

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

First Quarter: October-December, 2001

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

Mobility International USA has made significant progress in accomplishing the project goals and objectives in the first quarter.

- ?? MIUSA's International Development and Disability (IDD) Program's office space has been set up with equipment, files, resources and telephones. Project staff has been hired and oriented, and has launched the project with enthusiasm for the project's goals.
- ?? Eleven selected InterAction member agencies were interviewed and our five Model Partner Organizations (MPOs) have been selected from this pool. MIUSA is extremely pleased with the level of commitment shown on the part of our selected MPOs and is looking forward to rewarding partnerships with each organization. Scheduling trainings, logistical arrangements and contracting trainers will take place early in the next quarter following interviews with Model Partner Organizations and according to their schedules.
- ?? IDD staff has begun the development of a database that includes over 1,000 entries of organizations world wide. Using this database MIUSA will facilitate network building between InterAction member agencies and their field programs, local disability-led NGOs and government programs providing services to people with disabilities in the region.
- ?? IDD staff has initiated a public relations campaign for the project: a comprehensive article about the project has been submitted for publishing in Monday Developments, InterAction's newsletter, and press releases about the project have been sent to 230 organizations, including all InterAction member agencies, newsletters of women's organizations, disability organizations and various listservs. IDD staff has confirmed with InterAction Vice-President,

Ken Giunta, that MIUSA will have a role in discussing disability as part of the session on PVO standards at the Forum in June and will possibly exhibit at the Forum.

- ?? MIUSA's IDD web pages have been updated and enhanced to include additional information, resources and website links. Our expectation of the number of quarterly visits to the international development web pages has been surpassed.
- ?? The development of training materials has been initiated and an outline of the training manual has been completed. IDD project staff has been collecting and cataloguing resource information to be utilized in the writing of the Manual topic chapters. Please see attached outline.

Detailed progress reports for each component of the implementation/work plan follow.

Project Implementation Plan

Year One – Quarter One

Establish and initiate project work plan.

Finalize Model Partner Organization agreements between MIUSA and five InterAction member agencies.

Initiate development of US training curriculum and materials

Schedule US trainings

Contract US trainer(s)

Initiate logistical arrangements for US Trainings.

Begin discussions of overseas Field Office Trainings with Model Partner Organizations

Initiate development of Website

Initiate development of Manual

Model Partner Organizations

Selection of the five Model Partner Organizations is an important aspect of the success of the Building an Inclusive Development Community Project. One objective of the selection process is to have a cross-section of organizations with varying scope and focus, size and geographic diversity of field offices. MIUSA's Executive Director personally contacted eleven selected InterAction member organizations to discuss the possibility of participation in a partnership for this project. The organizations included Mercy Corps International, Project Concern, Holt International Children's Services, The Trickle Up Program, PACT, Childreach, International Youth Foundation, International Rescue Committee, Heifer Project, American Field Service Committee and Opportunity International. Contact with a majority of the organizations resulted in informative and lively discussions with the CEOs who demonstrated a significant interest in the proposal of partnership. While only five organizations were selected for partnership in this project, great interest was generated in developing

alternative collaborations to foster more inclusionary practices with various organizations. For example, International Youth Foundation's CEO, William Reese, expressed an interest in joint activities with MIUSA such as participation in organizational seminars and meetings, joint learning activities with field offices and contributing to a publication series documenting "best practices" highlighting development programs that benefit and mainstream children and adolescents with disabilities in the developing world. MIUSA looks forward to this type of collaboration that will inevitably result from our work with InterAction member agencies through this project.

Most organizations took some time to respond with a signed agreement because they wanted a full commitment from various departments, such as Human Resources and service delivery sectors. IDD staff sees this as a positive sign which represents a recognition that the scope of this project will affect each organization in its entirety. A few organizations were concerned about the financial costs they might incur due to their participation. They were reassured to hear that most expenses will be covered by the grant and that their commitments would not be in the form of a financial contribution, but rather in the staff time allocated for participating in the trainings, developing and implementing action plans and evaluations, giving input on the manual, and serving as high visibility role models within the InterAction community. Please see attached Model Partner Organization Agreement for further details. Organizations were also concerned and interested in the methods of transferring their training and technical assistance to their overseas field offices, recognizing that accessibility issues and attitudes regarding disability differ significantly between the U.S. and the cultural environments where their field offices are located. The idea of linking field offices with local resources for training and information in addition to collaboration between the US headquarters and MIUSA on best methods of working with cultural considerations while infusing inclusionary practices alleviated any concerns.

The final selection of our five Model Partner Organizations was based on the organization's commitment to the goals of the project, as well as the mission and scope of their projects. Please see attached profiles of selected MPOs. MIUSA and the International Development and Disability Department are extremely pleased to establish partnership relationships with Mercy Corps International, The Trickle Up Program, Holt International Children's Services, American Friends Service Committee and International Rescue Committee and look forward to working together to build an inclusive development community.

Face to Face Trainings

Two to three day intensive trainings will be scheduled with each MPO at their US headquarters and will include a curriculum designed for each organization. A needs assessment and baseline survey will be conducted with each of the five organizations to refine the training content and specifically address the needs of each MPO. Curriculum content will include components outlined in the grant proposal as well as specifically designed components for each MPO. The trainings will be targeted between April and September, depending on the schedules of the MPOs.

Training Curriculum and Materials

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

The first draft of the table of contents of the Manual has been completed, resources for various chapters have been identified and information collected and catalogued. Input from our MPOs and other MIUSA colleagues will contribute to the content of the Manual. IDD staff has identified several

other potential contributors, from the U.S. and abroad, to review manual chapters. The IDD team will continue to collect information resources to be used in creating the Manual. Please see attached outline of Manual chapters.

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

An initial outline for the Disability Audit has been drafted and resource materials assembled. A prototype of the Disability Audit will be employed during MPO intensive onsite trainings, and revised as indicated based on feedback from MPOs.

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

The new, expanded edition of MIUSA's Loud, Proud and Passionate® publication will be in print by March 2002. This resource book offers perspectives, recommendations and strategies of women with disabilities who are taking grassroots leadership in developing countries. Loud, Proud, and Passionate® also includes a comprehensive resource section listing organizations and materials related to women with disabilities around the world. Loud, Proud and Passionate® will be among MIUSA materials distributed to MPOs during intensive onsite trainings.

Information Services

Information Resources

IDD staff has initiated the process of collecting and cataloguing information and resources for the database, training curriculum, Manual and website. This process has involved evaluating and updating existing materials and resources available in MIUSA's IDD library and resource files, exploring new resources on the World Wide Web and networking with partner organizations to identify additional resources. Information resources consist of relevant articles, case studies and contact information for organizations that may be able to offer technical assistance or expertise regarding the inclusion of people with disabilities in a particular development context i.e. disaster and emergency relief, child survival, business development etc. Efforts have focused on identifying materials that address gender issues in including people with disabilities internationally. MIUSA also has a vast store of information related to the application of the Americans with Disabilities Act that can be used to offer basic context and background information. This information will be useful in providing technical assistance to InterAction member agencies in implementing the PVO standards as it relates to the recruitment and employment of people with disabilities.

Database Development

IDD staff has been working with the in-house information specialist to develop an information catalogue and retrieval system that will meet the varied needs of the project. At the end of the first quarter the database contained over 200 US-based international development, relief and refugee agencies and over 800 disability-focused organizations from around the world. Throughout the next quarter IDD staff will work to expand and update these records. Records are catalogued according to an extensive set of keywords that allow IDD staff to filter out organizations according to their particular area of expertise and geographic location. Using this database MIUSA will facilitate network building between international development organizations and their field programs, local disability-led NGOs and government programs providing services to people with disabilities in the

region. MIUSA will refer MPOs to 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. The database will also be used to respond to the technical assistance needs of InterAction member organizations and to inquiries generated from the listserv.

MIUSA has enhanced the database by adding features that list Public Relations information for each organization entered. In this section MIUSA includes contact information for the particular newsletter, magazine or journal published by the organization. Using these resources MIUSA will be able to disseminate articles, press releases and updates to an expanded audience within the national and international development and disability community. Articles from the project will be published in print and Internet media reaching international development professionals, 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.

Website Development

MIUSA's International Development and Disability web pages have been expanded to include a summary and the goals and objectives of the USAID Technical Assistance Project. The InterAction PVO Disability Standards and a link to the InterAction website have been added as well as additional resources, including international and U.S. Disability organizations. IDD staff are in the process of editing a 3 minute version of MIUSA's *Loud, Proud and Passionate*[®] video to be added soon to the website, summarizing the issues that women with disabilities internationally face and their strategies for movement toward empowerment. MIUSA's International Development website has been frequently visited and hits are well beyond our target objective. The International Development web pages are among the top ten pages of the MIUSA website visited. Upcoming additions to the web pages will include MPO profiles, additional links to relevant websites, project updates, excerpts from training materials, photos, additional resources, a listserv and an online evaluation questionnaire.

Key Staff

Key staff for the project includes Susan Sygall, MIUSA Executive Director and Susie Grimes, Project Manager. Susan Sygall is an internationally recognized expert in the area of international development and leadership programs for persons with disabilities. Ms. Sygall has developed international programs with the US Department of State since 1983 to increase the number of participants with disabilities in international educational and development programs. She has provided technical assistance training and consulting on international development issues in countries such as Bosnia, Australia, Vietnam and Micronesia. Ms. Sygall is a member of the InterAction Executive Committee and was instrumental to the inclusion of the Disability Amendments to the InterAction PVO Standards in 2000. Ms. Sygall is also recognized internationally for her work on issues related to women with disabilities. She has spearheaded such gatherings as the 1995 International Symposium on Women with Disabilities in Beijing, the 1997 Women's Institute on Leadership and Disability, and the 1998 International Symposium on Microcredit for Women with Disabilities. Ms. Sygall has co-authored numerous publications in the area of international issues for persons with disabilities and has written both articles and publications related to issues of women with disabilities. Ms. Sygall has co-produced several award winning videos and has lectured throughout the United States, Latin America, Europe and Asia on a variety of topics related to international

development and disability rights. Ms. Sygall has received numerous awards in recognition of her commitment to the rights of people with disabilities. Among these awards Ms. Sygall received the “President’s Award” from Bill Clinton in 1995 for her dynamic leadership in international exchange programs and international development for people with disabilities, for her mentorship of young people with disabilities, and for her active role throughout our country and the world in empowering people with disabilities. Ms. Sygall received a MacArthur Fellowship in 2000. This prestigious, unrestricted fellowship is awarded to a small number of talented individuals each year who have shown extraordinary originality and dedication in their creative pursuits.

Ms. Grimes has over 20 years of experience in administrative, personnel and project management and development. In her work with MIUSA she is responsible for the development and management of projects, proposals and the administration of MIUSA. For the past eight years she has organized and led international leadership programs and co-facilitated community organizing and capacity building trainings for international development and international disability organizations from many different countries including Bosnia, Costa Rica, Germany, Macedonia, Mexico, Uzbekistan and the Ukraine. Ms. Grimes has worked as an advocate, leader and disability rights activist for over 19 years. Ms. Grimes is also a recognized leader for the empowerment of women with disabilities. In 1997 Ms. Grimes organized MIUSA’s 1997 Women’s Institute on Leadership and Disability. In 1998 she co-coordinated MIUSA’s International Symposium on Microcredit for Women with Disabilities. Ms. Grimes is a Paralympic Gold and Silver medallist and an internationally known athlete, coach and leader in wheelchair sports.

Model Partner Organizations

Name: Mercy Corps International

Mission Statement: Mercy Corps International is a non-profit, voluntary organization that exists to alleviate suffering, poverty and oppression by helping people build secure, productive and just communities.

Total revenue: \$93,172,560 FY 1999

Location of Field Offices: Albania, Azerbaijan, Bosnia, Honduras, Indonesia, Kazakhstan, Kosovo, Kyrgyzstan, Lebanon, Macedonia, Mongolia, Montenegro, Nicaragua, North Korea, Pakistan/Afghanistan, Philippines, Russia, Tajikistan, Turkey, Uzbekistan.

Remarks: Mercy Corps International participated in MIUSA's "Gender and Disability: A Survey of InterAction Member Agencies" through an in-depth assessment. They have an extensive list of field offices in many countries and are innovative in their approaches to service delivery.

Name: American Friends Service Committee

Mission Statement: AFSC upholds the principle of meeting human needs without regard to politics, religion, or nationality. It promotes self-help and independence and the improvement of people's physical and social well-being, out of Quaker concern for reconciliation and the relief of suffering. AFSC focuses on promoting mutual understanding of people.

Total revenue: \$39,200,662 FY 1999

Location of Field Offices: None outside the US

Remarks: AFSC demonstrates a commitment to people with disabilities through their affirmative action hiring policies and practices.

Name: The Trickle Up Program

Mission Statement: The Mission of the Trickle UP Program is to alleviate poverty by creating opportunities for entrepreneurship, self-employment, and economic and social well-being among low-income populations primarily in Asia, Africa and the Americas. Targeting the poorest households, TUP has helped over a quarter of a million people start or expand more than 80,000 microenterprises in 115 countries since 1979. Through a program of seed capital and basic business training delivered by local partner agencies engaged in development activities, Trickle Up has helped to increase income and improve levels of living among program participants.

Total revenue: \$2,055,256FY 1998

Location of Field Offices: None outside the US

Remarks: Trickle Up Program participated in MIUSA's "1998 Microcredit Symposium for Women with Disabilities".

Name: Holt International Children's Services

Mission Statement: Holt International Children's Services is dedicated to carrying out God's plan for every child to have a permanent loving home through family preservation, in-country adoption, and international adoption.

Total revenue: \$14,565,802 FY 1998

Location of Field Offices: Ecuador, Romania, Vietnam

Remarks: Holt International Children's Services has demonstrated a commitment to people with disabilities through their collaboration with MIUSA by extending invitations to MIUSA senior staff to attend Holt meetings and in-services and by networking with MIUSA through program contacts overseas.

Name: International Rescue Committee (IRC)

Mission Statement: IRC provides emergency relief, public health, medical, and educational services to refugees and displaced persons abroad. Through reconstruction and rehabilitation projects, IRC assists in the repatriation

of refugees to their home countries, provides resettlement services for refugees, especially refugee women and children.

Total revenue: \$61,543,560 FY 1998

Location of Field Offices: IRC has field offices in 28 countries worldwide.

Remarks: International Rescue Committee collaborated with MIUSA in 1998 by sponsoring an advocacy training for disability-led organizations throughout Bosnia, Croatia and Yugoslavia. MIUSA contributed technical assistance and facilitated the week-long seminar in Tuzla, Bosnia.

Mobility International USA

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**Mobility International USA (MIUSA) is pleased to announce
a three-year project supported by
the US Agency for International Development (USAID):**

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

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 Standards 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.

Project Methods

MIUSA will:

- ?? establish ongoing, collaborative partnerships to serve as demonstration models for increasing gender-appropriate inclusion strategies
- ?? design and implement new gender-appropriate training models
- ?? provide gender-appropriate training, technical assistance, information, referral and follow-up support, and
- ?? produce resource materials for InterAction member agencies.

“Model Partnerships”

MIUSA will:

- ?? **Establish partnerships** with five InterAction member agencies who agree to serve as “Model Partner Organizations”.
- ?? **Work intensely with Model Partner Organizations over the three year period** to provide initial, organization-specific **training** followed by intensive follow-up **technical assistance**.

Model Partners will:

- ?? **Be selected based on expressed interest and commitment** by the organization to the goals of the project and willingness to participate in all aspects including training, technical assistance, evaluation and dissemination.
- ?? **Utilize gender-appropriate and gender-fair training, technical assistance services and resource materials provided by MIUSA.**

Specifically, Model Partner Organizations will:

- 1) **Participate in MIUSA Training at US Headquarters (Year One)** to:
 - a) increase organizational awareness and understanding of disability issues
 - b) foster strategies and plans for implementation of the InterAction Disability Standards.

- c) Facilitate opportunities for five to 25 staff representing a cross section of the major divisions of the organization, including Executive level, Human Resources and Program Staff from regional and sectoral divisions to participate in training.
- 2) Develop and implement action plans to include people with disabilities:**
- ?? in governance, management and human resources
 - ?? in field programs and services
 - ?? according to guidelines established by the InterAction Disability Standards.
- 3) Utilize ongoing technical assistance and maintain ongoing communication with MIUSA:**
- a) Maintain communication with MIUSA via telephone, email and listserv.
 - b) Participate in telephone check-ins to review with MIUSA Action Plans and progress, new issues, difficulties encountered and needs for resources and assistance.
- 4) Participate in evaluation activities:**
- a) Participate in project meetings convened by MIUSA during InterAction Annual Forums and in concert with other InterAction-affiliated meetings and regional gatherings.
 - b) Submit progress reports to MIUSA.
 - c) Participate in interim and final project evaluation activities.
- 5) Contribute consultation and feedback** for design and evaluation of materials, training curriculum, technical assistance services and other project methods.
- 6) Serve as models within the InterAction community** for development of gender-appropriate and gender-fair training and technical assistance approaches and resource materials, taking high visibility roles as models for the InterAction community, through:
- a) dissemination of regular progress reports
 - b) participate in presentations at the InterAction Annual Forum and other InterAction meetings and development community events.
 - c) Collaborate with MIUSA on a joint presentation of findings and recommendations from the project at the third year InterAction Forum.
- 7) Transfer training and technical assistance to overseas field offices** (Years Two and Three), working closely with MIUSA to:
- a) Transfer action plans and implementation strategies to field offices, local counterpart NGOs and in-country groups.
 - b) 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.
 - c) Build networks between field programs, local disability-led NGOs and governmental programs providing services to people with disabilities in the region.
 - d) Draw on resources in the field location, particularly individuals with disabilities, particularly women with disabilities, to provide gender appropriate assistance, information, training and technical assistance on inclusion of people with disabilities to field offices staff.

Model Partner Organization Agreement

I have read the above description of the Building an Inclusive Development Community project, including the role of the Model Partner Organizations. If our organization is selected as a Model Partner Organization, I agree that our organization will participate as specified in all aspects of the project as specified above.

Name of Organization _____

Name of representative _____ Title _____

Signature _____ Date _____

Manual Outline

Acknowledgements

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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.

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AIDS/HIV
Business Development and Employment
Capacity Building
Child and Adoption
Child Sponsorship
Child Survival
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Sample Training Activities – Disability as a Part of Diversity
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Manual Evaluation Form

Form to submit or update information in the manual