

Inclusion
international



2021 Annual Report





Table of Contents

01	<i>President's Message</i>	p 03
02	<i>Our story so far</i>	p 04
03	<i>Our Advocacy Work</i>	p 05
04	<i>Support for Members</i>	p 08
05	<i>Connecting members</i>	p 18
06	<i>Our team</i>	p 20

President's Message

2021 was a very important year in the history of the world. It was the year when Engineers and Entrepreneurs accepted that they cannot solve every problem after all. Developed Countries learned that their advantages are not enough in a human emergency; money doesn't buy immunity, it doesn't even find good information. Only education does that.

Our network found it very challenging not being able to meet face-to-face. We paid more attention to connection and network than ever before. In 2021, despite not being able to travel, we achieved a lot:

- We made sure our network was represented and recognised at high-level global events like the **Conference of States Parties** and **COP26**.
- We hosted consultations to understand the views and ideas of Self-Advocates and Families on important topics such as **political life** and **deinstitutionalisation**.
- We drew from the experiences and the advocacy of our members around the world, and linked their priorities to create a single agenda for real change, through our **Global Agenda for Inclusive Recovery** and the **Latin American Report**.

Through all of this, we learned that human connection is a basic need. Being tucked away with our own loving families was hard, but self-advocates and their families have been telling us this for decades. Now that the world understands how it feels to be stuck in their house all the time, it is time to listen. People with intellectual disabilities need more than their loved ones and four walls.

2021 helped us to see that the world still needs our work. Next year, we will continue working to build our network and strengthen our online community with a sense of solidarity and unity, and we hope that you will continue to share your knowledge generously.

We look forward to a new, more accessible, website, launching our Listen Include Respect Guidelines on Inclusive Participation, and coming together at our 2022 World Congress.

Sue Swenson
President

Our Story So Far



Inclusion International is the global network of people with intellectual disabilities and their families. Together we advocate for the rights and inclusion of people with intellectual disabilities worldwide.

For over 50 years Inclusion International has been committed to the promotion of human rights. Our organisation now represents over 200 member federations in 115 countries throughout five regions, including the Middle East and North Africa, Europe, Africa, the Americas, and Asia Pacific.

Our members work to promote human rights and help put the United Nations Convention on the Rights of Persons with Disabilities (CRPD) into action. We want to create a world where people with an intellectual disability and their families can take part in all parts of community life, just like everybody else.

Our members have come together through our **Statement of Unity** to explain what an inclusive world means to us. As an international network, we believe that in order to achieve real inclusion society must:

- support people with intellectual disabilities to have control over their lives and to make their own choices and decisions
- accept people with intellectual disabilities as equal members of their family and community
- remove the barriers that prevent people with intellectual disabilities from taking part in all aspects of life
- provide full access to mainstream services and systems like education and healthcare
- remove all spaces where people with intellectual disabilities are kept apart and alone from other people
- celebrate diversity and equality as the key to building stronger and better communities for ALL.



Advocacy

As an international network, we make sure that the voices of our members and the issues that are important to our network are heard in places where important decisions get made, like the United Nations, in the CRPD Committee, and in other global forums.

Advocacy Milestones

Our progress throughout the year

February

ZERO PROJECT

We hosted a Zero Project side-event on what it means for employment programming to truly be human-rights based and inclusive of people with disabilities. **5 of our members became Zero Project awardees** this year, recognising their work on inclusive employment for people with intellectual disabilities!

March

CRPD COMMITTEE
GENERAL COMMENT
ON EMPLOYMENT

Through consultations with our members, we **submitted a contribution to influence the CRPD Committee's General Comment 8 on Article 27.** Our President, Sue Swenson, and Vice President, Mark Mapemba, also presented the challenges faced by people with intellectual disabilities in employment and provided some key recommendations at the Day of General Discussion on the right to work.

March

CRPD COMMITTEE
DEINSTITUTIONALIZATION
GUIDELINES

We began hosting **regional consultations with self-advocates who have knowledge or experience on deinstitutionalization** and inclusion in the community to make sure that self-advocates voices were heard in the CRPD Committee's process of creating guidelines for governments on closing institutions.

May

CALL FOR INCLUSIVE
COVID19 RECOVERY

We launched our COVID-19 report "**A Global Agenda for Inclusive Recovery**". This report outlines **our members experiences of the pandemic** and explains what actions governments should take to better support people with intellectual disabilities and their families.

June

COSP

The Conference of States Parties (COSP) is the biggest and most important global event around the CRPD and rights of persons with disabilities. **Our members were involved in 8 side-events**, with almost 600 people participating and an additional 84.9K impressions on social media.

July

LATIN-AMERICA
COVID REPORT

The network of members in Latin America, led by CONFE, **coordinated their advocacy strategies and released a report on the impact of the COVID-19 pandemic** on persons with intellectual disabilities and their families in Latin America.

Sept

DEINSTITUTIONALIZATION
CALL TO ACTION

We co-published a **Call to Action to protect the right to family life and prevent institutionalization** for all children. In the lead up to the Committee on the Rights of the Child's Day of General Discussion on Children Rights and Alternative Care, we co-organized a webinar series to draw attention to our call to action. More than 200 people attended, 600 followed the live stream, and thousands engaged in a discussion on the #Right2FamilyLife on Twitter.

Sept

25TH CRPD SESSION

Our network was present at the opening and closing meetings; CONFE, Fundación SARA KI, Inclusion Ireland and Inclusion International delivered statements to share **the work of our organizations to support their members during the COVID-19 pandemic**.

Dec

SELF-ADVOCACY GLOBAL
REPORT

To make sure the voices of self-advocates are part of the CRPD Committee's guidelines, **our members created a report to highlight self-advocate experiences**, ideas and expectations about closing institutions and living in the community.



Programmes

Our programmes support our members to access knowledge and tools that help them do work on issues they care about.

Programmes

Key achievements



Empower Us

Delivering Training

As part of the Inclusion Matters project, self-advocate groups in Ethiopia, Rwanda and Ghana were created. These groups met regularly over 3 months to build their advocacy skills.

In December 2021 each country's group did a 2 day Empower Us training led by Empower Us team members from Africa: Chantal from Benin, Gael from Togo, Hassan from Uganda and Mark from Malawi.

The training was a mix of online and in-person, and covered human rights and the Convention of the Rights of Persons with Disabilities.

Closing institutions and Living in the Community: Global Self-advocacy Report

Throughout 2021 the Empower Us self-advocate team also led regional training on the Convention of the Rights of Persons with Disabilities Article 19 and Deinstitutionalization with groups in North America, Latin America, Australia and New Zealand and MENA.

This training helped self-advocates understand their rights so that they could contribute to the CRPD Committees' consultation to create global guidelines on Deinstitutionalisation.

The findings of this work were also collected into a global report from self-advocates. You can read the about Closing Institutions and Living in the Community here [[ENG/ESP](#)].



Programmes

Key achievements



Listen Include Respect

Analysing consultation results

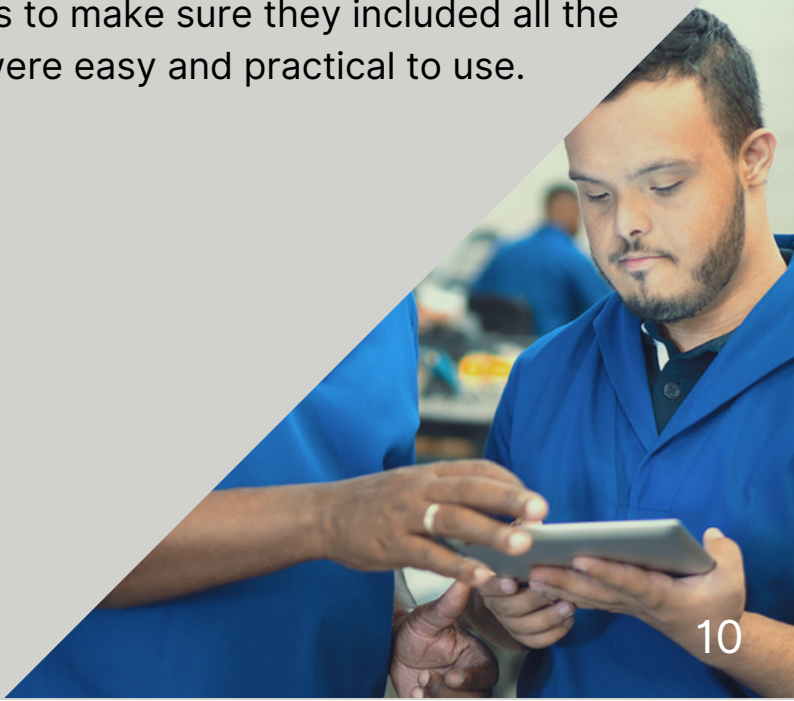
We translated and reviewed the results of an accessible survey we ran in 2020 in various languages. 40% of the responses were given directly by people with an intellectual disability. This proves that accessibility leads to participation.

We combined these learnings with what we heard from consultation groups about inclusion in their countries.

Drafting the Guidelines

With the help of two self-advocate consultants, Dominique Kantor from Argentina and George Okudi from Uganda, the Listen Include Respect team began writing the guidelines.

We held several meetings with a reference group to review the contents, structure and format of the guidelines to make sure they included all the recommendations we received and were easy and practical to use.



Programmes

Key achievements



Catalyst for Inclusive Education

The Global Education Monitoring Report (GEMR)

We hosted two global discussions on how our members can use the GEMR 2020 to promote inclusive education.

We also held training events on this subject for our members in Ethiopia, Bangladesh and Moldova, and led discussions on the topic with several members from Latin America and MENA who were responsible for the dissemination in their regions.

The impact of the COVID-19 Pandemic on persons with intellectual disabilities and their families

The Catalyst Latin America Regional Response Team also coordinated national and regional consultations the drafting of [this UNCIEF report](#), specifically in parts related to education. This report was drafted in the framework of a project funded by DPOD and UKAID through IDA.

Our Opinion Matters (Inclusion International and UNICEF Lacro report)

The work on this report was led by members of the Catalyst Programme Team and includes perspectives of children and adolescents and their families with and without disabilities about inclusion in education. We also co-hosted an event to launch the report.

Learning Webinars

We convened a series of webinars for our members on specific topics of interest for our network such as strategic litigation to achieve inclusion in education.





Families Taking Action For Inclusion

Strategy Development

Following the success of our Families Summit, in 2021 we focused on developing a strategy for the Families Taking Action for Inclusion programme. Families Taking Action for Inclusion is a new programme to support families advocating for inclusion and to strengthen the family movement.

Consultations

We consulted our members on the work they do with families, and what Families Taking Action for inclusion should look like. Our members told us they want this new programme to:

- Create new spaces where members can connect and share strategies for strengthening the family movement in their countries
- Create tools rooted in the CRPD that our members can use in their work with families
- Help collect the voices of families to inform our global advocacy work

We are excited to launch the Families Taking Action for Inclusion programme, and look forward to piloting the activities our members asked for in 2022!





Projects

We work in partnership with members on specific time-limited projects in their countries.

Projects

Key achievements

Inclusion Works

Through Inclusion Works in 2021, self-advocates from Kenya, Uganda, Nigeria, and Bangladesh worked together to train employers about how to create workplaces that are inclusive and advocated to their governments about inclusion at work.



- **149 self-advocates participated in the Inclusion Works project** across Kenya, Uganda, Nigeria, and Bangladesh
- Self-advocates and staff at our member organizations **trained 98 employers** on how to make their workplaces more inclusive of people with intellectual disabilities
- Self-advocates and staff at our member organizations also **trained 47 other organizations**, including NGOs, schools, and government departments about being more inclusive
- **Over 100 self-advocates** got access to job training through the project
- So far, **15 self-advocates have been hired** as a result of the project
- **5 self-advocacy groups** came together to work on inclusive employment – they visited government officials, spoke on the radio, created advocacy videos, and hosted advocacy events to talk about real jobs for real pay.

After a very successful year, our work with our members on Inclusion Works in Kenya, Uganda, Nigeria, and Bangladesh came to an end. Our members will continue to use the connections with employers and the partnerships they built through Inclusion Works to keep working to make workplaces more inclusive in their countries.

Projects

Key achievements

Empowering Families to Advocate for Inclusive Education in Communities in sub-Saharan Africa and Latin America

In 2021, Inclusion International started a new project with funding from the World Bank's Inclusive Education Initiative.

Led by family leaders from Africa and Latin America, the project maps how families work together in their local communities to fight for inclusive education.

Using the knowledge and strategies from families at the local level, the project will create tools that members can use to support families in their work, including tools for building the capacity of families on inclusive education and tools for helping families mobilize to advocate for inclusion.

We are working with our members in Kenya, Zanzibar, Benin, Nicaragua, and Peru on this project, with regional leadership from Inclusion Africa and Asdown Colombia.



The project began in 2021 with a survey and in-depth interviews with Inclusion International members in sub-Saharan Africa and Latin America to map the way that families work together and with schools, teachers, and other leaders in their communities. The project will also support members to take this knowledge from families at the local level and turn it into national level policy advocacy.

Regional and global advisory groups of key stakeholders in inclusive education support the delivery of the project, which will continue until September 2022.

Projects

Key achievements

UNDP Political Participation Guidelines

In 2021, Inclusion International worked with the United Nations Development Programme (UNDP) to create and launch guidelines about political participation for people with intellectual disabilities and people with psychosocial disabilities.

We worked with our members to collect information about the biggest barriers that people with intellectual disabilities face with trying to vote or trying to run for election. Our members brought together self-advocates and held consultations in 10 countries and in 8 different languages, many of which were also led by a self-advocate facilitator. A total of 94 people with intellectual disabilities participated in the consultations to share the challenges they faced when voting and running for office, and shared their recommendations for how to make elections more inclusive.

Thank you to the following members for participating in consultations: Inclusion Rights, Zanzibar Association of Persons with Developmental Disabilities (ZAPDD), AKIM, Alexandria Self-Advocacy Resource Group, CONFE, Sociedad Peruana de Síndrome Down, Plena Inclusion, Keystone Moldova, Parent Federation of Persons with Intellectual Disabilities (PFPID)

The final publication by Inclusion International and UNDP gives recommendations for governments, election monitoring bodies, non-governmental organizations, organizations of persons with disabilities, and other groups to help make sure that elections include people with intellectual and psychosocial disabilities!

“For people with intellectual disabilities, our votes are our voices. This is one of the ways that people make choices in their lives. It is a must for governments to make sure there is access for people with intellectual disabilities so we have no problems when it comes to voting – we need to understand the information, showing up to vote should be accessible, and the results should be easy for everyone to understand. These guidelines will help governments take action to make sure that political participation is accessible to everyone”

– Mark Mapemba

Projects

Where did we work with our members in 2021?



Inclusion Works

Bangladesh, Kenya, Uganda, Nigeria



Inclusion Matters

Ghana, Ethiopia, Rwanda



World Bank

Benin, Tanzania, Nicaragua, Peru, Kenya



ILO Social Protection

Kenya, Brazil, Mauritius, Egypt, Canada, USA, Australia, India, Israel, Norway



Listen Include Respect Consultations

Colombia, Argentina Peru, Mexico, USA, Canada, Brazil, Moldova, UK, Turkey, Malawi, Kenya, Sierra Leone, Nigeria Ethiopia, Togo South Africa, Mauritius, Nepal, New Zealand, Australia, Indonesia, Morocco, UAE, Egypt



UNDP Political Participation

Peru, Mexico, Moldova, Spain, Belgium, Malawi, Kenya, Tanzania, Nepal, New Zealand, India, Fiji, Egypt, Israel



Latin America COVID Advocacy Project

Argentina, Brazil, Colombia, Ecuador, Mexico, Nicaragua, Paraguay, Peru, Uruguay, Chile, Bolivia





Connecting Members

We connect people and organisations around the world who share knowledge about building inclusion.

Connecting Members



We made sure our network was represented and recognised at high-level global events like:

COP 22

The 2021 United Nations Climate Change Conference

COSP14

14th session of the Conference of States Parties to the CRPD

We drew from the experiences and the advocacy of our members around the world, and linked their priorities to create a single agenda for real change

1. Global Agenda for Inclusive Recovery
2. Global report on self-advocates' experiences, ideas, and expectations
3. Latin America COVID Report



We hosted consultations to understand the views and ideas of the Self-Advocates and Families within our membership network on important topics such as:

- Political participation
- Deinstitutionalisation
- Inclusive Participation

The Council

Made up of Officers and Regional Representatives

The Council leads our organisation and represent the voice of our members from all over the world. They are elected by the General Assembly.



Sue Swenson: President



Mark Mapemba: Vice-President



Tim Gadd: Treasurer



Nagase Osamu: Secretary General



Jyrki Pinomaa: Co-Opted Officer



Sheikha Jameela Al-Qasimi: representative for Middle East and North Africa, United Arab Emirates



Chaica Sultan Saqr Al Qassimi: selfadvocate representative for Middle East and North Africa, United Arab Emirate



Gabriela Martínez Olivares: representative for the Americas, Mexico



Shiva Shrestha: self-advocate representative for Asia Pacific, Nepal



Trish Grant: representative for Asia Pacific, New Zealand



Fauzia Haji: co-opted representative for Africa, Zanzibar



Chantal Gnahoui: self-advocate representative for Africa, Benin



Auberon Jeleel Odoom: representative for Africa, Ghana



Luis Gabriel Villareal Peralta: selfadvocate representative for the Americas, Colombia



Soufiane El Amrani: self-advocate representative for Europe, Belgium



Jyrki Pinomaa: representative for Europe, Finland

The Staff Team

Connie Laurin-Bowie, Executive Director

Liz Haverda, Strategic Operations Manager

Manuela Hasselknippe, Finance and Programme Manager

Kimber Bialik, Project Manager

Federica Settimi, Programme Manager

Raquel Gonzalez, Membership and Governance Coordinator

Ailis Hardy, Self-Advocacy Coordinator

Manel Mhiri, Human Rights Officer

Nancy Anderson, Communications Officer

Harry Roche, Inclusion Support Officer



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Remembering Liz

In 2021 we lost one of our staff team members, Liz Haverda, following a year long battle with cancer.

We were devastated by the loss of our friend and colleague. Liz will be remembered always by the inclusion network around the world for her kindness, her unique sense of humor and her generosity of spirit.

Liz's family asked for donations to Inclusion International at her funeral.

Liz cared about making the world a more inclusive place. We have partnered with Clean Slate to launch a memorial grant in her honour.

This money will support a group of people with an intellectual disability to do a project about how everyone should be included in jobs in the community next year.

More [here](#).

