

Building an Inclusive Development Community: Technical Assistance on Inclusion of People with Disabilities

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

**Performance Report
April-June 2010**

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Project goals

To increase participation by people with disabilities, including women and girls, in US-based international development programs as participants, agents, administrators and consultants.

Accomplishments

Highlights for this quarter of the Building an Inclusive Development Community (BIDC) project include:

- Planned and carried out two week technical assistance field visit to Ethiopia
- Provided follow-on technical assistance and guidance to project partners in Jordan
- Provided follow-on technical assistance and guidance to project partners in Colombia
- Conducted small grant review panel and finalized selection of small grants in Colombia
- Announced small grants competition in Ethiopia
- Follow-up communication with USAID/Ethiopia, USAID/Jordan, USAID/Colombia and USAID/Mali
- Recruited BIDC Project Coordinator and BIDC Project Assistant
- Worked with Local Coordinators in Ethiopia and Colombia to carry out activities in-country
- BIDC project staff researched and gathered materials to add to the BIDC online resource center
- BIDC project staff participated in **InterAction Forum 2010** and facilitated an inclusive development workshop at the forum in June 2010

Hiring new personnel

MIUSA hired Debbie Sharp for the position of Project Coordinator to work closely with the Project Manager on BIDC activities. Ms. Sharp brings extensive international development experience to MIUSA and is currently finalizing her Master's thesis on women's empowerment in South Africa along with a certificate in non-profit management. She worked for many years in Japan and South Africa on international development. MIUSA also hired Alison Ecker for the position of Project Assistant to support the BIDC team on project activities. Ms. Ecker brings personal and professional experience on disability inclusion to the BIDC team. While completing her undergraduate degree, Alison interned with MIUSA and other disability led organizations and was a delegate on a MIUSA exchange program in Costa Rica.

MIUSA is excited to welcome Ms. Sharp and Ms. Ecker to the BIDC team.

Ethiopia Field Visit Table of Indicators

Indicators	2010 April-June
# of people trained Males: Females:	117 people 47 women 70 men
# of people with disabilities trained: Males: Females:	33 people with disabilities 11 men with disabilities 22 women with disabilities
# of people served Males: Females:	
# of organizations strengthened	46

BIDC Technical Assistance Visit

This quarter MIUSA prepared for and carried out a technical assistance and training visit to Ethiopia. The activities included:

- **Technical Field Visit to Ethiopia:** Working closely with USAID/Ethiopia, the Disability Team at USAID/Washington, the BIDC Project Manager, a MIUSA training team conducted a technical assistance visit to Ethiopia from June 21-July 2, 2010.
- Training team members included:
 - Susie Grimes, international development and disability consultant and former MIUSA staff member
 - Yetnebersh Nigussie, Program Manager at the Ethiopian Center for Disability and Development (ECDD)
 - Myroslava Tataryn Disability and HIV/AIDS advisor to AIDS Free World
 - Nafisa Baboo, Programme Officer on inclusive education for the Secretariat of the African Decade of Persons with Disabilities

- The focus of the field visit included:
 - Inclusive development workshop for USAID implementing partners which included a general introduction to inclusive development concepts and an overview of disability and human rights. Leading Ethiopian DPOs presented the barriers people with disabilities face in Ethiopia and two international development organizations presented their experiences implementing inclusive development in Ethiopia. At this workshop, USAID implementing partners drafted action plan commitments to inclusion, learned about USAID Disability Policy, the twin track approach to mainstreaming disability and received inclusive development resource CDs.
 - Workshop on inclusion of people with disabilities in HIV/AIDS programs for USAID and USAID implementing partners involved in HIV/AIDS work in Ethiopia. During the workshop, participants learned about the intersection between disability and HIV/AIDS and worked with the MIUSA training team to draft inclusive strategies and action plans for next steps.
 - Workshop on inclusive education for USAID staff from the education office and USAID implementing partners working on USAID supported education programs in Ethiopia. During the workshops participants learned key concepts of inclusive education and worked with the MIUSA training team to draft strategies for promoting inclusive education programs and created action plans for next steps.
 - Disability inclusion Action Planning with key USAID staff including the Deputy Director at USAID/Ethiopia in which the MIUSA training team worked with Mission staff on strategies for drafting a Mission Disability Inclusion Action Plan, appointing a disability focal point and discussed a possible “Mission order” on inclusion.
 - MIUSA conducted one-on-one technical assistance training meetings with **three** USAID implementing partners from PEPFAR funded HIV/AIDS programs. At the technical assistance trainings, key management and program staff discussed strategies for making their projects inclusive, developing indicators for inclusion, potential partnerships with local DPOs and organizational strategies on inclusion including recruitment, accessibility and greater outreach to the disability community. The USAID implementing partners MIUSA worked with included:
 - Organization for Social Services for AIDS (OSSA)
 - John’s Hopkins University
 - Geneva Global
 - MIUSA conducted one-on-one technical assistance training meetings with **three** USAID implementing partners from the education

program. At the technical assistance trainings, key management and program staff discussed concepts of inclusive education, strategies for making their education projects inclusive, strategies for greater outreach to children and youth with disabilities, potential partnerships with local DPOs and organizational strategies on inclusion including recruitment, accessibility and greater outreach to the disability community. The USAID implementing partners from the education program that MIUSA worked with included:

- World Learning
 - PACT
 - Save the Children US
- MIUSA held an all day workshop for DPOs and indigenous HIV/AIDS NGOs called, “HIV/AIDS and Disability: Promoting inclusive HIV/AIDS programs in Ethiopia”. The workshop sought to address the intersection of disability and HIV/AIDS, strategies for promoting inclusive HIV/AIDS programs and partnership building with mainstream HIV/AIDS organizations
 - MIUSA held an all day workshop for Ethiopian DPOs and other local education actors called, “Promoting Inclusive Education in Ethiopia”. The workshop addressed concepts of inclusive education, strategies for promoting inclusive education and examples of successful inclusive education projects in other developing countries.
 - MIUSA held a workshop called, “Disability and Development Coalition Building” for Ethiopian DPOs and development actors including USAID implementing partners. The workshop outlined inclusive development models and international donor policies, collaborative best practices in Ethiopia, strategies for partnership building, funding strategies and project proposal development, and networking opportunities for Ethiopian DPOs and development organizations.
 - MIUSA held a workshop on women’s leadership building gathering 15 disabled women to discuss strategies for women’s coalition building in Ethiopia and funding strategies for disability and gender inclusive development projects.
 - MIUSA held a small-grants meeting inviting DPOs, USAID implementing partners and other development organizations interested in the small grants program. At the meeting, letter of intent applications were disseminated, the small grant criteria was explained and participants brainstormed ideas for possible small grant projects.
 - We worked closely throughout the visit with the Ethiopian Center for Disability and Development and Ethiopian Disabled People’s

Organizations (DPOs) making several site visits to DPOs offices to learn more about the work they are doing in Ethiopia.

BIDC follow-on communication and technical assistance

This quarter MIUSA provided follow-on technical assistance and communication to project partners in Colombia and Jordan.

- ***Communication with Colombia:*** Since the field visit, MIUSA provided regular follow-on communication to USAID/Colombia, USAID implementing partners and Colombian DPOs:
 - We have worked primarily with the International Office of Migration to provide support and resources on adopting more inclusive policies. This quarter, working closely with our Local Coordinator, MIUSA organized a training for IOM staff on disability rights and inclusion in which key disabled leaders from Colombia made presented the barriers people with disabilities face.
 - In addition, MIUSA is supporting IOM on an initiative to hold inclusive emergency response sessions within a regional IOM conference series on gender inclusion in emergency response programs. MIUSA, along with disabled women leaders from Colombia and Guatemala, will participate in the IOM conferences as speakers.
 - MIUSA is also supporting IOM with a recent initiative to work with the Ministry of Health on reproductive health issues providing guidance and resources on inclusion of women with disabilities in reproductive health programs. IOM has also partnered with a DPO on a BIDC small grant which is a great opportunity to build upon our technical assistance.
 - Working closely with the BIDC Local Coordinator, MIUSA has provided training on inclusive development to a Colombian human rights organization, CODHES whose mission is to promote the rights of internally displaced persons. In addition, MIUSA has introduced CODHES to leading Colombian DPOs in order to facilitate relationship building and CODHES has partnered with a Colombian DPO on a BIDC small grant.
 - MIUSA is also participating in a working group that was recently formed on disability and displacement issues in Colombia. The group is made up of activists, professors and lawyers that MIUSA worked closely with during our first technical assistance and training visit to Colombia.
 - We provided continued support to Colombian DPOs on the small grants process through the Local Coordinator. We made a final selection on small grants after receiving eight small grant full proposals. MIUSA awarded four small grants, with specific feedback and guidance to each grantee on areas of their projects that needed improvement. All grantees provided strong revised project plans and we are excited to see these innovative projects

implemented! (See detail on grantee organizations and projects below.)

- ***Communication with Jordan:*** Since the March field visit, MIUSA has been in regular contact with USAID/Jordan, USAID implementing partners and Jordanian DPOs to send follow-up resources and contact information. MIUSA has communicated with USAID/Jordan to provide resources and strategies for developing a Disability Inclusion Action Plan, inclusive language for solicitations and inclusive human resource tools on recruitment, accessibility and budgeting for reasonable accommodation. In addition, we have worked closely with USAID/Jordan to plan follow-on activities and the focus of our next technical assistance visit. The focus for our next technical assistance visit will be on: inclusive education, inclusive women's health and including disabled youth in youth targeted programs. We will also work with the USAID Mission on developing a Disability Inclusion Action Plan and we will work with the USAID Contracting office on inclusive solicitations. MIUSA has been in communication with USAID implementing partners, IYF, Mercy Corps and Abt Associates to provide resources and guidance as they move forward on their commitments to inclusion.
- ***Communication with Ethiopia:*** MIUSA has maintained regular communication with USAID/Ethiopia for the planning and coordination of our June technical assistance visit.
- ***Communication with Mali:*** MIUSA has attempted to maintain regular follow-on communication with USAID/Mali in order to plan for up-coming technical assistance visits and to identify dates for the visits and confirm the focus areas of our technical assistance. We would like to have more contact with the Mission in order to get their inputs on the kinds of interventions we plan, the USAID implementing partners we should target and get their support in ensuring broad participation from USAID and USAID implementing partners in our technical assistance visit.

Small grants program:

This quarter MIUSA finalized the small grant competition in Colombia and awarded four small grants to organizations partnering with development actors on inclusive development initiatives.

The projects we are supporting in Colombia include:

- SURCOE, the National Association of the Deafblind of Colombia, will carry out leadership training for 10 Deafblind activists in partnership with a Colombian displacement and human rights organization, CODHES. Through the training, SURCOE will work closely with CODHES to promote inclusion within the work they do.
- FUNDAMENTAL Colombia, an organization run and led by people with psycho-social disabilities, is partnering with the International Office of

- Migration (IOM) to implement a leadership training program on self-advocacy for people with psycho-social disabilities. FUNDAMENTAL will also provide training for IOM staff on inclusion of people with psycho-social disabilities in IOM's programs, focusing on gender, displacement, and internal violence.
- The Center of Attention for Individuals with Spinal Injuries (CALEM), will implement leadership training for women with disabilities in partnership with an international women's organization (Women's International League for Peace and Freedom/LIMPAL) in order to work with gender and development actors on the importance of including women with disabilities in development. Through the leadership training program, women leaders will work towards developing a network of women with disabilities which currently does not exist in Colombia.
 - The Colombian Association for Down's syndrome (ASDOWN) will carry out research on the effectiveness of UNICEF and UNESCO's investments in inclusive education in Colombia. ASDOWN will partner with Inclusion International, a global federation advocating for the human rights of people with intellectual disabilities. ASDOWN will gain technical support for their research and offer Inclusion International assistance with its own research frameworks on inclusive education in Colombia. The findings will be presented to families, development actors, educators, and members of government at a conference in Bogota.

MIUSA is excited about the wide cross-disability range of these projects and looks forward to providing ongoing support.

Work with U.S. DPO Collaborators:

This quarter, MIUSA invited U.S. DPO collaborators including: Disability Rights Education Defense Fund (DREDF), Mental Disability Rights International (MDRI), the U.S. International Council on Disability (USICD), and the World Institute on Disability (WID) to participate in our small grants review panel. USICD, DREDF and WID participated in the panel providing helpful feedback and constructive inputs on the small grant full proposals. It was highly valuable to have their participation on the panel.

BIDC Online Resource Center

The *Building an Inclusive Development Community (BIDC) Resource Center* offers practitioners and policymakers straightforward and effective tools for inclusion that can be readily integrated into their existing framework. This quarter BIDC project staff gathered materials and resources specifically on disability and HIV/AIDS and inclusive education to be added to the Resource Center. MIUSA compiled an extensive inclusive development resource CD which we disseminated during our technical assistance field visit in Ethiopia.

The Resource Center can be accessed through MIUSA's website:

<http://www.miusa.org/idd/IDDresourcecenter>

Activities planned for next quarter

In the next quarter, MIUSA will:

- **Continue planning and conduct technical assistance training visit to Jordan:** MIUSA will work closely with USAID/Jordan to plan and prepare for a two week technical assistance visit. MIUSA will work closely with US DPO collaborators as well as other experts joining the MIUSA training team in Ethiopia to prepare for the trip. Once a Local Coordinator is identified, MIUSA will work closely with them to coordinate logistics planning for the trip.
- **Recruit BDC Local Coordinator for Jordan:** MIUSA will continue the recruitment process for BDC Local Coordinator in Jordan and expects to make a final selection early in the next quarter.
- **Follow-on technical assistance in Jordan:** MIUSA will continue to provide follow-on technical assistance in Jordan. MIUSA will work closely with USAID/Jordan and the Disability Team at USAID/Washington to support the mission in developing a Disability Inclusion Plan. This will include re-designing how we implement the small grants program in Jordan as the USAID/Jordan Mission has advised against implementing small grants directly due to Civil Society laws that make it difficult for local NGOs to receive foreign funding.
- **Draft follow-on technical assistance plans for Ethiopia:** Develop technical assistance and capacity building follow-on plans for follow-on activities in Ethiopia based on the needs identified during the technical assistance field visit and in close consultation with USAID/Ethiopia, the USAID Disability Team, U.S. DPO collaborators and other members of the technical assistance training team.
- **Follow-on technical assistance in Ethiopia:** Based on the follow-on technical assistance plan, MIUSA will work closely with in-country partners, USAID/Ethiopia and our Local Coordinator to provide follow-on support and communication.
- **Award small grants in Ethiopia:** MIUSA will work closely with the USAID mission and the Local Coordinator along with a small grant review panel to select small grantees for Ethiopia.
- **Plan and conduct technical assistance training visit to Mali** MIUSA will work closely with USAID/Mali to plan and prepare for a two week technical assistance visit. MIUSA will work closely with US DPO collaborators as well as other experts joining the MIUSA training team in Mali to prepare for the trip. MIUSA will also work closely with our Local Coordinator to coordinate logistics planning for the trip.
- **Small grant monitoring and support in Colombia:** MIUSA will work closely with the Local Coordinator to monitor and support small grantees as they

begin to roll-out project activities. MIUSA provided clear feedback to all small grantees on areas they need to improve within their projects and we will be monitoring closely to make sure the suggestions we have proposed are put into practice.

- **Follow-on technical assistance in Colombia:** MIUSA will continue to provide follow-on technical assistance in Colombia with support from the Local Coordinator. We will work closely with IOM this next quarter to provide support and guidance on inclusive initiatives. MIUSA will work closely with the Disability Team at USAID Washington to regain a contact person at USAID/Colombia in order to support the mission in developing a Disability Inclusion Plan and move forward in our planning for a second technical assistance visit.
- **Work with U.S. DPO Collaborators:**
 - Continue to provide regular BIDC updates to U.S. DPO collaborators and get their inputs and suggestions for the BIDC technical assistance and training
 - Gather U.S. DPO collaborator's inputs on and availability to participate in technical assistance visits
 - Work with U.S. DPO collaborators on reviewing small grants from Ethiopia - and invite them to participate in the reviewing panel
- **Continue to work closely with Local BIDC Project Coordinators:** The Local Coordinators will assist with logistical arrangements for technical assistance field visits and facilitate announcement of the small grants.
- **Promote inclusion with development organizations at US headquarter level:** Working closely with MIUSA's CEO, the BIDC team will work at the headquarter level with development actors that received technical assistance during our in-country visit to Ethiopia and Jordan to promote and encourage them to institute disability inclusion related policies and indicators for their country offices.
- **Send out an IDD e-news update** on BIDC project activities
- **Continue to update the BIDC online Resource Center** with inclusive development tools.

Challenges and unexpected results:

MIUSA faced some challenges this quarter in terms of communication with USAID Missions. We have continued to have long delays in communication with USAID/Mali making it challenging to plan our first technical assistance visit tentatively scheduled for September 2010.

We have continued to face limited communication with USAID/Colombia since our main contact left the Mission. We submitted a follow-on technical assistance plan to our contact before her departure asking for feedback on how we can best support the Mission going forward but have not been able to move forward to

support the Mission on developing a disability inclusion action plan. We did engage Pilar Carrasco from the Mission to participate in the review panel for our small grants program in Colombia. Her support and inputs on the small grants was very helpful and we are eager to gain contact with our new point person at the Mission once they are in place to maintain the continuity of the project.

With USAID/Jordan's guidance, we will need to revise our plan for small grants in Jordan given the civil society legislation restricting foreign funding to local NGOs. Working closely with USAID/Jordan, we will draft an alternative plan for how we can reallocate the small grants funding for other project activities while getting USAID's support on including DPOs in capacity building grants USAID is currently funding.

MIUSA worked closely with AED in Jordan who was supporting us with local coordination and logistics for our technical assistance visit last quarter. However, given their demanding project portfolios, it has been challenging for them to have adequate time to dedicate to the role of local coordinator for BIDC project activities. The lack of a dedicated Local Coordinator in place to provide on-the-ground support has caused a delay in some of our follow-on activities. As a result, we will continue to recruit for a local coordinator in Jordan and hope to make a selection shortly.

Conclusion

We are pleased to continue working with USAID to plan and implement intensive technical assistance to USAID Missions, USAID grantee organizations and contractors, and disabled peoples' organizations in selected countries. Thank you once again to USAID for support and cooperation to make this important work possible.