Manaure, Maicao, and Albania. Fifty leaders participated in each of the four work sessions organized by the school. The Yanama indigenous organization will continue to operate the school after ACIP finalizes technical assistance next quarter. In Maicao, the Zenu indigenous people built their capacity for self-governance, contributed content to be included in the municipal development plan, participated in governmental meetings on the recognition of urban indigenous communities, and finalized their comprehensive life plan, benefitting 647 families.

In the Sierra Nevada de Santa Marta, ACIP support allowed 100 Kankuamo leaders, youth and children to recover ancestral practices and knowledge of family lineage. The participants created family trees and reflected on their ancestors as it relates to culture; 70 youth participated in reviewing the situation of water on the indigenous collective territory and developed strategies to protect water resources.

Working with the Nelson Mandela Association of Afro-Descendants and the Ser Afro Foundation, ACIP trained 30 Afro-Colombian women leaders and 40 Afro-Colombian youth in advocacy techniques, which led to the inclusion of ethnic considerations in the Santa Marta 2016-2019 Development Plan to improve provisions to protect their socio-economic, cultural and political rights. A group of Afro-Colombian youth were empowered and secured direct channels of communication with the government. In Cartagena, ACIP built up the Nelson Mandela Citizen Platform which strengthened five CBOs located in the Nelson Mandela neighborhood of Cartagena with the objective of improving their capacity for political advocacy in the local government, to improve spaces for formal education through the development of a Diploma in Politics, Ethnic Identity and Peace Building that teaches skills related to public policies with a focus on human rights. The organization improved its communications strategy and also adapted the Ethnic Organizational Capacity Assessment (EOCA) as a tool to help it measure its member-CBOs progress.

RESULT 3: ETHNIC MINORITY ACCESS TO ECONOMIC OPPORTUNITIES INCREASED

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

NATIONAL: This quarter the GOC and ACIP took historic steps to correcting systemic exclusion of ethnic groups in public service positions through a landmark agreement with the Department of Public Service to increase representation of ethnic groups in government positions. Currently, there are no official figures to demonstrate the participation of ethnic groups in the nearly 1.1 million public service positions in the country. An important component of the agreement includes carrying out an extensive study to finally define these numbers, which will serve as a baseline for a new Public Employment Policy. Furthermore, this public policy represents a step forward towards reaching international governance standards and acceptance to the



Sergio Rivas, Director of ACIP, and Liliana Caballero, Director of the Department of Public Service, sign a historic agreement to increase ethnic diversity in government positions.

Organisation for Economic Cooperation and Development (OECD)—an extremely relevant objective for the current administration. Markedly increasing diversity and inclusion in public service positions addresses specific OECD recommendations to increase representation of disenfranchised populations as well as to capitalize on the country's multicultural identity.

As a first step in implementation, ACIP provided technical assistance to the Department of Public Service to design and implement a surveying tool to collect demographic information regarding diversity in Colombian public service positions. The survey incorporates the four variables: gender, ethnic minorities, sexual orientation, and handicaps. The survey was sent to approximately 200,000 public service employees and has garnered 22,140 answers to date. The results from this survey are vital for constructing the public employment policy to increase diversity.

Throughout the country, ethnic minority youth gained greater social mobility through workforce development and job placement projects in Bogotá, Barranquilla, Cali, Cartagena, Medellín, Quibdó, Buenaventura, and San Andres. This quarter ACIP hit a programmatic milestone, surpassing the life of project goals for beneficiaries completing workforce development courses and participants achieving formal jobs. In total, 11,075 ethnic youth have increased their marketability and job skills, while 10,364 participants have secured jobs in prioritized industries.

PACIFIC: This quarter Quibdó appeared on the national private-sector radar through the Quibdó Detonante Festival, a three-day event that served as an opportunity to flaunt the cultural wealth of Quibdó as well as highlight growing community and business initiatives that are contributing to the sustainable growth of a city whose reputation for corruption and poverty has long repelled investors from the region. One of the most notable participants of the festival was Arturo Calle, founder of one of the largest Colombian clothing chains, who met with the ACIP-supported investment promotion agency, Invest in Chocó, to explore investment opportunities. As an outcome of his visit, Calle made concrete plans to bring his clothing store chain to Quibdó and rented four stores in the city's new shopping center, which is expected to open in September of 2016. Additionally, Calle offered advice and tips from his own experiences in an inspirational talk with 60 Afro-Colombian cultural entrepreneurs.



Arturo Calle, in his first trip ever to Chocó, visits the stands of small business owners in Quibdó during the Detonante Festival. Photo courtesy of El Colombiano.

Also in Quibdó, workforce development training in sales and marketing and occupational health engendered new skills for project participants on their way to formal jobs. ACIP continued to push new skills training with partner SENA, which incorporated a new learning module on cash register and computer register operation, a subject that SENA did not offer previously. Additionally, ACIP worked with groups of manicurists—traditionally relegated to working in the informal job market—to provide assistance on making the switch to the formal job market. Training workshops focused on how to convert their skills into a formal job, financial education to promote saving and sound financial habits, and improving customer service. As a result of this initiative, 122 manicurists have entered the formal job market.

Workforce development projects continued to break cultural and racial paradigms by ushering marginalized youth into the formal job market. This quarter, 311 youth gained skills to work in the shoe manufacturing, leatherworking, and automotive industries, while 73 beneficiaries secured consistent salaries through formal job contracts.

Currently 61 ethnic youth from severely marginalized neighborhoods in Buenaventura are enrolled in courses, focusing on heavy machinery operation and port logistics. In partnership with the CBO XXI Century Afro-America, the Program is fomenting cultural pride through ethnic identity strengthening workshops—a crucial parallel component in a city where Afro-Colombians suffer from negative associations with armed violence and poverty. Furthermore, 49 students have initiated the process to obtain their driver's license, an important document for future jobs.

CARIBBEAN: In the Caribbean region this quarter, 513 ethnic youth took crucial steps towards financial security by achieving formal job contracts in Cartagena, Barranquilla, and San Andres.

In Barranquilla, ACIP finalized a unique, collaborative initiative with the Program's strategic partner the Colombian National Business Association (ANDI). Targeting ethnic minority university students, preparing to graduate, the project matched the profiles of 50 students to the hiring demands of 95 member-companies of ANDI. Unlike most ACIP urban employment projects, this project lent a significant emphasis on personal development through one-on-one sessions with a certified life coach. In a period of two months, participants worked on personal and professional obstacles, goals, and life missions.

In Santa Marta, ACIP is addressing a lack of economic opportunities for indigenous women in the city through technical assistance to small business creation. On March 16 to 18, 40 women from the Wiwa, Kogui, Chimilas, Kankuamo and Wayuu communities participated in workshops to define key business development strategies, such as defining products, quality, design, production quantities, and delivery times. A recurring theme throughout the workshops was the focus on integrating traditional knowledge and designs to new products and services.



Participants in a business development workshop with 40 indigenous women in Santa Marta.

CENTRAL: In Bogota and Medellin, 569 ethnic youth graduated from their job training courses and entered the workforce. Also this quarter, students in Bogotá reinforced their cultural identities through a talent show, showcasing songs, dances, and poems unique to their communities.

Income for rural ethnic minority populations increased.

PACIFIC: In northern Cauca, ACIP rural development projects are strengthening 1260 small-scale farmers of the associations Asprofinca, Ecobra, and Asocabildo. On January 20, the US Ambassador to Colombia, Kevin Whitaker, and two Colombian ministers visited an ECOBRA-member farm where several community leaders echoed sentiments that ACIP support has helped to provide income generation options and allow them to remain on their ancestral lands. During the past two years, the association garnered more than US\$1 million in coffee, pineapple, mango, and sugar cane sales; previously the association was so weak that it had no way of formally tracking income from sales. Furthermore, community leaders expressed that youth who are able to work on family farms for a decent income are less likely to become involved in illicit activities such as illegal mining or coca growing, or to be displaced for economic



Ambassador Kevin Whitaker (center) in a visit to an Ecobra-member farm in northern Cauca.

reasons. This quarter programming activities with Asprofinca included building cocoa bean drying beds and cultivating relationships with potential clients. The association reported an average production of 1.5 tons per month. The indigenous farmers association Asocabildo completed improvements to the blackberry processing plant, where they will move their operations for blackberry juice and sweets production.

In Tadó (Chocó) ACIP provided 149 cocoa-producing families with a grafting kit and maintenance equipment to carry out grafting of older, unproductive cocoa trees. To date, the cocoa growers have received technical assistance in grafting 30 percent of the 149 hectares of cocoa with high-output cocoa crop varieties.

Now in its fifth quarter of implementation, the joint ACIP-MOL initiative *Emprende Pacífico* continued to boost local economies of rural ethnic communities heavily affected by the armed conflict. In Timbiquí (Cauca), programming activities centered on improving production for 354 plantain farmers and 196 local fishermen. This quarter, project implementation activities resulted in newly planted plantain crops on a total of 177 hectares, corresponding to 0.5 hectares per family. Local fishermen received an ice machine, which is improving the quality of their products.

In Río Naya, a rural community of Buenaventura, Program assistance is enabling 470 smallholder rice farmers and artisanal fishermen to achieve economic sustainability. This quarter the Program provided two motorboats, replacement motors, and fishing equipment. Rice farmers of Río Naya received 7,200 kg of rice seed and have sowed 127 hectares of rice crops. Furthermore, community members of Río Naya participated in a Creative Lab with Colombian chef Leo Espinosa to revive ancestral cooking methods and recipes, as well as to diversify cooking methods to improve nutrition.

CARIBBEAN: This quarter the Kankuamo indigenous association Asoprokan achieved a major milestone by selling their *Café Kankuamo* for the first time in the specialty coffee market. Last year, the Kankuamo indigenous coffee growers association Asoprokan sold all of their coffee to local intermediaries at market price. After a comprehensive value chain weakness assessment, ACIP technical assistance has targeted cultivation, harvesting, and post-harvesting processes to get Kankuamo coffee to the next level. As a result, one third of coffee produced this year has been classified as specialty coffee, which has enabled the association to sell at 25 percent above average market price. Value chain strengthening activities include battling endemic pests and plagues, improved harvesting and coffee bean washing techniques and implementation of best practices in coffee storage. Furthermore, 10 Asoprokan members have participated in Barista trainings and are making coffee beverages with their own *Café Kankuamo* at coffee fairs and events. Another outcome of ACIP support to the association led to the leveraging of over US\$33,000 in public resources, which they will use to build covered coffee bean drying beds for associated members.



ACIP value chain work with Asoprokan has allowed *Café Kankuamo* to reach the specialty coffee market.

Similarly, the Arhuaco cocoa growers of the SNSM have achieved enormous progress in increasing production and improving cocoa bean quality. This quarter, the Arhuaco cocoa-growing community produced 29,000 kilos of wet cocoa beans, compared with 4,000 kilos of wet cocoa beans produced and sold in the first quarter of 2015.



Ecotourism organizations of San Andres and Providencia gained important visibility at the Anato Tourism fair in Bogotá.

ACIP rural development initiatives continued to promote alternative income generation alternatives for rural ethnic communities in Guajira and San Andres and Providencia. In Guajira, 18 small business entrepreneurs of the Wayuu indigenous community participated in two workshops geared toward brainstorming new products and services while incorporating cultural and ancestral traditions. In San Andres and Providencia, ACIP focused on raising awareness of quality ecotourism services of four Raizal tourism organizations Ecofiwi, Release Me, Roots, and Discover Old Providence. Representatives of these organizations attended two important tourism fairs last quarter in Bogotá and Cali, resulting in enhanced marketing capacities, a database of 40 new potential clients or partner-organizations, and meetings with travel agencies in Bogotá and the coffee region—two major tourist hubs.

Lastly, Program support to four fishing organizations in the Caribbean region strengthened economic security for 135 artisanal fishermen. In Providencia, local fishermen continued improving abilities to maneuver mobile technologies. This quarter, 30 fishermen received mobile devices, equipped with applications on weather, mapping, and production recording. Fishermen of the Pesbaru association in Baru continued to strengthen lionfish sales through a relationship with the upscale restaurant El Gobernador in Cartagena.

RESULT 4: POSITIVE MESSAGING OF ETHNIC MINORITY ISSUES INCREASED

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

NATIONAL: Through four positive messaging projects this quarter, ACIP continued to promote greater awareness of Colombia's cultural wealth, thereby increasing pride and recognition among ethnic communities. ACIP technical assistance to the organizers of internationally acclaimed Ibero-American Theater Festival, arguably the most important cultural event in Colombia, resulted in an unprecedented inclusion of ethnic artists in the theatre festival. Artists from ethnic communities from Bogotá, Riohacha, Condotó, and Cali drew national attention through seven plays and one concert. For example, on March 15, Afro-Colombian singers of Condotó, Chocó captivated audiences with their Alabaos, or sacred burial songs, in *Singing to Not Forget*—a tribute to the deaths resulting from the armed conflict in Chocó. The performance raised awareness of an ancestral Afro-Colombian tradition that is gradually disappearing as a result of cultural fragmentation and a loss of ethnic identity.



Afro-Colombian singers of Condotó, Chocó perform traditional burial songs at the Ibero-American Theater Festival in Bogotá.

ACIP's partnership with the Ibero-American Theater Festival also engendered spaces for capacity-building and reflection for 100 Afro-Colombian youth leaders, hailing from Bogotá, Guapi, Timbiquí, Cali, Quibdó, and Buenaventura. Chosen for their outstanding leadership and artistic abilities, the youth participated in diverse and intensive workshops and forums with renowned actors, directors, and screenplay writers.



Above, a screenshot from the national news outlet RCN, covering the CineBus launch in Cartagena.

ACIP is sending out positive messages around Afro-Colombian identity across all generations along the Caribbean coast through another high-impact national-level initiative.. CineBus—a touring cinema-on-wheels reached 4,141 children and youth in under resourced neighborhoods outside of Cartagena,. The community film screenings serve as a space for reflection and dialogue, centering on concepts that promote solidarity and cultural and ethnic pride. After each screening, designated facilitators lead discussions to analyze themes and lessons imparted through the films, as well as how these lessons can lead to transformational initiatives and changes within the community. Additionally, a select group from each community is receiving capacity-building training on filmmaking components, such as script-writing, production,

and edition, as a strategy to raise greater awareness of their own communities and stories.

In a new positive messaging project, ACIP support is providing Afro-Colombian communities access to news through Afro TV, the first online multimedia news hub solely dedicated to raising awareness of current events, trends, and positive messages revolving around Afro-Colombian communities. The website currently garners approximately 25,000 visits per day. Additionally, through strategic partnerships with Telepacífico and RCN, two important regional and national media outlets, AfroTV is guaranteeing weekly spots on TV dedicated to Afro-Colombian news. The platform also incorporates video, social media, and a daily messaging system notifying subscribers on important news and events. Furthermore, the website serves as an important tool for spreading awareness of ACIP’s events and project developments.



The screenshot above was taken of the video, covering an ACIP institutional strengthening project on March 28, and featured on Afro TV.

The Program continued to support the development of KIDON, a virtual social network for children and youth between five and 12 years old, which uses a balance of education, fun, and interaction coined as “edutainment.” As a result of ACIP technical assistance, KIDON is including a Diversity Park as an ethno-educational module. This quarter saw the completion of the focus group phase, where children and youth of diverse backgrounds tested the platform and gave feedback.

ACIP support for Soccer for Peace schools in Timbiquí, Buenaventura, and Santa Marta inculcated 760 marginalized ethnic children and youth with behavior-changing values based on non-violence, tolerance, and effective communication. In an illustrative event in Timbiquí, young leaders organized a symbolic disarmament, inviting children and youth to turn in their toy guns—crude yet functional guns made from wood, plastic, and batteries, crafted to explode and hit targets with rocks and other small objects. More than 40 children and youth participated in the symbolic disarmament, trading in their guns for soccer balls. The event represented a powerful act and hopeful sign that Timbiquí’s youth are shifting the paradigm of conflict and turning toward a future of non-violence and peace.

This quarter, targeted media campaigns resulted in 127 media publications in radio, internet, television, and print publications. ACIP events which received significant press coverage included the CineBus launch in Cartagena, Super O comic book launch, San Andres and Providence tourism fair, launch of the

Ethnic Commission for Peace Process, and the inclusion of ethnic groups in the Ibero-American Theatre festival.



Young students discover the adventures of Super O at the comic book launch in Cali on February 4.

PACIFIC: This quarter saw the launch of a powerful strategy to promote ethnic identity and Afro-Colombian pride among younger generations. Based on the revival of the Afro-Colombian Super O comic books, ACIP is addressing the lack of Afro-Colombian positive role models in mainstream Colombian literature. ACIP provided crucial technical assistance to Super O's creative team to ensure that the comics' plots and environments resonate with the current realities of children in the Pacific region, incorporating local slang and addressing common social obstacles. For the first time, Afro-Colombian children of the Pacific region, are reading books with protagonists that look and talk like them, validating their unique cultural identity. To date, 30,000 copies have been

distributed to children in Buenaventura, Timbiquí, Guapi, Lopez de Micay, and Cali.

In a follow-on activity to the marimba preservation initiative previously implemented in Guapi, ACIP engaged 30 children and youth, living in some of Buenaventura's most violent and marginalized neighborhoods, through music classes to safeguard musical traditions unique to Afro-Colombian communities of the Pacific region. Project participants learned how to play the different rhythms known as currulao, juga, bunde, and patacoré. On March 19, the project came to a close with a special performance before family and community members.

Continuing with cultural preservation project development, ACIP supported two workshops centered on salvaging ancestral music, dance, and midwife practices throughout the Pacific region. For the musicians and guardians of ancestral knowledge, these workshops have served as spaces of network-building and in the case of the midwives, an opportunity to collectively construct a formal document presenting the petition to safeguard Afro-Colombian traditional midwifery practices before the National Committee of Intangible Heritage.

In Cali, the Program successfully closed-out a project, in collaboration with the municipal government, to increase sustainability of salsa schools and musical groups. In total, 31 representatives of various groups in the city participated in workshops on marketing, social networking strategies, and securing authors' rights.

In a positive messaging event, ACIP brought Fernando Montaña, acclaimed Colombian ballet dancer of the British Royal Ballet, back to his hometown, Buenaventura, in an inspirational talk with Afro-Colombian community leaders. During the motivational talk, Montaña recounted his life story and how he overcame obstacles of discrimination and poverty, being a black male from Buenaventura. Another point Montaña emphasized during the talk, was the importance of being proud of one's background—no matter how humble—and never using it as an excuse to reach one's dream. Hailing some of Buenaventura's poorest and most stigmatized neighborhoods of Buenaventura, nearly 150 Afro-Colombians attended the event.

ACIP ended programming activities in Buenaventura to promote business development and economic sustainability of 26 cultural businesses, mostly comprised of youth and young adults, through better connections to the arts and culture industry and increased circulation of their services.

CARIBBEAN: In Guajira, ACIP finalized support to the community-based organization Achijirawa and its project Sūchikua Woumain (“Path of the Word” in Wayuunaiki). Through the project, the organization produced a series of audiovisual tools that are now being used in schools to fight the loss of ancestral knowledge and guarantee that the next generation of Wayuu children understand their past. The educational materials include sound recordings of traditional authorities, a documentary on the Wayuu history and culture in Wayuunaiki, and written documents in Spanish that recount important oral traditions. This material was presented to principals and teachers of local schools and to the departmental representative of the Ministry of Culture in a project closeout ceremony held on January 26.



Achijirawa uses a professional sound recording device to capture the words of a Wayuu elder in their traditional language as children and teachers look on.

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 will encompass nine municipalities in three departments: Guapi, Timbiquí, López de Micay (Cauca), Buenaventura (Valle del Cauca), Litoral de San Juan, Bajo Baudó, Nuqui, 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 progress implementing value chain strengthening activities in nine municipalities. In Guapi and Timbiquí, the technical team started staggered sowing and harvesting phases for rice and plantain projects. In terms of equipment distribution, the beneficiaries have received 85 percent of the programmed distribution, while 80 percent of the infrastructure improvements have been carried out in rice and fish collection centers. Additionally, the psycho-social team finalized psychological support activities through ECAs in March, completing six days of group activities centered on personal obstacles, goals, and specific paths to reconstructing broken community structures. In another important achievement, the Program completed the mapping of all productive projects lots, serving as valuable socio-economic and geographic information for the Ministry of Labor.



Fishermen from Lopez de Micay returning from a day’s work



Woman in Guapi attending to her harvest

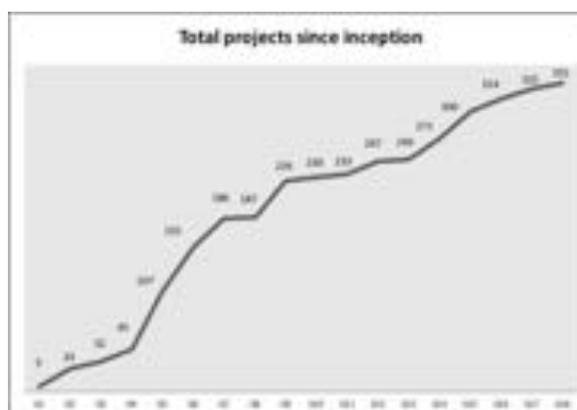
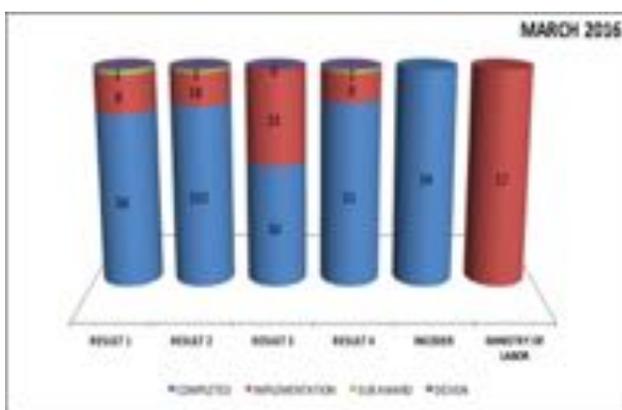
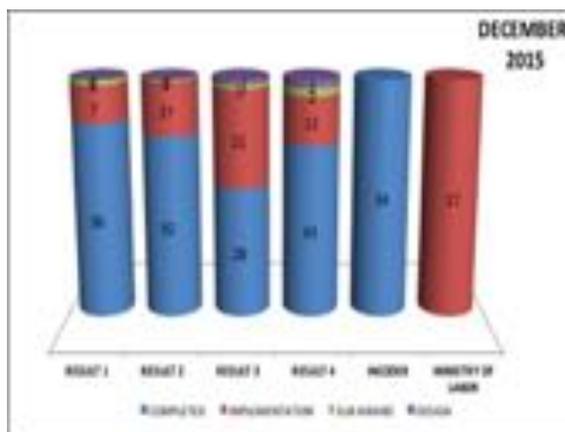
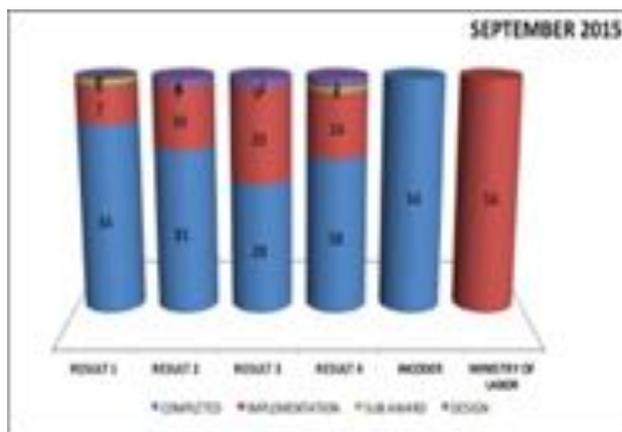
Section V: Portfolio Breakdown

This section consists of a breakdown of ACIP’s portfolio for the quarter by result and implementation status. As of March 31, 2016, ACIP had a total of 331 projects in its portfolio. Currently, four projects are in sub-awarding process, 74 projects are under implementation (which includes 17 projects implemented in alliance with the Ministry of Labor (MOL)), and 253 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	0	0	0	0	0	0
SUB AWARDING	1	2	0	1	0	0	4
IMPLEMENTATION	8	18	23	8	0	17	74
COMPLETED	36	102	30	51	34	0	253
TOTAL	45	122	53	60	34	17	331

*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 Cauca, Cesar, and Chocó to train sub-implementer teams on how to collect geospatial data with global positioning systems (GPS) and participatory scale mapping. As a result of the information provided by sub-implementers, ACIP uploaded geospatial data related to the location of crops supported by the Program for 234 Afro-Colombian and indigenous families benefiting from productive projects in rural areas.

Environmental Compliance. During the quarter, the USAID Mission Environmental Officer (MEO) approved 9 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	8	1
Previous Quarters	249	68
TOTAL	257	69

Field visits were conducted by the Environmental Expert to 14 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 traditional farming, rice, plantain, coffee, sugar cane, pineapple and mango crops as well as sustainable fishing activities in Cauca; coffee and cacao crops in the Sierra Nevada de Santa Marta; sustainable water management systems in Guajira; and sustainable fishing activities in Chocó.

Indicators. Progress on quarterly indicators was collected, revised, consolidated, and uploaded into the USAID/Colombia Monitor system for over 60 projects. A summary of indicator progress can be seen in the “ACIP in Numbers” section; additional levels of disaggregation for each indicator can be found in MONITOR and in ACDI/VOCA M&E files.

Section VII: Communications

ACIP media and communications campaigns this quarter resulted in 127 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 8 videos of current ACIP projects. Lastly, the SCT published one photo publication through the online tool Exposure (acdiovocacolombia.exposure.co) to increase visibility of ACIP’s work with ethnic populations in Colombia; the publication garnered 800 views.

Section VIII: Program Management

The Human Resources team continued pre-closeout work this quarter, including a detailed plan for collection of equipment and materials assigned to employees, a timeline for ending rental agreements for office space, and revisions with lawyers for the correct procedures to end employment agreements with full time-staff and service contracts with consultants. It also carried out an internal audit of all equipment and supplies and regular preventative maintenance for PCs and laptops to ensure optimal performance and renegotiated rates for lodging and transport in the areas where it operates. Additionally, the team connected three ethnic organizations with Microsoft, making them eligible to receive a donation of Office 365 accounts and licenses for the full MS Office suite of software.

In terms of staffing, nine new employees joined ACIP (the majority of whom will work directly with the Ministry of Labor agreement) and 11 left the program during the quarter.

The finance and accounting areas provided direct technical assistance to seven sub-recipients (five foundations that and two Afro-Colombian organizations) in a series of tasks including: improvement to general financial management, revision of financial documents, preparation of final financial reports, and accurate closeout of subawards.

The contracts and grants team trained two sub-recipients in sub-award management, cost principles, and applicable USG regulations and performed one financial review. To date the team has carried out all administrative steps to finalize 224 projects and completed final closeout of 166 of these projects.

Section IX: Looking Forward

National. ACIP began a concerted plan to recognize institutional relationships with partners and stakeholders and to design a strategy for continuity of Program objectives after closeout through a series of high-level events organized by technical area or Result. Result 1 held its national-level event this quarter, and others will follow over the final two quarters. The organizational strengthening team will continue support for peace-building initiatives by improving coordination among CONPA and ONIC at the national level. ACIP will continue intensive technical assistance to the national and municipal and departmental governments for the design and implementation of development plans with an ethnic differentiated approach and will continue support to the DNP for the implementation of Decree 1953 allowing indigenous communities to achieve certification to directly manage public funds. The urban economic opportunities team will conduct an impact evaluation of the changes that formal employment has had on beneficiaries, their families, and their communities.

Pacific. ACIP will continue support to the GOC's Pacific Alliance Program to promote development and improved living conditions in impoverished and conflict-affected municipalities in the region. The Program will continue support to prepare communities for the post-conflict agenda through support to the FISCH in Chocó and la Tonga in Cauca. It will also support three Afro-Colombian and indigenous communities in Cauca and one in Chocó to prepare requests for collective reparations in partnership with the Office of the Ombudsman (*Defensoría del Pueblo*).

Caribbean. In Guajira, ACIP will continue organizational strengthening support to Wayuu indigenous organizations with a special new focus on helping the communities leverage funds and technical assistance to address the shortage of water. The rural development team will finalize support to Afro-Colombian and Raizal traditional fisherman associations in Cartagena and San Andrés.

Annexes

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

Progress to Date

YEAR FIVE
Quarter Two

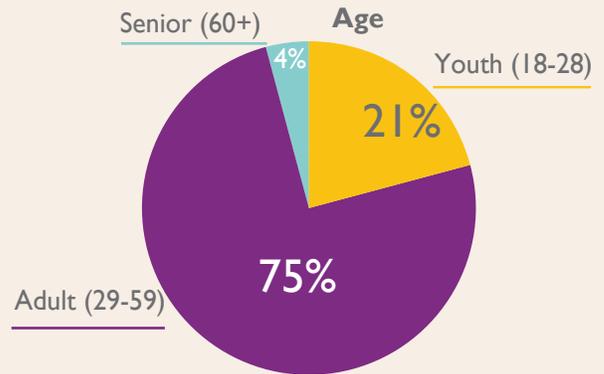
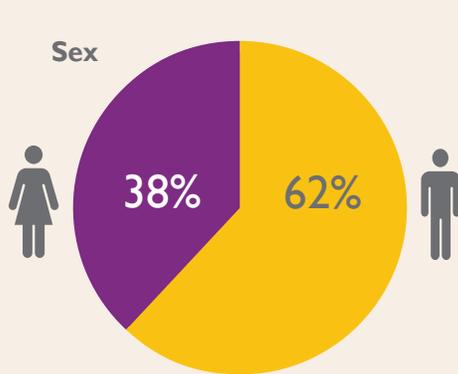
Indicator	Reporting Frequency	Year 5 Progress to Date	Total Progress to Date	LOP Goal	Progress %
1 State official training participants	Quarterly	72	1,346	1,300	104%
2 State entities supported	Annually	-	58	57	102%
3 Public policies adopted to promote equality	Annually	-	52	76	68%
4 State information systems improved	Annually	-	21	20	105%
5 FPIC cases supported	Annually	-	32	30	107%
6 Community leader training participants	Quarterly	966	18,285	17,000	108%
7 Ethnic organizations supported	Annually	-	197	200	99%
8 Average percent change in EOCA score	Annually	-	39%	40%	98%
9 Land cases supported	Quarterly	2	77	60	128%
10 Collective territories formalized	Annually	-	3	3	100%
11 Rural hectares formalized	Annually	-	3,494	3,494	100%
12 Households with formalized land	Annually	-	3,425	3,425	100%
13A Persons completing USG-funded workforce development programs	Quarterly	1,880	11,075	10,500	105%
13B Participants in rural value chain and productive best practices training	Quarterly	10	3,307	3,000	110%
14 Persons gaining formal employment	Quarterly	2,208	10,364	10,000	104%
15 Rural households benefiting directly from USG intervention	Quarterly	1,353	10,839	9,500	114%
16 Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources	Annually	-	55%	60%	92%
17 Private-sector participants in diversity and inclusion training	Quarterly	0	933	800	117%
18 Private-sector firms that develop a diversity protocol	Annually	-	91	100	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	-	90%	75%	120%
20 Positive messaging initiatives supported	Quarterly	12	104	100	104%
21 Cultural heritage protection initiatives supported	Quarterly	10	38	33	115%
22 Persons trained in ACIP-funded trainings	Annually	-	24,572	25,000	98%
23 Public funds leveraged	Biannually	US\$ 3.6 M	US\$ 1.43 B	US\$ 1.43 B	100%
24 Private-sector funds leveraged	Biannually	US\$ 1.4 M	US\$ 19.6 M	US\$ 13 M	151%

ACIP in Numbers

YEAR FIVE Quarter Two

Indicator 1: Number of State official training participants

Year Five Goal	Q1	Q2	Year Five Achievements
90	20	52	72

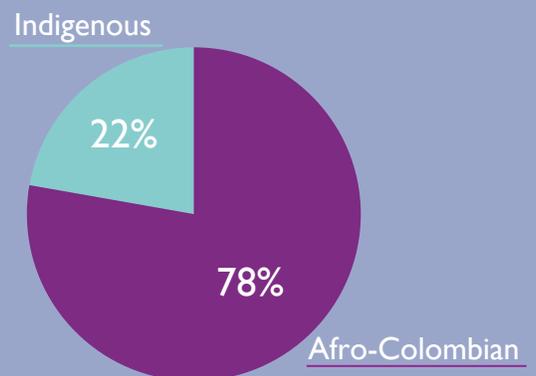


Indicator 6: Number of community leader training participants

Year Five Goal	Q1	Q2	Year Five Achievements
500	381	585	966

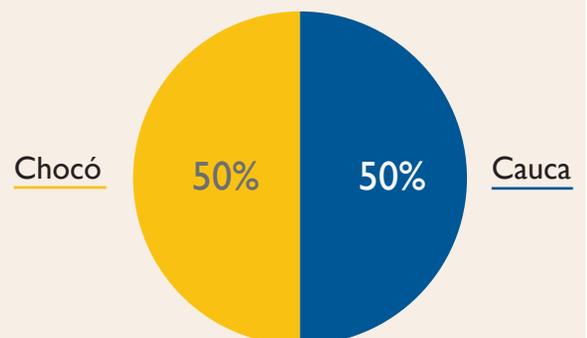


YOUTH
33%



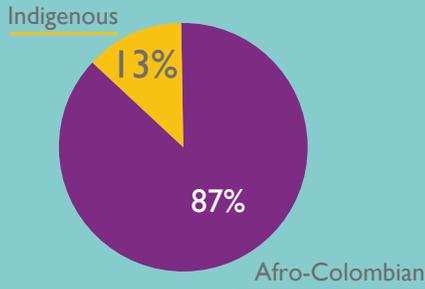
Indicator 9: Number of land cases supported

Year Five Goal	Q1	Q2	Year Five Achievements
2	0	2	2

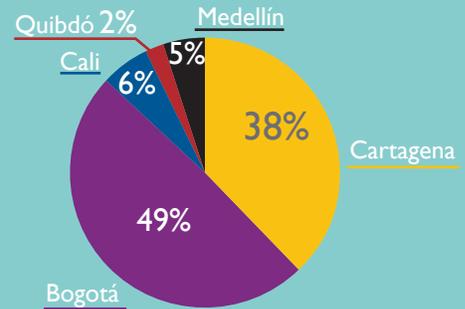


Indicator 13A: Number of persons completing USG-funded workforce development programs

Year Five Goal	Q1	Q2	Year Five Achievements
810	578	1,302	1,880

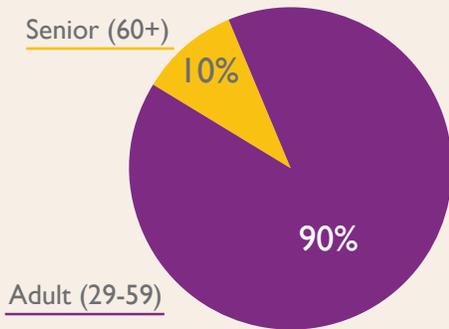


 **64%**
YOUTH
75%



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

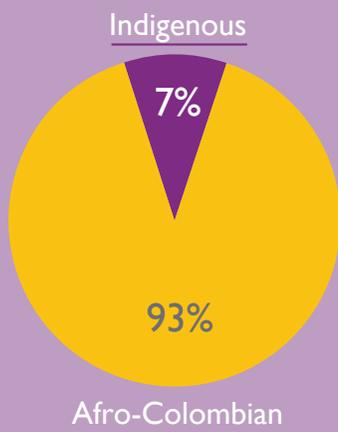
Year Four Goal	Q1	Q2	Year Four Achievements
0	0	10	10



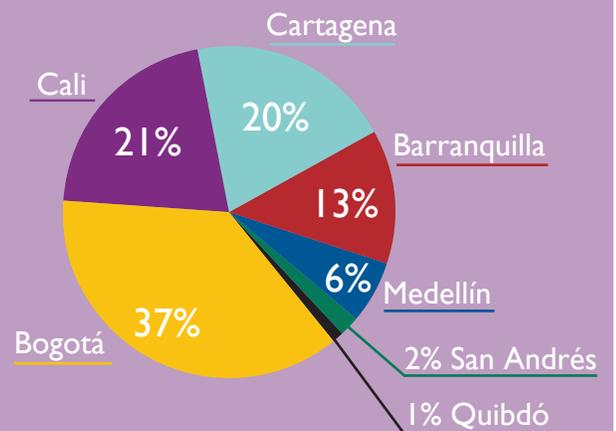
Using ICT to increase competitiveness of artisanal fisherman in Providencia

Indicator 14: Number of persons gaining formal employment

Year Five Goal	Q1	Q2	Year Five Achievements
2,195	732	1,476	2,208



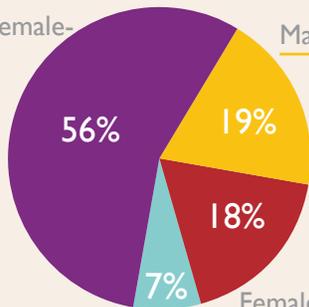
 **52%**
YOUTH
58%



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

Year Five Goal	Q1	Q2	Year Five Achievements
171	0	1,353	1,353

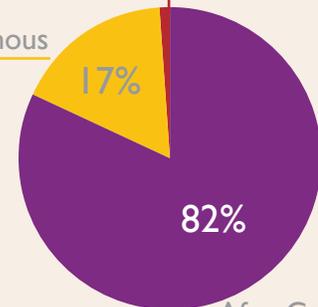
Male-and-Female-Adult HH



Male-Adult-Only HH



Indigenous



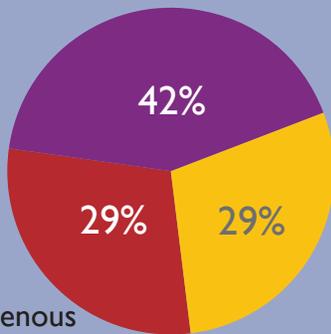
1% Afro-Indigenous

Afro-Colombian

Indicator 20: Number of positive messaging initiatives supported

Year Five Goal	Q1	Q2	Year Five Achievements
10	5	7	12

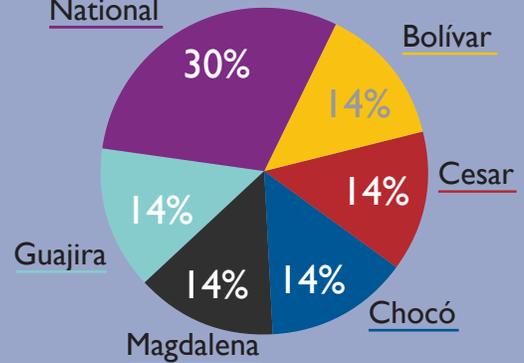
Afro-Colombian



Both Afro-Colombian and Indigenous

Indigenous

National



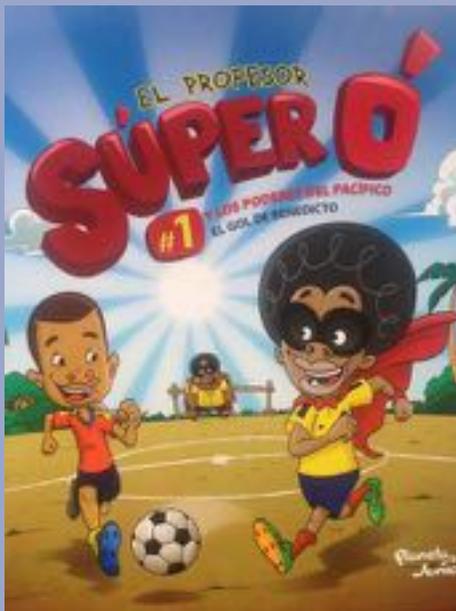
Bolívar

Cesar

Chocó

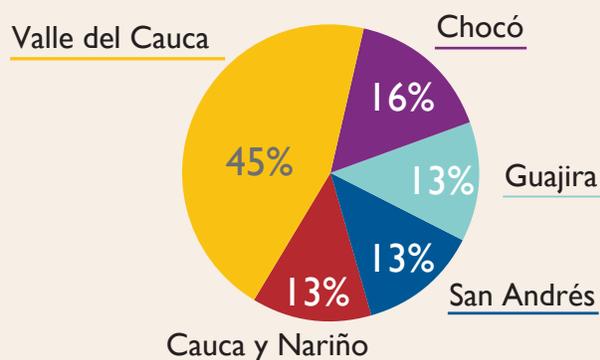
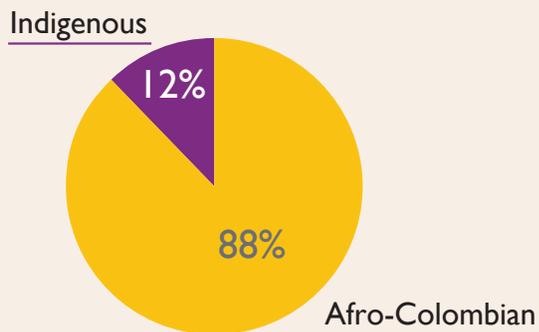
Magdalena

Guajira



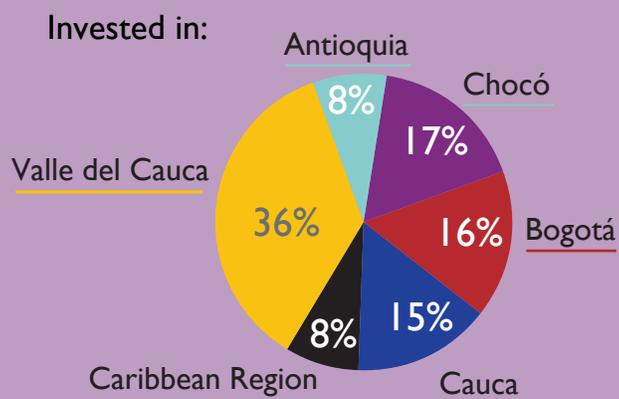
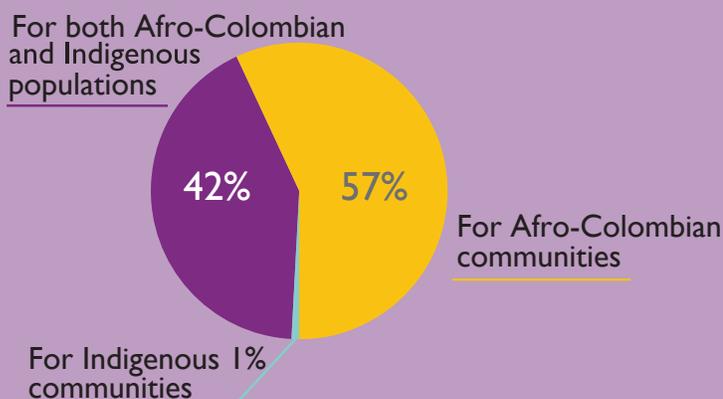
Indicator 21: Number of cultural heritage protection initiatives supported

Year Five Goal	Q1	Q2	Year Five Achievements
5	2	8	10



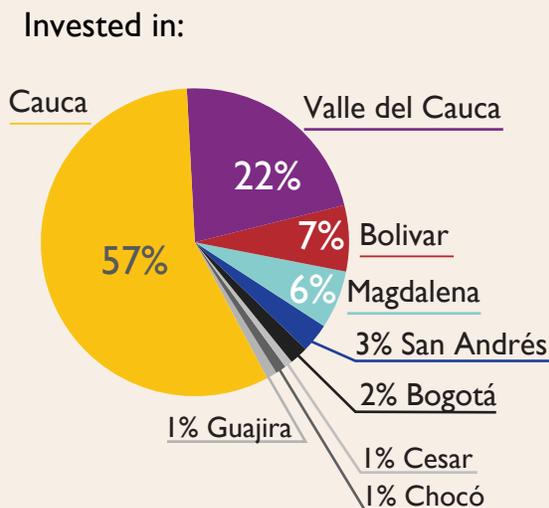
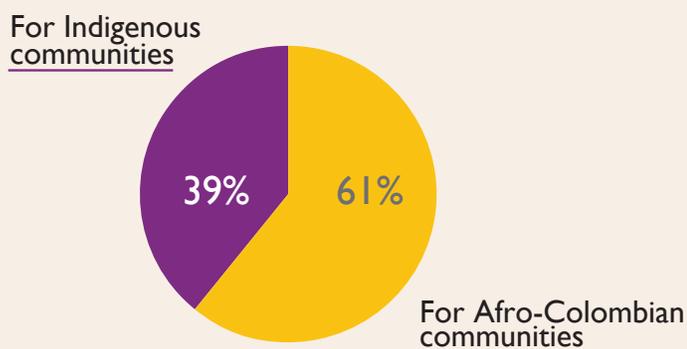
Indicator 23: Public funds leveraged

Year Five Goal	Year Five Achievements
US\$2M	\$3.6 Million



Indicator 24: Private-sector funds leveraged

Year Five Goal	Year Five Achievements
US\$500k	\$1.4 Million



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 Gavilaneó	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 Lideres 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	Delegacion 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 Rio 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 Dovidá, 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



Hoy se lanza la Comisión Interétnica

Indígenas y afros, unidos en la paz

Con la exigencia de que la mesa de diálogos los abra para explicarles los avances y escuchar sus preocupaciones y propuestas, las principales organizaciones étnicas se unieron en una plataforma conjunta



El periodista...

El periodista...

El periodista...

Para construir un camino de diálogo que permita explicar los avances de la mesa de diálogos para la reconciliación, las principales organizaciones étnicas se unieron en una plataforma conjunta para exigir que la mesa de diálogos abra para explicar los avances y escuchar sus preocupaciones y propuestas. Las principales organizaciones étnicas se unieron en una plataforma conjunta para exigir que la mesa de diálogos abra para explicar los avances y escuchar sus preocupaciones y propuestas.

Santa Marta, anfitriona del fútbol social en el mundo: Football For Hope y Adidas

La capital del departamento del Magdalena fue anfitriona de un gran evento internacional. Se trata del Programa de Intercambio Football For Hope, en el marco del Adidas Exchange Program, organizado por la Federación Internacional de Fútbol, FIFA y la Organización Mundial de Fútbol Callejero, street-football, que consiste en un conjunto de organizaciones de fútbol social en el mundo. Entre ellas se encuentra la Fundación Tiempo de Juego, que con el apoyo del Progra-

ma para Afrodescendientes e Indígenas de la Agencia de los Estados Unidos para el Desarrollo Internacional, Usaid, está apoyando las escuelas de fútbol por la paz en Santa Marta y en otros lugares con alta concentración de población étnica, con el fin de promover la convivencia pacífica, reconciliación, paz y tolerancia, generando modelos exitosos de inclusión y cohesión social.

Con más de 100 niños, niñas, adolescentes y jóvenes involucrados solo en Santa

Marta y un promedio de mil en el país, las escuelas de fútbol promueven una alternativa deportiva, segura y sana en tiempos libres y falta de alternativas y espacios seguros donde los jóvenes son altamente propensos a caer en peligro y en la violencia.

De ahí que Santa Marta haya sido elegida para ser sede del Adidas Exchange Program del que participan representantes de Argentina, Chile, Ecuador, Perú, Costa Rica, Uruguay y Colombia.



Con más de 100 niños, niñas, adolescentes y jóvenes involucrados solo en Santa Marta se llevó a cabo el evento.

Semana

NACIÓN OPINIÓN ECONOMÍA VIDA MODERNA GENTE CULTURA MUNDO TECNOLOGÍA

✓ TENDENCIAS Julia Berry - Princesa De Paz - Barack Obama - Raúl Castro - Cuba - Sembrando Cultura

NOTICIAS - GALERIA - RESEÑA MUNDIAL NOTICIAS - SEMANAL



Fernando Montaña inspiró a Buenaventura

Por primera vez, los habitantes de este municipio disfrutaron de un espectáculo en vivo del único bailarín colombiano que hace parte del Royal Ballet de Londres.



Según a la banda de jazz bogotana Salsibón, Fernando Montaña bailó durante media hora en el auditorio de la Universidad del Pacífico (Buenaventura), antes de salirse a la calle a bailar al público con su banda de vida. Foto: David Arango / SEMANA.



“Cuando se habla de Buenaventura los titulares solo hablan de violencia, corrupción y vulneración de derechos. Por eso es gratificante tener hoy a alguien que demuestre lo contrario. Titulares como Un joven que sale de Buenaventura para conquistar el mundo son los que queremos de ahora en adelante.”

Con esa frase inició la visita de Fernando Montaña a Buenaventura, su ciudad natal, y a la que por primera vez iba a bailar a su gente. Esta vez como embajador de Emprende Pacífico, una iniciativa del Ministerio de Trabajo, el programa para Afrodescendientes e Indígenas de USAID y la Gerencia del Pacífico de la Presidencia enfocada a fortalecer las habilidades de las víctimas del conflicto en la región a través del emprendimiento, las buenas prácticas y el fortalecimiento de las organizaciones comunitarias, entre otros.

ACIP in the News

Empleo público espera darles más espacio a minorías

El Gobierno Nacional comenzó a ejecutar una alianza para aumentar el número de servidores públicos que pertenecen a poblaciones étnicas y minoritarias del país.

De acuerdo con el pacto, firmado entre la Función Pública y el Programa para Afrodescendientes e Indígenas de la Agencia de los Estados Unidos para el Desarrollo Internacional (Usaid), el propósito es que a es-

empleo público en igualdad de condiciones; por eso, lo que vamos a ver con ese diagnóstico es cómo se está manejando el tema en las instituciones públicas. Después vendrá una estrategia de capacitación y de apoyo para que las entidades hagan el desarrollo de esta política", dijo Caballero.

El compromiso del Gobierno para incluir a las poblaciones étnicas y minoritarias también tiene que ver con la cercanía de la etapa de un eventual poscon-



Buscan que haya inclusión y crear un cambio cultural. *Andrés B. Torres*

flicto, así como parte de la formulación de una nueva política integral de empleo público y la implementación de las recomendaciones de la Organización para la Cooperación y el Desarrollo Económico (Oede), para poder ingresar a ella.

De acuerdo con Caballero, este acuerdo lo que busca, entre otras cosas, no es

regular cupos o puestos en el sector público a estas comunidades, sino "averiguar las causas, si las hay, de los obstáculos que padecen para ingresar a estos empleos, o las razones para que no se presenten a los concursos de méritos".

El objetivo es que haya mayor inclusión y "crear un cambio cultural en el



El cine llega en bus a La Boquilla!
El "Cinebus" - laboratorio de la Diversidad" se inauguró en el marco del Festival para celebrar la memoria del escritor José María Caballero.

¡El cine llega en bus a La Boquilla!

El "Cinebus" - laboratorio de la Diversidad" se inauguró en el marco del Festival para celebrar la memoria del escritor José María Caballero.



El "Cinebus" - laboratorio de la Diversidad" se inauguró en el marco del Festival para celebrar la memoria del escritor José María Caballero.

El profe se 'SUPER O'

Martin De Francisco está en Cali para promover los valores de 'El profe se SUPER O' personaje que enseñó a los niños afrodescendientes a sentirse orgullosos de su raza.

Armed conflict victims find honest livelihoods through fishing

Rural development projects engender greater stability for armed conflict victims in Colombia's Pacific region.

The inhabitants of Bahía Solano have a handful of choices when it comes to earning a livelihood—carpenter, fishermen, business-owner, tourism, cleaning houses, and partaking in the drug-trafficking business. The lack of economic opportunities in Bahía Solano, as in many cities in Chocó, and the lure of quick money has pulled many of the city's citizens into the illicit economy. Sergio Dumasa, a soft-spoken fisherman, matter-of-factly relates how *"you can get rich overnight if you find one of those floating packets."* He refers to packages of cocaine, which are thrown overboard during thwarted drug-trafficking trips along the Pacific Coast.



Servio Dumasa packs up his fishing gear on the shores of Nabugá.

When asked why he hasn't been influenced by the culture of easy money, Servio shakes his head solemnly, *"that money is quick money, but it brings on violence and greed. It puts your family in danger."*

Born and raised in inland Chocó, in the Bojayá region, Servio and his family were one of thousands of families displaced by indiscriminate crossfire between illegal armed groups in the region. He arrived to Nabugá, a small fishing village near Bahía Solano comprised of 43 Afro-Colombian and indigenous families, also displaced by armed violence. Servio recounts, *"Us, indigenous people, we didn't know anything about fishing. The Afro-Colombians are very good at it so, they taught us the art of fishing."*

Servio began to dabble with fishing, getting better year after year. But without his own boat, he had to wait until there was space on another fisherman's outing. He struggled to make ends meet with odd jobs, short construction gigs in Bahía Solano, the nearest urban area, or hauling wood upriver.

Before when we didn't have the boat, we had to pay the boat owner 50 percent of our fishing earnings. Now everything I earn is for me and my family"

At the beginning of 2015, USAID, through its Afro-Colombian and Indigenous Program, collaborated with the Ministry of Labor to boost livelihoods of ethnic communities affected by the armed conflict. Through the project, Servio and his fellow fishermen of Nabugá, received a motor-powered boat and crucial fishing equipment to increase productivity.

"Before when we didn't have the boat, we had to pay the boat owner 50 percent of our fishing earnings. Now everything I earn is for me and my family because I don't have to pay someone to use their boat."

Servio Dumasa, local fisherman

Now that Servio doesn't have to wait for a spot on someone else's boat, he can go on fishing outings much more frequently, meaning he doesn't have to leave his family for the odd- jobs, which sometimes took him an entire month up-river to another town. With more stability and time in one place, Servio plans on going back to school and finishing 7th grade with his daughter. He points out, *"if I want my kids to be educated, I need to educate myself first."*

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

SUCCESS STORY

A returned refugee finds stable employment

More than 10,000 ethnic minority youth have achieved formal employment through ACIP's workforce development initiatives in Colombia.

Born into a numerous family in what she considers to be one of Cali's most difficult neighborhoods, 32-year old Ana María Muñoz has worked for as long as she can remember. Among the eldest in a family of ten children, she often accompanied her father to sell fruit in the intersections of Cali's busy streets and helped her mother with childcare and housework. *"There was never much time to study,"* she recalls, *"and we couldn't afford to go to a decent school."* For this reason, she dropped out after eight grade, *"preferring money to notebooks."*

At 18, she and her husband fled the country in part due to violence and in part seeking better opportunities abroad. For a number of years, they



After living as a refugee and immigrant in other South American countries where she worked myriad odd jobs, Ana María is grateful for the stability that Rómulo Footwear Factory affords her family.

lived in Ecuador, Peru, and Chile working in restaurants, as cleaners and in other odd jobs. They returned to Colombia after the birth of their second child to be closer to family and Ana María entered ACIP's workforce development program.

Today, Ana María is a Supervisor's Assistant at Rómulo Footwear Factory in Cali's industrial district where she has worked for nearly three years. Through the program, Ana María received six months of classroom and on-the-job training, with a stipend and transportation assistance. This was crucial, she explains, in order to be able to cover childcare costs while she was in training

and now that she's at work. For Ana María, this job has represented stability, a steady paycheck and good benefits, something which many strive for in a city with double digit unemployment rates and where 19 percent of Afro-Colombian women are unemployed.

With a bright smile and carefree demeanor, she speaks animatedly about the opportunities she has had access to and encourages others to apply for admittance to the program. When asked what she wants for her children her response is immediate, *"I want them to have the opportunity to travel, to have lots of different experiences, to study and to work hard – like I did, but for pleasure, not out of necessity."*

"I want [my children] to have the opportunity to travel, to have lots of different experiences, to study and to work hard – like I did, but for pleasure, not out of necessity."

Ana María Muñoz
Supervisor's Assistant and
Leatherworker, Rómulo Footwear
Factory