

Mobility International USA (MIUSA)

Building an Inclusive Development Community: Gender Appropriate Technical Assistance to InterAction Member Agencies on Inclusion of People with Disabilities

USAID Cooperative Agreement Award No. GEW-A-00-01-00012-00

Performance Report

Project Ninth Quarter: October – December 2003

Project goals

To increase participation by people with disabilities, especially women and girls with disabilities, in InterAction member agencies as participants, staff, administrators and beneficiaries.

To increase implementation of the Disability Amendments to the InterAction PVO Standards by InterAction member agencies, regarding inclusion of people with disabilities, especially women and girls with disabilities in organizational governance, management and programs.

Accomplishments

During the eighth quarter of the *Building an Inclusive Development Community Project*, MIUSA's International Development and Disability Department (IDD) has made significant progress toward meeting the project goals and objectives:

- ? IDD hosted and facilitated the Gender Disability and Development Institute, which brought together Model Partner Organizations (MPOs) and women with disabilities who are grass roots leaders from around the world.
- ? Each MPO continues to make progress in implementing its action plan.
- ? IDD continues to publish a regular e-newsletter designed to share strategies, successes and relevant information between project partners.
- ? Requests for information directed to IDD continue to come in from international development organizations and disability organizations and IDD continues to improve its information systems.
- ? IDD launched a new design for its web pages, which included format changes as well as content changes.
- ? IDD's online request for information form has been added to the website
- ? Mobility International USA was the featured member for the month of November on InterAction's website.
- ? IDD provided face-to-face training to InterAction staff members
- ? IDD provided face-to-face training for InterAction members
- ? IDD hosted an event to mark the International Day of Disabled Persons

Model Partnerships

Monthly phone check ins and regular email contact with Model Partner Organization (MPO) provide a systematic method for reviewing progress on organizational action plans and provide a means of sharing information and resources surrounding issues which arise as project partners develop and implement strategies for inclusion.

MIUSA's *Gender, Disability and Development Institute (GDDI)*, held September 29th through October 3rd in Oregon, provided an opportunity for our MPOs to get to know each other, and to learn about strategies, successes and challenges experienced by other MPOs. In addition, the Institute provided our partner organizations with the opportunity to meet and strategize with women with disabilities who are grass roots leaders from many countries in which our model partner organizations work. A full report on the Institute is available soon.

American Friends Service Committee

Progress at the American Friends Service Committee is reported both from the field and from headquarters and includes the following:

- ? One AFSC headquarters staff person participated in the week-long Gender, Disability and Development Institute.
- ? AFSC headquarters forwarded information concerning Yale World Fellowships to our network of women and men with disabilities who are grass roots leaders.
- ? AFSC Affirmative Action office invited two students from the local School for the Deaf in Philadelphia to present at the monthly staff meeting. The presentation and subsequent discussion generated a great deal of enthusiasm. As one staff person commented, "Any personal fears or barriers came down with having these young people here - everyone was trying to think how they could get people involved. It was great!"
- ? AFSC Human Resources office posted internship announcement on the Gallaudet University International Studies ListServ.
- ? AFSC's website featured two articles about a recently opened AFSC-supported community facility in Bosnia-Herzegovina that offers job training and income generating opportunities as well as providing a supportive space for people with disabilities to gather in Tuzla (see attached).
- ? AFSC's website featured an article about projects which support people with disabilities in Bosnia-Herzegovina, Gaza and Cambodia (see attached).
- ? AFSC seeks youth for a seven-week summer project in San Luis Potosí, Mexico and contacted IDD in order to generate a pool of exchange applicants with disabilities. As a result individuals with disabilities have expressed an interest in participating. AFSC staff responds, "...your help paid off. My colleagues are thrilled! We'll let you know what develops..."
- ? In Colombia local AFSC partner Amanda Romero and Women's Institute on Leadership and Disability delegate Beatriz Satizabal met to coordinate activities and strategies.

Church World Service

Progress this quarter comes from both the field and from headquarters and includes the following:

- ? Human Resource Department included language regarding non-discrimination on the basis of disability in all new job postings.
- ? Church World Service supports theater troupe in Iraq which provides a sense of emotional health for children, including children with developmental disabilities.
- ? 2003 annual meeting of the General Fellowship of Churches and Councils in West Africa which works in partnerships with members in 12 out of 15 countries in West Africa identified disability issues as one of five main areas of work.
- ? The delegate from Church World Service to the week-long Gender, Disability and Development Institute was unable to attend due to a family emergency.

Holt International Children's Services

Progress this quarter comes from both the field and from headquarters and includes the following:

- ? Seven Holt International staff persons participated in the week-long Gender, Disability and Development Institute.
- ? Holt International partner in Uganda Jolly Nyeko began networking with local disability rights activist and past Women's Institute on Leadership and Disability delegate.
- ? Holt International headquarters staff visited a disabled persons' organization (DPO) in Uganda (DWNRO, directed by Safia Nalule, disability activist mentioned previously) where DWNRO presents a proposal for cooperation (see attached letter from Safia).
- ? Three Holt International staff members participated in December 3rd events organized by IDD in honor of International Day of Disabled Persons.
- ? Holt arranged for IDD to meet with Justices from the Guatemalan Court of Children and Families, to present an introduction to disability rights issues (including the issue of desinstitutionalization) and to provide information about Disabled People's Organizations in Guatemala.
- ? Holt International's project progress, which was reported at the GDDI and noted in the previous report, was featured in IDD's quarterly e-newsletter.

Mercy Corps International

Mercy Corps progress includes progress both on the Iraq initiative as well as progress reported from headquarters.

- ? One staff person from Mercy Corps headquarters participated in the week-long GDDI.
- ? Mercy Corps sent information about legislation regarding inclusion of people with disabilities in line with USAID Disability Policy to Iraq country office.
- ? Iraq country office has been actively promoting an inclusive agenda through its programs in Iraq and in its country office.
- ? Mercy Corp's website featured an article about a woman with a disability in Iraq and related information about how Mercy Corps, with funding from the USAID

- Community Action Program, is working with the local disability community in Al Kut to advocate for the rights of people with disabilities and create a forum for discussion (see attached).
- ? Mercy Corps staff in Iraq began to develop a draft country strategy for the inclusion of people with disabilities.
 - ? Staff from the World Bank requested contact information in order that they can liaise with Mercy Corps staff in Iraq regarding the inclusion of people with disabilities in relief and reconstruction work.
 - ? Mercy Corps Civil Society department began preparation for publishing the upcoming "Bridge" newsletter which goes to all staff and is posted on the website. The upcoming edition will be dedicated to the topic of including people with disabilities in Mercy Corps' work.
 - ? One Mercy Corps staff person participated in December 3rd events organized by IDD in honor of International Day of Disabled Persons.

Trickle Up Program

Trickle Up Program reports progress from headquarters and from the field including:

- ? Two Trickle Up staff persons participated on the week-long Gender, Disability and Development Institute (GDDI).
- ? Trickle Up GDDI delegates presented a report to the agency and a plan of action was drawn up based on GDDI experiences and results.
- ? Internships available at Trickle Up headquarters were posted on Galluadet's International Studies Program ListServ
- ? Trickle Up staff reported on the Action Plan review meeting. Report indicates that the organization is almost 100 percent on target with the activities outlined in the plan.
- ? Trickle Up reported that it would be sending the Checklist for Inclusion out with staff on field visits.
- ? Contacts with DPO have brought results in Cambodia and Nicaragua. Trickle Up plans to continue to work on collaboration in Uganda, Burkina Faso and Haiti.
- ? Trickle Up reported that it has set a target of 10 percent of its clients being persons with disabilities for the coming fiscal year (some 900 clients). This target percentage is based on commitments from partner organizations as well as a headquarter commitment.
- ? Trickle Up is in the process of making changes to its program monitoring forms in order to be able to track the inclusion of people with disabilities in Trickle Up programs around the world.
- ? Grants to people with disabilities have been awarded through Trickle Up's partner in Guatemala.
- ? Trickle Up noted it would be working to improve outreach particularly to women with disabilities.
- ? Trickle Up's winter 2003 newsletter featured a front-page article about an entrepreneur with a disability. (See attached).
- ? Trickle Up is expanding contacts and work in Niger and Mali and included disability contacts on visiting list.
- ? Trickle Up planned training for staff in its newly established office in Mali and

- included a disability inclusive component to training curriculum.
- ? Trickle Up staff translated the script for MIUSA's *Loud Proud and Passionate*® videotape into French.
 - ? Trickle Up continues to request country-specific contact information for disability groups in preparation for travel to countries in which Trickle Up does not have adequate ties to the disability community.

InterAction

Face to face training for InterAction staff:

On October 14th, IDD provided a face-to-face training for InterAction staff members titled Challenging Assumptions. The purpose of the training was threefold: 1) to provide InterAction staff members with information about disability as a development issue and as a diversity issue. 2) to provide InterAction staff members with information regarding the Building an Inclusive Development Community project and the resources and services we offer to InterAction member agencies. 3) to provide InterAction staff with resources and strategies that they can use to help member agencies to comply with the PVO Standards concerning disability.

Twenty-five staff members including both the President and Vice President of InterAction attended the workshop.

According to participant evaluations, the workshop was very well received by InterAction staff. The information presented was motivating to them and the question and answer session generated an interesting discussion of strategies. Enthusiasm for the subject matter and for MIUSA's resources was high and is reflected in the participant evaluations.

Participant evaluation results: 100 percent of respondents rated the training as "very good" or "excellent". Comments included:

"Good presentation; pairing a focus on empowerment and challenging assumptions with a focus on policy is important. It made the presentation comprehensive and well-rounded."

"I found this session to be a great learning experience. The speakers were very well spoken on the subject with a lot of concrete and useful knowledge to understand the importance of inclusion and diversity. Thanks for taking the time to address InterAction so we can better understand the issues and relay to interested members."

"Fabulous! Inspiring, moving, challenging. I'm really not describing it adequately. Long, but worth it. Kudos."

Face to Face Training for East Coast InterAction members:

On October 15th, IDD provided a face-to-face training for InterAction member organizations with offices in or near Washington D.C. This one-day training provided initial orientation to interested InterAction member agencies about disability as a development issue (inclusion of people with disabilities in development programs) and disability as a diversity issue (inclusion of people with disabilities on staff/board). The “Challenging Assumptions” training combined video and verbal presentations, interactive learning activities and discussion sessions. Eight people representing 8 agencies attended. The short-notice scheduling of the USAID ASHA/PVO conference on the same dates (October 14th and 15th) created an unavoidable scheduling conflict that resulted in the low attendance. However, the representatives from the eight participating member agencies participated actively in the training and were pleased with the opportunity to take part in the training.

Participating agencies included:

- Americares
- Christian Children’s Fund
- Opportunity International
- VSA Arts
- Advocacy Communications International
- Population Action International
- The Academy for Educational Development
- InterAction.

Participant comment included:

“Thank you for hosting today's workshop on building an inclusive development community. I learned a lot and appreciated the opportunity to expand my knowledge base about the challenges to employment faced by people with disabilities and solutions.”

“Good luck with the campaign to enhance awareness among the development community. Today's workshop was well presented, nicely paced and enjoyable for all. It should be well received by others too.”

“Thanks, I appreciated the workshop. We need to keep working on the development community to pay more attention to disability issues!”

InterAction’s West Coast Meeting:

IDD participated in InterAction’s November 17th West Coast meeting, in order to learn more about InterAction’s programs and to identify new avenues for promoting inclusive policy and practice throughout the US-based international development community. IDD provided information to participating InterAction members about the Building an

Inclusive Development Community project, including USAID's role as a sponsor and resources and services available to InterAction member organizations.

InterAction President Mary McClymont acknowledged MIUSA's important role within InterAction, noting particularly the value of IDD's technical assistance services in supporting InterAction and InterAction member agencies comply with the Disability Amendments to the InterAction PVO Standards.

May 2004 InterAction Forum Plans:

IDD began discussions with InterAction staff regarding the presentation of a workshop at the 2004 InterAction Forum. The workshop would promote inclusion of people with disabilities in international development programs by highlighting the lessons learned, success stories and recommendations from IDD's Model Partner Organizations regarding their participation in the "Building an Inclusive Development Community" project

Gender, Disability and Development Institute:

MIUSA's *Gender, Disability and Development Institute* was held in Eugene, Oregon, from September 29 through October 3rd. The Institute entailed five days of intensive, yet rewarding and enjoyable collaborative work between our MPO's and disabled women leaders attending MIUSA's Women's Institute on Leadership and Disability (WILD). This work, facilitate by IDD and other MIUSA staff, focused on discussing issues that impact participation of women with disabilities in development efforts, strategizing solutions, and planning together for the future. The Institute used participatory methods such as role playing, small group work, and shared responsibility for tasks. The results outlined below, and the comments of MPO participants reflect upon the success of the event. Furthermore, IDD is beginning to note ongoing collaboration between Institute participants that can be directly attributed to the time spent together in Eugene, Oregon.

The following information summarizes the activities and results of the Institute in relation to our partners on the *Building an Inclusive Development Community* project. A full report on the Institute is available upon request.

Monday, 29th of September

The first day of the Institute focused exclusively on sharing information and resources between project partners. It was the first opportunity for project partners to meet each other and learn first hand about the work that each organization is doing to include people with disabilities in their organizations and programs. In addition, the Institute provided an opportunity for IDD to share both new and updated resources including the new book, "Building an Inclusive Development Community" the soon-to-be released video "Loud Proud and Prosperous®" which focuses on participation of women with disabilities in microcredit, the "Checklist for Inclusion" and the updated "Human Resources Toolbox". IDD also took the opportunity to share information about external resource materials useful for development programs focused on including people with disabilities. These

resources included materials from the Hesperian Foundation, Oxfam UK, Save the Children Alliance and the Atlas Alliance.

According to feedback from our MPOs, participants found this first day very useful and particularly were pleased to have the chance to learn from the diverse project partners.

Information that was shared by partner organizations during this first day of the Institute was included in the previous quarterly report.

Tuesday, 30 of September

On Tuesday the MPO delegates and the WILD delegates met for the first time and began to get to know each other in the context of the Institute through facilitated exercises. Each MPO representative made an introductory presentation, focusing both on how they have facilitated inclusion in their own agencies as well as on what the upcoming project priorities of the agency. Since the summary of work to date was included in the previous report, this section summarizes the observations and “next steps” identified by MPO partners during the discussion.

Trickle Up:

- ? In the most recent round of annual proposals partner agencies have already indicated to Trickle Up that they have plans to increase their outreach efforts to people with disabilities in the upcoming year. “That tells us many partners already have a commitment to include people with disabilities more than before,” said Marinke van Riet of Trickle Up.
- ? Lack of awareness and education is the biggest barrier to including women with disabilities in Trickle Up Programs. Trickle Up staff at the headquarters in New York is already “on board with the idea, but need to be more direct on how to make things happen,” noted van Riet.
- ? Another barrier is that Trickle Up’s partners often have no experience working with people with disabilities. Trickle Up plans to address this problem through training for partner agencies.
- ? Another difficulty Trickle Up has encountered is that some NGOs make the claim that “We don’t have people with disabilities.” Statistics often underestimate the number of people with disabilities in a given area or country because they may often be hidden at home. Trickle Up identified awareness raising as the strategy to overcome this barrier.

AFSC:

- ? AFSC’s Board is close to adopting a framework for its inclusive development work within its overall affirmative action framework. Once this framework receives final approval, changes related to process and reports will be made. Programs would need to consider a series of questions related to both gender and disability such as: How are women involved in decision-making? How are women with disabilities involved in the programs? How are people with disabilities involved in leadership programs?

Holt International Children's Services:

- ? Holt believes that children with disabilities have the right to have families, and is involved in bringing families together with children with disabilities. Holt has placed children with a wide range of ages and disabilities in adoptive families.
- ? Holt is also concerned with improving services to children with disabilities as well as with the rights of children with disabilities.
- ? Although Holt is involved in approximately a dozen countries in Latin America, Eastern Europe, and Asia, some of their most extensive work with disability issues has been in Russia where Holt works with 80 new non-governmental organizations, about half of which provides services for families with disabled children.

Mercy Corps:

- ? Mercy Corps' civil society program works with staff and partner organizations to encourage them to include more people with disabilities in their programs.
- ? Mercy Corps credits MIUSA for providing Mercy Corps with information and suggestions as to how to include people with disabilities in all areas of their work.
- ? Mercy Corps in Serbia now requires community groups to include people with disabilities as a criteria for funding. For example, organizations seeking funding for building or renovating schools or community centers must present building plans that are wheelchair accessible before they can receive funding from Mercy Corps.

Wednesday, 1 October

The third day of the Institute focused on common needs and strategies to address these needs through the inclusion of women with disabilities in key development programs. Macro and micro level strategies were developed in theme specific and region specific working groups on which Institute participants will be able to draw in their work to ensure that women and girls with disabilities are included in relief and development programs.

Thursday, 2 October

Institute participants practiced skills for bridging the gap between the development and disability communities. Participants identified resources for inclusion available to organizations and individuals. A discussion of international and country specific law provided participants with the opportunity to learn about legal policy in existence as well as to learn from the experiences of people who were instrumental in getting legislation passed.

On the final afternoon of the Institute, delegates from the MPOs met as a small group in order to reflect on the Institute and identify strategies for moving forward as a project. The following summarizes the results of that session:

GDDI Reflections and Recommendations:

MPO representatives provided the following feedback regarding the Institute:

- It made a huge difference to meet the women.
- The chance to make connections and to put faces to people's names was valuable.
- Getting to know these women makes the project seem so much more real.
- The Monday (September 29th) meeting in which MPO's shared progress and MIUSA shared new resources was useful.
- Liked watching the logistics of translation, etc. Much more vivid with an international group and seeing the accommodations being made. The practical aspects.

Next steps for individual organizations:

Partners identified the following steps to be taken by individual organizations:

- Amend feasibility study for business start-ups to ensure that a self-assessment regarding accommodations needed is included.
- Generate information about alternative careers with particular attention given to women's stories.
- People with disabilities aren't coming to many of the meetings organized by field partner organizations. We need to help partners with strategies and networking connections for outreach.
- Require field staff to meet with disabled peoples organizations; develop a "why" it's important.
- Hire/encourage the hiring of people with disabilities in field offices/partner organizations.
- Focus attention internally on the project by dedicating internal news source space to talking about progress.

Next steps for project partners: Hold regional meetings/training events

- Submit joint project proposals
- Coordinate activities by identifying areas (geographic and thematic) in which partners intersect
- Get local partners involved by:
 1. Strategic planning: Ask organizations how they include people with disabilities in their programs.
 2. Include a question about how the project will impact people, especially women and girls with disabilities on project proposal forms.
 3. Work on country-specific strategies, particularly focus on Iraq in light of legislation
 4. Increase awareness of PVO Standards, USAID Disability Policy and local disability laws within organizations and with field partners.

InterAction level next steps

- Explore feasibility of forming a working group on disability and development in InterAction
- Ensure representation on the InterAction Board

- The next project should entail IDD and the current five partners as resources working with a larger InterAction partnership circle.

Friday, 3 October

In Friday's closing session, participants reflected on their impressions of the Institute experience and provided IDD and the MIUSA team with feedback.

In participants' own voices:

We've met incredible women who are active in their communities, and may serve as tremendous resources to Trickle Up and our partner agencies. We hope to contact them when we travel to the field in order to meet with them and perhaps introduce them to our partners. The more we can include them and other Disabled People's Organizations in our work, the more inclusive we will become."

-- Delegate from Trickle Up

"The... training we received from MIUSA in New York was one thing, connecting the training to the faces of the women we met here is another. It made the training so much more valuable and realistic."

-- Delegate from Trickle Up

It gave me a new pair of glasses to see things through. I talked with women where we have projects to see where they could fit in and I sent a lot of contact information to my field staff."

-- Delegate from AFSC

"We have the focus in the U.S. and we're trying to move that focus internationally," said Lotz. "In many ways the things I learned this week will help me develop and implement new plans."

--Delegate from AFSC

Technical Assistance Curriculum and Materials

IDD's technical assistance materials represent a key component of the technical assistance services. This quarter, we are pleased to highlight the following new resource materials:

Building an Inclusive Development Community: A Manual on Including People with Disabilities in International Development Programs

MIUSA and IDD are very pleased to report that this exciting new resource has had an enthusiastic reception by development agencies and others involved in disability and development issues. Review comments include the following:

"There is no excuse for any organization involved in international and community development not to buy this book. Whatever questions development agencies may have about the inclusion of people with disabilities within their international development programs are answered in this informative manual." "Building an Inclusive Development Community should be

a required text for all university students studying international development to prepare them to include and to collaborate with people with disabilities at home and abroad in their future work."

Amy T. Wilson, Ph.D., Program Director, International Development Certificate, Gallaudet University Department of Educational Foundations and Research

"Mobility International has been one of the earliest partners in the implementation of USAID's Disability Policy. With Building an Inclusive Development Community: A Manual on Including People with Disabilities in International Development Programs, they have taken another huge step to help make this policy meaningful. The Manual provides tools for analysis, things to consider, lessons learned and a wealth of resources to help program managers to bring people with disabilities into the development arena. With this Manual, USAID staff and other development professionals will have the tools they need to begin including people with disabilities in all of their efforts."

Janet Connatser Allem, Management Policy, Performance and Administration, M/MPPA, USAID

"Building an Inclusive Development Community is one of the best resources I have ever read. It is a must for development agencies, donors and national and international NGO's and DPO's. The comprehensively written book has contributions from some of the most knowledgeable people in the world. As the Disability Rights Movement advances in the 21 Century, questions are emerging regarding how to ensure that all relevant partners do their share to remove the stigma and barriers which have resulted in more than 600 million disabled people being amongst the poorest of the poor around the world. Using this book appropriately will facilitate meaningful change".

Judith E. Heumann, Advisor, Disability and Development, The World Bank

"Building an Inclusive Development Community, Mobility International USA's new publication is an important new tool for ensuring that people with disabilities are part of the development agenda. Combining expert opinion, practical strategies, examples of best practice and useful resources, the book is an invaluable tool for any organization working to ensure that strategies for poverty alleviation and advancement of social justice reach people, and especially women and girls, with disabilities whose voices are often lost amongst the poorest of the poor"

Mary E. McClymont, President & CEO, InterAction

Checklist for Inclusion

IDD's instrument for organizational self-assessment on the inclusion of people with disabilities, especially women and girls with disabilities, in policy, management, planning systems, program implementation, and evaluation is currently being reformatted in order that an on-line version can be posted in the coming quarter. Each Model Partner Organization, meanwhile, has received the Checklist for Inclusion which we hope will be a user-friendly tool as they continue to plan and develop strategies and activities which reflect an organizational commitment to the inclusion of people, especially women and

girls, with disabilities. We look forward to receiving feedback from our partners regarding the utility of this self-assessment tool.

Information Services

Materials produced by IDD include topic-specific tip sheets and resource lists, information sheets that list resources available, and contact information for both topic specific and country-specific information requests. This quarter, IDD continued to expand and update the project database, and streamlined data selection and entry processes.

On-line Request Form:

The new online information request form is now available on the IDD website. The online form provides Internet users with an easily accessible format for making information requests, and expedites the request and response process.

Information Requests

In the ninth quarter of the project, information requests have continued to be received from all over the world.

IDD staff responded to 70 information requests in the ninth quarter.

Seventy- three percent of information requests came from abroad of which

- ? 55 percent came from organizations of the disabled or individuals with disabilities
- ? 20 percent came from international development organizations

Twenty-seven percent of information requests came from the US, of which

- ? 57 percent came from international development organizations (MPO's, InterAction members and other international development organizations).
- ? 11 percent came from disability organizations

The majority of requests coming from the United States requested information about another region of the world.

- ? 65 percent of the information requests for the quarter came from Sub-Saharan Africa and the SE Asia/Pacific regions.
- ? 12 percent came from the NIS
- ? 9 percent came from the Middle East and North Africa (up from 5 percent the previous quarter)

Examples of requests for information include the following:

A researcher from Yale University requested information regarding: a) case studies and facts and figures regarding women with disabilities and microenterprise which she needs for work she is doing for the World Bank. b) contacts for people involved in HIV/Aids work with people who are disabled.

- ? IDD responded with information from The Microcredit Report and the Microfinance chapter of the new manual, *Building an Inclusive Development Community: A Manual on Including People with Disabilities in International*

Development Programs. In addition IDD provided the researcher with contact information for the Disability Office at ILO.

- ? Regarding HIV/AIDS work IDD provided names and contact information for a number of women with disabilities, the majority in Africa, who are working on aids related issues and also contact information for the Hesperian Foundation, which is also researching the issue.

Trickle Up requested contacts for Disabled People's Organizations in Haiti for an upcoming field visit.

- ? IDD responded with a list of organizations in Haiti along with contact information.
- ? Trickle Up responded, "Thank you very much for your help. The list is a great resources and I am going to contact a few organizations and try to meet with them while there. I am planning to do a workshop for our current coordinators in Haiti and I would like to invite one organization working with people with disabilities to do a little presentation and to encourage the coordinators to include more people with disabilities in their programs. I think it can be very interesting to listen to people who are experts in the field."

A representative from a well-established disability organization in Uganda contacted IDD to request help in identifying sources for office technology, policy formation information and health information.

- IDD responded with a regional contact for nonprofit organization promoting the use and development of computer and communications technology in Africa. In addition, IDD provided contacts for international organizations focused on disability policy issues as well health issues.

Evaluation of I&R Services

Organizations and individuals report the following in their evaluations of IDD's information and referral services:

- 100 percent of organizations responding to the evaluation found the information provided by IDD to be very helpful or helpful.
- 84 percent of organizations had either used the information provided already or had plans to use the information within the next three months.

Model Partner organizations and InterAction members responding to the evaluation report the following:

- 100 percent of partners and members found the information provided by IDD to be very helpful or helpful.
- 100 percent felt that response time was timely (this quarter response time average was 5 days).
- 100 percent of respondents reported that they would definitely use the service again.

Public Relations

Our MPO's continue to generate information and publicity (both print and web based) that highlights progress toward the inclusion of people with disabilities. During this quarter, articles were posted or published by Trickle Up, Mercy Corps, and AFSC (please also refer to individual MPO activities described earlier in this report.) Generation of information by our MPOs about inclusive development and the Building an Inclusive Development Community project represents a growing sense of project "ownership" among partner organizations

Electronic Newsletter

IDD's bimonthly newsletter was published in November. This edition highlighted participation by MPOs in the Gender, Disability and Development Institute, a summary on legislative initiatives sponsored by Senator Harkin's office, information about the International Day of Disabled Persons, information about the InterAction trainings and an announcement regarding the publication of the Building an Inclusive Development Community manual (see attached). Holt International Children's Services was the featured MPO of this issue. Sarah Buckley at Mercy Corps offered this feedback: *"I enjoyed the newsletter! Particularly the update from Holt and the legislative info. I passed it around to relevant folks at Mercy Corps."*

Articles in Print

Articles in development this quarter through the IDD department include an article for Oxfam's Gender and Development Journal and Mercy Corps "Bridge" publication.

International Day of Disabled Persons

The United Nations declared the 3rd of December as the International Day of Disabled Persons in 1993 *"with a view to the achievement of the full and equal enjoyment of human rights and participation in society by Disabled People"*. The UN declared that this year would focus on the Voice of Disabled People. The International Day of Disabled Persons aims to promote an understanding of disability issues and mobilize support for the dignity, rights and well-being of persons with disabilities. It also seeks to increase awareness of gains to be derived from the integration of disabled persons in every aspect of political, social, economic and cultural life.

In honor of the International Day of Disabled Persons, MIUSA held a reception in Eugene, Oregon USA, celebrating the world premier of MIUSA's new video, *"Loud, Proud and Prosperous®"* and the presentation of its new manual: *"Building an Inclusive Development Community"*.

Disability rights leaders and members of the international development community joined MIUSA and the Mayor of Eugene in recognizing the importance of including people with disabilities in development projects. Mobility International USA thanks our MPOs, **Holt International Children Services and Mercy Corps** for their participation and attendance at the reception.

Websites and Listservs and other Electronic Promotion:

In addition to the new articles related to the inclusion of people, especially women and girls with disabilities which were posted on our own website and our MPO websites, IDD and the Building an Inclusive Development Community Project were featured on Listservs and websites in the following ways:

- In November, MIUSA was the “featured member for the month” on InterAction’s website (see attached). The article highlighted IDD’s work and the Building an Inclusive Development Community project in particular.
- The Association for Women’s Rights in Development (AWID) website featured an article written by IDD staff, based on a workshop on inclusion of women with disabilities and other underrepresented women in development programs, presented by MIUSA staff at the AWID Forum in Guadalajara, Mexico (see attached).
- The Disabled Peoples’ International website announced the release of the publication, “Women, Disability and Identity”, which includes a chapter written by IDD staff.

The website is a critical portal to the Building an Inclusive Development Community project. This quarter, IDD launched redesigned web pages in order to improve both the format and the functionality of the site. The changes include:

- a new look for web pages, including changes in layout and color that make the pages easier to navigate
- new photos
- updated descriptions of IDD’s goals and activities
- a new option to use credit card payments for MIUSA publications and videos
- a new online request form to expedite the process of requesting information

The “What’s New” page on the MIUSA website contains information about the “*Building an Inclusive Development Community*” manual, the celebration of International Day of the Disabled Person and a link to disability and development articles written by IDD staff. IDD invites you to visit our new and improved website at www.miusa.org.

Conclusion

The *Building an Inclusive Development Community* project continues to mature as our partners assume increasing responsibility for assuring that inclusive policies are in place, strategies are planned for and implemented for inclusion, and that information about the inclusion of people with disabilities in development programs is shared across the development community. Each of the project partners continues to progress in the implementation of strategies outlined in their action plans. Partners are increasingly focused on involving local partner organizations in the project goals and IDD expects continued growth and development in this area. IDD is increasingly involved in technical support in response to requests, questions and issues raised by MPO field partners. The Gender, Disability and Development Institute provided a tangible experience of bringing women with disabilities together with development organizations, as well as an excellent

forum for sharing information and strategizing among MPOs. Evidence of the success of the Institute includes identification of overall strategies and in the networking, relationship building and collaborative planning that took place both between the women and the development organizations, as well as among the project partners.

We are confident that the Institute will have a lasting affect. We have already begun to see concrete steps being taken in the field that are directly attributable to the Institute. We continue to be encouraged and motivated by the steps taken by our MPOs, both within their organizations and in their development work. We are particularly proud to note the significant progress Trickle Up has made this quarter, as well as the important actions taken by Mercy Corps to ensure that relief and reconstruction efforts in Iraq are inclusive of people with disabilities. In light of recent legislation requiring that projects using USAID funds in Iraq comply with the USAID Disability Policy, the work of Mercy Corps is especially important and reflects well on the USAID as a whole and on the “Building an Inclusive Development Community” project in particular.

We continue to take great pleasure and pride in the accomplishments of the *Building an Inclusive Development Community* project and in its impact on the lives of people with disabilities, especially women and girls, throughout the world. We acknowledge with gratitude the support from USAID that has made this important work possible. We look forward to continued partnership with USAID, as we build upon the foundation laid by this project, toward a fully inclusive development process.

Appendices

Lotosice Organization for the Handicapped article (AFSC)

Surmounting ‘Double Discrimination’ in Tuzla article (AFSC)

Creativity article (AFSC)

Report on meeting and thank you letter from Safia Nalule at DWNRO

A Disabled Iraqi Woman Find a Brighter Future article (Mercy Corps)

Bringing Hope to the Hopeful article (Trickle Up)

Enewsletter (IDD)

Featured Member (InterAction)

Economic Empowerment for All Women (written by IDD, published by AWID)

Announcement about *Women Disability and Identity* book (Chapter written by IDD staff; edited by Asha Hans and announced on DPI website)