

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 Second Quarter: January - March, 2002

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.

Summary: Project progress and accomplishments

During the second quarter of *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:

- All five Model Partner Organizations (MPOs) have been interviewed and in-depth assessments completed with two of the MPOs
- Training dates have been set for two MPOs
- Training dates have been tentatively scheduled for three MPOs
- Training agenda and curriculum are being finalized
- Experts have been contracted for writing chapters for *Building an Inclusive Development Community: A Manual on Including People with Disabilities in International Development Programs*
- IDD staff have responded to several inquiries and provided resources to international developments community organizations

- IDD staff have provided supplemental technical assistance training to two MPOs
- Additional entries have been added to MIUSA's database
- MIUSA's IDD website has been enhanced with video clips and additional resources
- MIUSA and the *Building an Inclusive Development Community Project* has experienced high visibility within the InterAction community

Model Partner Organizations

Interview assessments

IDD began the face-to-face interview process with the two MPOs closest in geographic proximity to the MIUSA office, Holt International Children's Services and Mercy Corps International. IDD staff utilized the Disability Audit during the assessment interview, revising questions to garner information about each one of the MPOs and their level of compliance with each of the InterAction PVO Disability Standards. Our first meeting with Holt International included the CEO, human resources and administration staff and Director of International Programs. Following the two-hour meeting IDD staff scheduled a second meeting to conduct interviews with program staff since their questions and concerns focus on field staff and service delivery rather than outreach, interviewing and hiring. IDD staff documented our notes from the meeting and circulated them to Holt staff that had attended the meeting, asking for their feedback. Following their responses IDD staff revised the agenda for the next meeting and conducted the meeting with staff members from social services and program service delivery. IDD staff is now documenting our complete set of notes to forward to Holt staff for their feedback. IDD staff conducted interview assessment meetings with Mercy Corps implementing the same process and is in the final stages of completing our meeting notes with the CEO, Human Resources, Administration and Field Program staff. It was decided to conduct three shorter trainings instead of one training that would last two or three days. IDD staff will conduct one training for all staff of each organization followed by one training for human resources and administration staff and one training for field program or service delivery staff. Although this format will be more time consuming, IDD staff believes it will be more comprehensive, applicable and beneficial to the MPOs. Dates for the first trainings have been confirmed and the follow-up training dates will be selected soon. All trainings with the first two MPOs will be completed by July.

IDD staff obtained valuable information from these meetings about what each organization needs, in terms of technical assistance, to be in full compliance of the PVO Disability Standards and to be more inclusive of people with disabilities, especially women and girls with disabilities, in their policies, staffing and service delivery. For example, we found that the philosophy of inclusion and participation of all citizens fits with Mercy Corps' constructs of civil society. This enables us to look at disability inclusion as another component of their mission as opposed to a separate initiative that may find resistance from already very busy field staff.

During our meetings with Holt, benchmarks for project success were discussed. These concepts gave IDD staff valuable insight to Holt's staff perceived goals. In particular, their International Programs Director offered his benchmarks for success. One example would be for Holt to hire adoptees and people with disabilities in their overseas offices. Another would be to link disabled children who are residents in institutions with disability consumer groups in their area. The value of role models and leadership training is implied in this concept. IDD staff will utilize this type of information when facilitating the writing of action plans at the conclusion of our trainings.

The importance of the project's endorsement from the CEO was also discussed and will be an integral component of the training for each of the MPOs. IDD staff has created a draft training agenda for Holt and Mercy Corps based on their needs, interests and ideas and will soon be finalizing the training agendas and curriculum.

IDD staff will be conducting face-to-face interview assessment meetings with American Friends Service Committee, International Rescue Committee and Trickle Up Program at the InterAction Forum in June. We will utilize the same process of gathering and documenting information from each organization. Trainings with these three MPOs are tentatively scheduled for September and dates will be confirmed soon. Please see MIUSA's training schedule for MPOs included with this report.

In preparation for the assessment meetings IDD staff prepared a summary of the project components and resources available from MIUSA's IDD department to organizations working towards inclusive international development. Please find these submitted with this report.

Supplemental technical assistance training and collaboration

Since the beginning of the project IDD staff has recognized that there are many possibilities of collaboration with NGOs working in the international development field to increase participation of people with disabilities. One such example of this collaboration is a training that MIUSA conducted with HOLT and Mercy Corps' *Assistance to Russian Orphans* program. Representatives of the program and Russian governmental officials met with IDD staff for an afternoon and viewed some of MIUSA's training videos, discussed topics such as inclusive education, human rights and civil society from a disability perspective, the importance of leadership development and its effect on self-esteem, international and U.S. disability laws and declarations and collectively synthesized ideas for greater implementation of Russia's disability laws.

MIUSA looks forward to future collaborations in furthering the agenda of "Building an Inclusive Development Community".

Training Curriculum and Materials

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

The manual outline and table of contents have been developed and are included with this report. MIUSA has contracted and identified over 12 experts who will be contributing to the chapters in coordination with the IDD staff. In addition, we have continued to compile resources that will be utilized for best practices examples, appendices and enhancement of sectoral information. IDD staff will be using the compiled information in response to information requests, in the form of topic sheets, before the manual is completed (ex. recruitment of people with disabilities, the impact of domestic violence on people with disabilities). The focus of topics for the manual has been somewhat affected by the MPO assessment process as we receive feedback about what issues are most important and relevant to international development organizations. IDD staff will continue to compile and edit information to ensure that the final product speaks to the needs of the development community.

Disability Audit: Organizational Self-Assessment on Gender-Appropriate and Gender Fair Inclusion of People with Disabilities

The initial Disability Audit was utilized during the MPO interviews to collect important information needed to design the training curriculum. IDD staff is now in the process of revising it for a stand-alone publication based on our experience in the interviews and feedback from our MPOs. IDD staff is also reviewing the Gender Audit created by InterAction and receiving feedback from organizations that have used it in order to learn what aspects were most useful.

Loud, Proud & Passionate[®]: Including Women with Disabilities in International Development Programs

MIUSA is publicizing the release of our new revised and updated manual that will be available as a valuable resource to international development organizations for purchase. Among the many useful resources and tools included is a list of disability organizations worldwide that have a gender focus in their services and programs. These organizations have been added to our database.

Information Services

Information Resources

The IDD staff continues the process of collecting and cataloguing information and resources for the database, training curriculum, Manual and website. IDD staff has used the extensive network of MIUSA trainers and consultants to identify further resources related to this technical assistance grant. In particular, two ADA and Human Resources experts who conduct disability and diversity trainings for the city and county respectively have been invaluable in supplying information for the human resource section of the manual and trainings. Both Stakes, a Finnish organization and Action on Disability and Development, a British organization, have provided us with materials for our “best

practices” section. Contacts throughout the disability and development community both nationally and internationally have been supportive in directing our staff to useful resources and information.

Database Development

At the end of the second quarter the database contained over 1100 US-based international development, relief and refugee agencies and disability-focused organizations from around the world. Throughout the next quarter IDD staff will continue to expand and update these records focusing primarily on the countries where MPO partners have field offices. MIUSA will refer MPOs to organizations of individuals with disabilities, especially women with disabilities, in the field location who will be available to provide gender appropriate assistance, information, training and technical assistance on inclusion of people with disabilities to field offices and staff.

IDD staff, with the help of the information specialist continues to enhance the database by adding various features. The information specialist has begun work on an intake screen which will catalogue each request for technical assistance. At the end of each quarter it will be possible to produce reports that will state the number of inquiries, type of requests, source of inquiry and content of response. This information will be included in the next quarterly report.

This quarter the IDD staff began to use the database to field inquiries from MPO partners and other members of the international development community. Three such inquiries were of particular interest.

- A representative of one of our MPOs, InterAction, requested information related to identifying and hiring qualified people with disabilities. Drawing from information available through our database and the North West ADA/IT Disability and Business Technical Assistance Centers funded by the National Institute on Disability and Rehabilitation Research (NIDRR) of the U.S. Department of Education, we were able to develop a list of key resources related to this subject. We anticipate that this will be a common topic of interest among our MPO partners. The resources that we developed to respond to this inquiry will also be used in a similar section of our trainings.
- The Commission on the Advancement of Women (CAW) of InterAction launched a “50/50 Board Equity” campaign. IDD staff provided CAW with the resumes of 10 qualified women with disabilities who would be willing to serve as board members. MIUSA offered to consult with individual organizations to identify women with disabilities with particular background and skills to match the organization’s mission and needs. CAW also agreed to provide tip sheets on how to include women with disabilities in international development programs on their website, as well as insert links to MIUSA’s Gender and Disability Report.
- The Democracy Officer of the Office of Central American Affairs of the Bureau for Latin American and the Caribbean of USAID inquired about NGO contacts in

Nicaragua. Through our database we were able to identify six different organizations with a disability focus in Nicaragua. Three of the organizations had direct contact with MIUSA in the past. The Democracy Officer responded and expressed her gratitude after we had sent the information.

Website Development

The IDD website continues to be among the most visited pages on MIUSA's website. Additions to the website include two-three minute video clips featuring MIUSA's leadership and empowerment program for women with disabilities, new and updated resources as well as links to relevant websites. In the next quarter visitors will have access on the IDD website to a searchable database that includes over four hundred disability NGOs worldwide. This feature will enable individuals to find contact and program information about these selected organizations which can be searched by specific region. These organizations are only a sample of MIUSA's extensive database.

Updates from the project and profiles of our Model Partner Organizations will be added in the next quarter. We are working on creating tip sheets to answer frequently asked questions. The tip sheets, additional relevant articles, website links and publications will also be added to enhance the resource section of the web pages.

Public Relations

MIUSA has made extensive efforts to publicize the project through various venues. Updated press releases were sent outlining the project to over 300 development organizations and disability organizations. MIUSA and this project have had high visibility in the InterAction community this quarter. IDD staff wrote an article that was published in InterAction's Monday Developments (included with this report) and submitted a description to the Web Watch section, featuring MIUSA's website and technical assistance services available to InterAction member organizations. Susan Sygall, MIUSA's Executive Director, attended the InterAction West Coast Conference in March and was introduced to the attendees by the Vice-President of InterAction, Ken Guinta. Ms. Sygall had the opportunity to speak about the project, hand out project descriptions and spend time networking with individuals from many foreign assistance organizations. She collected success stories from two NGOs, Direct Relief International and Freedom from Hunger, that will be documented in our future publication *Success Stories for Inclusive Development: Report and Recommendations from the "Building an Inclusive Development Community" Project*. MIUSA will again have the opportunity to speak about the project to the InterAction community during the PVO Standards panel session at the Forum in June.

MIUSA's conference schedule, with outlines of the workshops and locations, is posted on our website along with a description of our technical assistance services.

The public relations plan for this project includes future targeting of specific international development publications to showcase key aspects of this project, including the MPO trainings and selected success stories.

Conclusion

During the second project quarter IDD staff focused on building relationships with our Model Partner Organizations, developing alliances and creating a teamwork atmosphere. Significant progress was made toward the production of the “Building and Inclusive Development Community Manual” and will continue to develop in the next quarter of the project. The database was enhanced and IDD staff began to field information requests from NGOs in the international development community. IDD staff is very pleased with the accomplishments and progress of the project and looks forward to the third quarter activities. MIUSA thanks USAID staff involved in this project for their support.

Appendices

IDD project training schedule

Summary of project components

IDD Department resources

“Building an Inclusive Development Community Manual” outline

Monday Developments article

MIUSA's IDD Training and Conference Schedule

March 18	HOLT Assessment Interview #1
April 10	Mercy Corps Assessment Interview #1
April 17	HOLT Assessment Interview #2
April 22	Mercy Corps Assessment Interview #2
May 29	Mercy Corps Training #1
June 3-5	InterAction Forum
June 3-5	IRC, AFSC, Trickle Up Assessment Interviews #1
June 12	HOLT Training #1
July	Mercy Corps Training #2
July	HOLT Training #2
September	IRC, AFSC, Trickle UP Trainings #1
September	IRC, AFSC, Trickle Up Trainings #2

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

Program Goals And Objectives

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.

Objectives

1. To establish collaborative ongoing partnerships between five InterAction member agencies and MIUSA to serve as models for development of gender-appropriate and gender-fair training and technical assistance approaches and resource materials.
2. Participating InterAction member agencies will utilize gender-appropriate and gender-fair training, technical assistance services and resource materials to develop action plans to include people with disabilities in governance, management and human resources according to guidelines established by the InterAction Disability Standards.
3. Participating InterAction member agencies will utilize gender-appropriate and gender-fair training, technical assistance services and resource materials to develop action plans to include people with disabilities in field programs and services according to guidelines established by the InterAction Disability Standards.
4. InterAction agencies, donors and other international development and relief organizations will utilize outcomes, recommendations, and products disseminated from the project to increase participation of people with disabilities, particularly women with disabilities, in the international development process.

Summary of project components:

Face to Face Training: US Headquarters

Intensive training program will be designed following needs assessment interview

Face to Face Training: US meeting sites

*Convene project meetings during InterAction Forum and regional conferences
MIUSA will conduct trainings with other InterAction member organizations in Years 2 and 3*

New Resource and Training Materials

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

*Disability Audit: Organizational Self-Assessment on Gender-Appropriate and Gender Fair
Inclusion of People with Disabilities*

*Success Stories for Inclusive Development: Report and Recommendations from the “Building an
Inclusive Development Community” Project*

Disability, Gender and Development Website

Transfer of Training to Overseas Field Offices

*Support to Model Partner Organizations to transfer action plans and implementation strategies
to field offices, local counterpart NGOs and in-country groups in Years Two and Three*

Ongoing Technical Assistance

*Face to face meetings
Progress reports and evaluations
Listserv
Ongoing email communication*

Dissemination of project materials and findings

*InterAction Annual Forum collaborative session in Year Three
Success Stories for Inclusive Development: Report and Recommendations*

1. *Face to Face Training: US Headquarters*

In Year One, MIUSA will conduct a two to three day intensive training program at the US headquarters of each Model Partner Organization, designed to increase organizational awareness and understanding of disability issues and to foster strategies and plans for implementation of the InterAction Disability Standards.

2. *Face to Face Training: US Meeting sites*

In each year of the project, MIUSA will present in conference sessions, offer technical assistance consultations and exhibit resource materials designed to educate InterAction members regarding practical strategies and resources for inclusion of people with disabilities and implementation of the InterAction Disability Standards. MIUSA will also use the InterAction Forum as an opportunity to convene project meetings with representatives of the five Model Partner Organizations to provide further consultation and technical assistance, collect progress reports and provide opportunities for InterAction member organizations to exchange experiences and strategies with other agencies.

In addition to the Annual Forum, InterAction convenes a number of regional conferences, topical workshops and executive level meetings each year. In Years Two and Three MIUSA will conduct training workshops for staff and executive level representatives of other InterAction member organizations on implementation of the InterAction Disability Standards, in a variety of US venues, planned to coincide with InterAction regional workshops, CEO meetings, the annual InterAction Forum, Commission on the Advancement of Women (CAW) meetings and other events at which InterAction members will be expected to cluster.

3. *New Resource and Training Materials*

 *Building an Inclusive Development Community: A Manual on Including People with Disabilities in International Development Programs.* This new publication will employ a gender lens while providing practical information, suggestions, resource lists and examples of disability-inclusive outreach and staff recruitment strategies, accessibility audits, low-cost adaptations for people with different types of disabilities, tips for "Budgeting for Inclusion", cultural issues related to disability, sample organizational action plans, how to produce print materials information in alternative formats, travel arrangements, insurance and legal considerations. In addition to incorporating a gender-appropriate and gender-fair focus throughout the Manual, a stand-alone will specifically address issues which impact participation of women and girls with disabilities, and will recommend practical strategies for administration, outreach and program implementation tailored to increase inclusion of women and girls with disabilities.

 *Disability Audit: Organizational Self-Assessment on Gender-Appropriate and Gender Fair Inclusion of People with Disabilities* will be included in the *Building an Inclusive Development Community Manual*, as well as distributed as a stand-alone publication in print and via MIUSA's website.

 *Success Stories for Inclusive Development: Report and Recommendations from the "Building an Inclusive Development Community" Project* will be published and disseminated in Year Three, detailing the training and technical assistance models, featuring evaluation results, lessons learned, case studies and best practices from the Model Partner Organizations, and offering recommendations for continued collaboration between MIUSA, InterAction and InterAction member agencies toward implementation of the Disability Standards and inclusion of people with disabilities, particularly women with disabilities.

“Success stories” will include examples of gender-specific, as well as non-gender-specific programs which have increased participation of women with disabilities.

 *Disability, Gender and Development Website* MIUSA’s website will be expanded to include new *Disability, Gender and Development* web pages, and linked to the InterAction, Model Partner Organization and national and international disability-related websites. New resources will include:

-  Goals, objectives, services and products, progress reports and updates from the *Building an Inclusive Development Community* project
-  InterAction’s PVO Standards including the Disability Standards
-  MIUSA’s *Disability Audit* available to download
-  Excerpts from the *Building an Inclusive Development Community* Manual
-  Reports, photographs and curriculum excerpts from US training and technical assistance visits
-  Case studies and “success stories”: regularly updated Model Partner Organization progress reports
-  Resource lists, including US and international disability organizations, women’s organizations and information on national and international legislation and accessibility standards
-  Links and pointers to other relevant websites
-  “Tips and Resources” providing recommendations, resources, advice and ideas addressing “frequently asked questions” related to inclusion of people with disabilities, especially women and girls with disabilities

All project materials will be available on diskette, in large print, and/or Braille. The MIUSA Website meets state-of-the-art requirements for text browsers for access by persons who use screen-readers.

4. *Transfer of Training to Overseas Field Offices*

In Years Two and Three MIUSA will work closely to support each Model Partner Organization to transfer action plans and implementation strategies to field offices, local counterpart NGOs and in-country groups. MIUSA will assist Model Partner Organizations to plan and implement gender appropriate training and technical assistance for field and in-country staff toward inclusion of women and men with disabilities and implementation of the guidelines of the InterAction Disability Standards. MIUSA will facilitate network building between field programs, local disability-led NGOs and governmental programs providing services to people with disabilities in the region.

5. *Ongoing Technical Assistance*

Following training sessions, MIUSA will provide ongoing, follow-on technical assistance and support to each of the five Model Partner Organizations, as well as each agency participating in training workshops. Technical assistance will take the following forms:

Face to Face Meetings

MIUSA will convene meetings with key staff of Model Partner Organizations and other participating agencies during InterAction Annual Forums and in concert with other InterAction-affiliated meetings and regional

gatherings during the three-year project. Partners will exchange experiences, provide feedback to MIUSA on the project, and plan strategies for multiplying the effects of the project through InterAction avenues. Model Partner Organizations will collaborate on a joint presentation of the project at the third year InterAction Forum.

Progress Reports and Evaluations

MIUSA will initiate telephone “check-ins” with key staff from each Model Partner Organization. MIUSA will review Action Plans, progress, new issues, difficulties encountered and needs for resources and assistance. MIUSA will provide specific assistance, guidance, ideas and information tailored to address any problems which may arise during the process of implementing action plans. MIUSA will offer referral to materials and resources, including colleagues who have encountered similar situations and are willing to share their failures and successes.

In addition to ongoing telephone progress reports, MIUSA will conduct formal reviews of the progress Model Partner Organizations have made in developing and implementing Action Plans. Model Partner Organizations will submit their progress to date in writing to MIUSA; MIUSA will follow up with each MPO by telephone to provide feedback and suggestions as appropriate.

MIUSA will conduct one interim progress evaluation with Model Partner Organizations by telephone in Year Two. MIUSA will provide reports and feedback to all project participants on progress toward reaching the goals of the project, and will revise project methods as necessary. MIUSA will conduct project evaluation activities with each Model Partner Organization in Year Three, to review progress toward goals, evaluate effectiveness of project methods and create plans for continuing technical assistance and expanding inclusion of people with disabilities following the conclusion of the project.

Listserve

MIUSA will initiate and monitor an email list open to Model Partner Organizations and other participating agencies. Participants will be encouraged to post topics to report progress and to exchange experiences, ideas, frustrations and advice.

Ongoing email communication

Regular communication via email will be exchanged with each Model Partner Organization and with other training participant organizations. Materials and resources will be shared via file attachments.

6. *Dissemination of project materials and findings*

Outcomes, recommendations and products that derive from the project will be disseminated to InterAction agencies, donors and other international development and relief organizations.



The *Building an Inclusive Development Community Manual* and *Success Stories for Inclusive Development: Report and Recommendations* from the Building an Inclusive Development Community Project will be available in print, Internet and alternate format versions (diskette and/or Braille) to all InterAction member agencies.



Regular progress reports including “lessons learned”, new resources and recommendations will be posted on MIUSA’s website, which will be linked to the InterAction website and websites of Model Partner Organizations.



Articles from the project will be published in print and Internet media reaching international development professionals, donors and other international development, relief and women’s organizations. Articles will feature participating partner progress reports, demonstration models, training materials, informational resources and case studies.



Progress reports and recommendations will be posted and updated on relevant e-mail listserves and websites, and disseminated in InterAction publications, including *Monday Developments* and publications of InterAction member organizations.



At the InterAction Annual Forum in Year Three, the five project Model Partner Organizations will collaborate to conduct a session, coordinated by MIUSA, highlighting “success stories” as well as challenges and lessons learned by Model Partner Organizations as a result of the project. Model Partner Organizations will offer recommendations to their InterAction colleagues to improve effectiveness of and compliance with the InterAction Disability Standards, and increase inclusion of people with disabilities, especially women with disabilities, in development organizations and programs.



MOBILITY INTERNATIONAL USA (MIUSA)

The International Development and Disability Department (IDD)

It is the mission of the IDD Department to promote the full inclusion and equal participation of people with disabilities at every level of the international development process: as volunteers, trainers, field staff, policy makers, administrators and project beneficiaries. The IDD Department provides technical assistance and consultancy to governmental and nongovernmental organizations working towards inclusive policy and programming. We offer the following services:

TECHNICAL ASSISTANCE FOR MODEL PARTNER ORGANIZATIONS (MPOS)

-  Assessment of organizational policy, staffing, programs and materials to evaluate the extent of disability inclusion
-  Training for headquarters staff and resources for field staff on disability & inclusive programming
-  Gender planning/inclusion of women with disabilities
-  Conference presentations and speakers

SERVICES FREE TO ALL INTERACTION MEMBER AGENCIES:

Information and referral related to the implementation of the **Disability Amendments to the PVO Standards** which address such areas as:

-  Recruiting and hiring qualified people with disabilities
-  Incorporating disability into diversity training
-  Designing, monitoring and evaluating projects/programs to include people with disabilities
-  Ensuring accessibility in organizational activities and services
-  Referrals to organizations of people with disabilities in field locations to provide information, training and technical assistance on inclusion of people with disabilities to field offices and staff. Over 1000 organizations worldwide available through our database! 

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CURRENT PROJECTS

Building an Inclusive Development Community

MIUSA recently began a three-year project sponsored by the United States Agency for International Development (USAID) to provide training and technical assistance to InterAction member agencies based on the findings of MIUSA's Gender and Disability Survey of InterAction members. The survey, released in June 2001, documents the extent to which US-based international development organizations include people with disabilities, particularly women and girls, in policies, employment, programs and services. Findings from the survey point to the need by development agencies for training, education and technical assistance to bring people with disabilities into the development assistance process.

Visit our Website!

MIUSA's International Development and Disability web page will document the progress of the project and will offer success stories, recommendations, resources, advice and ideas to address "frequently asked questions" related to inclusion of people with disabilities www.miusa.org.

🌐 MIUSA will initiate and monitor a listerv open to Model Partner Organizations and other participating agencies. Participants will be encouraged to post topics to report progress and to exchange experiences, ideas, frustrations and advice. Contact development@miusa.org for listerv launching date!

New Resource

As a part of this project MIUSA will also develop a new publication *Building an Inclusive Development Community: A Manual on Including People with Disabilities in International Development Programs*. This publication will use a gender focus while providing practical information, suggestions, resource lists and examples of disability-inclusive outreach and staff recruitment strategies, accessibility audits, low-cost adaptations for people with different types of disabilities, cultural issues related to disability, sample organizational action plans, travel arrangements, insurance and legal considerations.

🌐 MIUSA welcomes InterAction members to contribute to the "Best Practices" section of the manual which will highlight policies, practices and projects of international development organizations that include people with disabilities, particularly women with disabilities in an exemplary fashion.

Microcredit Pilot Project: "Loud, Proud & Prosperous!®" MIUSA will work with women with disabilities in Southern Africa to create and document opportunities for disabled women to participate successfully in community microcredit and microenterprise projects. Results and recommendations from the project will provide a model upon which other microcredit and microenterprise programs can build in order to effectively serve and include women with disabilities in economic empowerment programs. Examples of practical adaptations to make economic opportunities accessible to women with disabilities will be disseminated to organizations supporting economic development, women's programs and organizations of people with disabilities internationally. MIUSA gratefully acknowledges the Mayerson Foundation and the Rinconada Ventures Foundation for support of this project.



KEY RESOURCES

GROUNDBREAKING REPORTS

Gender and Disability: A Survey of InterAction Member Agencies - Findings and Recommendations on Inclusion of Women and Men with Disabilities in International Development Programs

This survey documents the extent to which people with disabilities participate in the international development efforts of private relief, development and refugee agencies. Particular emphasis was placed on the participation of women and girls with disabilities in these agencies. Available to download from our website.

International Symposium on Microcredit for Women with Disabilities Reports

A full report from the first International Symposium on Microcredit for Women with Disabilities, at which women leaders with disabilities from 11 developing countries met with US-based international development organizations, experts on microcredit and leaders in disability to strategize about how to improve access of women with disabilities to microcredit programs. Available to download from our website.

NEW AND UPDATED PUBLICATION

Loud, Proud and Passionate!® Including Women with Disabilities in International Development Programs

A practical resource designed to educate development and women's organizations about the importance of including women with disabilities in community projects, and to inform women with disabilities of the efforts and successes of disabled women in other countries. Contact our office to place an order.

AWARD WINNING VIDEO

Loud, Proud and Passionate!® Including Women with Disabilities in International Development Programs

The Loud, Proud and Passionate® video documents MIUSA's Women's Institute on Leadership and Disability. Participant interviews highlight the vision and determination, challenges and recommendations of women with disabilities who are grassroots leaders in over 25 countries. Available in English, Spanish and Russian. **See video excerpt on website.**

TIP SHEETS – Available on our website!

- 🌐 Budgeting for Inclusion
- 🌐 Providing Information in Alternative Formats
- 🌐 Creative Ideas and Strategies for Including People with Disabilities
- 🌐 Key International Disability Organizations
- 🌐 Key US Disability Organizations
- 🌐 Key Adaptive Equipment Organizations

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Nordic Region

Latin America

Philippines

6. Other Manual Topics - The following topics will be discussed as they relate to disability and specifically address issues which impact participation of women and girls with disabilities

AIDS/HIV

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