

Inclusion  
international



2022

# Annual Report





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# President's Message

As we keep working to guarantee the full inclusion of people with intellectual disabilities and their families, we face growing challenges from climate change, natural disasters, political movements, violence, and war. All impact people with disabilities and their families.

As we continued our mission online in 2022, due to the ongoing effects of COVID-19 and when faced with the crisis in Ukraine, our global network rallied around the leadership of Inclusion Europe to raise over €600,000. This aid directly benefited 83 Ukrainian family networks while their homes were under siege. Our members joined hands with Inclusion Europe to support those who needed it most. In difficult times our members are there, even in the face of global distancing.

Despite mounting challenges, global crises, and donors redirecting funding away from disability, Inclusion International remained committed to ensuring people with disabilities are not left behind. 2022 was no different:

- We launched the **Listen Include Respect guidelines** this year, giving organisations the tools to fully include people with intellectual disabilities in work and meetings
- We influenced the CRPD committee's **Guidelines on Deinstitutionalisation**, playing a significant role in finalising the drafting process
- We saw the CRPD Committee in its **Bellini decision** recognise the rights of caregiving family members to support disabled family members' rights, highlighting the importance of our advocacy for families in our commitment to inclusion
- We strengthened our connections through **Regional Meetings** once per quarter. Our Regional Representatives to Council chaired these meetings, which connect our members within their regions and broaden our understanding of each region's unique challenges and experiences

While we missed the opportunity to meet in person in 2022, our global solidarity unites us in our mission to improve the lives of people with intellectual disabilities and their families worldwide. We thank our members for their strong work toward this shared goal.

**Sue Swenson**  
**President**

# Who we are



**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 make the rights in the United Nations Convention on the Rights of Persons with Disabilities (CRPD) a reality. We want to create a world where people with intellectual disabilities 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

GLOBAL DISABILITY  
SUMMIT

We contributed to the list of commitments of the **Global Disability Summit**, with self-advocate representatives from our network speaking at various meetings. We also hosted a side event on the Listen Include Respect guidelines.

April

WHO GLOBAL REPORT ON  
HEALTH EQUITY FOR  
PERSONS WITH DISABILITIES

From April through December, we **influenced the global report on Health Equity for persons with disabilities** to include people with intellectual disabilities and addressed specific issues such as informed consent and sexual and reproductive health rights. Our regional members also took part in WHO's regional consultations.

May

CRPD COMMITTEE  
DEINSTITUTIONALISATION  
GUIDELINES

From May through September, we organised our global network of self-advocates to hold consultations and write a report about closing institutions. Self-advocates wrote this report for the CRPD Committee to make sure their experiences were included in the draft guidelines on deinstitutionalisation.

June

COSP 15

The Conference of States Parties (COSP) marked the first in-person conference since the COVID-19 pandemic. During the conference, we **launched the LIR guidelines**, hosted **7 side events** and presented to **13 UN agencies, governments, and organisations** representing 100s of country offices.

July

HIGH-LEVEL  
POLITICAL FORUM

We **contributed to the position paper** of the Stakeholder Group of Persons with Disabilities for the High-Level Political Forum. Our submission focused on goals 4 (Quality Education) and 5 (Gender equality).

September

TRANSFORMING  
EDUCATION SUMMIT

We engaged in the Transforming Education Summit through IDA and IDDC working groups on inclusive education, **taking part in creating and promoting the call-to-action**. The summit was an opportunity for world leaders to commit to transforming education to ensure every child's access to quality, equitable, and inclusive education.

October

UN RESOLUTION ON EASY-  
TO-UNDERSTAND-  
COMMUNICATION

We made significant progress influencing the text of the initial draft of the UN resolution on easy-to-understand communication, making it more participatory and inclusive. We **successfully incorporated the language of "easy-to-understand communication"** and ensured the inclusion of people with intellectual disabilities in the resolution's language.

2022

COMMUNITY 2030  
PARTNERSHIP

We joined a partnership made up of IDA, IDDC, OHCHR and UNICEF to influence the post-2030 agenda to be inclusive of support for persons with disabilities through a multi-year initiative.

POSITIONS PAPERS ON  
INCLUSIVE EMPLOYMENT  
AND INCLUSIVE  
EDUCATION

Working with our members and led by II council members, we held consultations in every region to **develop new position papers on inclusive education and inclusive employment**. These position papers were adopted at the General Assembly in November 2022.



# Programmes

Members Working Together

Programmes are where our members come together to share work, knowledge and tools to address issues they care about.



# Programmes

## Key achievements



## Empower Us

In 2022, the Empower Us global team of self-advocate leaders formed smaller regional teams, focusing on regional-level work. These teams are developing strategies that strengthen self-advocacy leadership, connecting and supporting their organisations across their regions.

The Latin America team took the lead in building their regional self-advocacy strategy, while MENA leaders prepared a strategy development workshop in early 2023.

Through the Inclusion Matters project, Inclusion Africa's self-advocate leaders held Empower Us training in Ethiopia, Ghana, and Rwanda. After the training, the new self-advocacy groups supported by FENAID, Inclusion Ghana, and Collectif Tubakunde began engaging in local advocacy according to the plans created during the sessions.

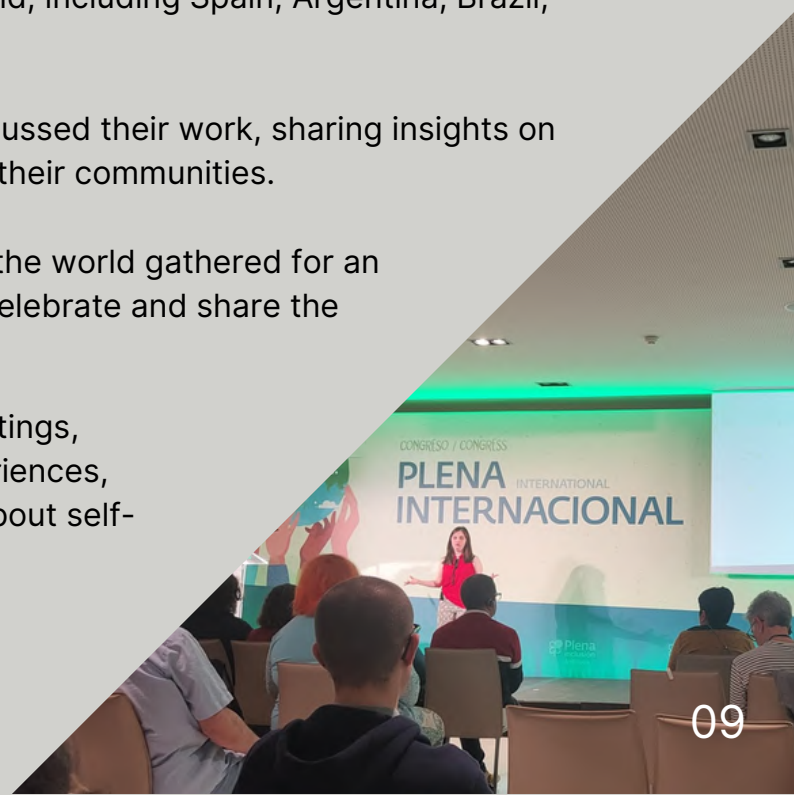
## Plena International

In partnership with our member in Spain, Plena inclusión, we organised a series of online self-advocacy meetings in 2022. These meetings brought together self-advocacy groups from around the world, including Spain, Argentina, Brazil, Moldova, Mexico, and Taiwan.

Each group introduced its country and discussed their work, sharing insights on decision-making and independent living in their communities.

In November, self-advocates from around the world gathered for an in-person conference in Seville, Spain, to celebrate and share the progress and connections made.

In 2023, the groups will continue their meetings, exploring various topics to exchange experiences, understand different contexts, and learn about self-advocacy strategies from one another.



# Programmes

## Key achievements



**LISTEN  
INCLUDE  
RESPECT**

International Guidelines  
for Inclusive Participation

## Listen Include Respect

In June 2022, we launched the Listen Include Respect guidelines.

The guidelines provide simple and practical steps for organisations to make sure they fully include people with intellectual disabilities in decision-making processes and work. We designed the guidelines to support all types of organisations, including our members.

The guidelines help with running inclusive meetings, creating accessible information, and implementing inclusive hiring processes.

You can access the guidelines on [ListenIncludeRespect.com](https://listenincluderespect.com). Currently available in English and Spanish, we expect to add more languages in 2023.

Our network and Down Syndrome International's networks worked together to write these guidelines. Over 350 organisations representing people with intellectual disabilities and their families from more than 100 countries contributed to the guidelines through a survey available in 10 languages, alongside over 65 inclusive consultations.

In 2022, we also worked with organisations including the International Rescue Committee (IRC), Disability Rights Fund, and UNICEF to test the advice recommended in the guidelines. These projects involved groups of self-advocates leading work to support these organisations, such as creating accessible information and developing recommendations.

We officially launched the guidelines during COSP 15, where we held an online side event sponsored by the permanent missions of Japan, Poland, and Brazil. Over 70 people attended the event.



# Programmes

## Key achievements



## Catalyst for Inclusive Education

Catalyst for Inclusive Education is Inclusion International's global programme to promote inclusive education worldwide. It is a knowledge network for expertise on inclusive education that our members can access to help them make inclusive education a reality in their countries.

Catalyst includes a network of members and individual experts who support our members' work on inclusive education. "Regional Response Teams" are made up of Inclusion International's members in each region, while "Expert Advisors" are external individuals specialised in various aspects of inclusive education who volunteer to offer technical guidance. Our Regional Response Teams and Expert Advisors work together to support our members with their education work in their countries.

### Regional Events

Catalyst works to influence events about inclusive education. Members helped plan the "Quality Inclusive Education Forum" in the UAE, discussing good practices. In the Latin America Congress on Inclusive Education (Argentina), they guided talks on teaching methods.

### Global Events

At the Global Disability Summit, members led a session on inclusive education. Catalyst also supported the Transforming Education Summit and helped create a Call to Action in multiple languages.

### Country Case Studies & Regional Declaration

The Catalyst members also presented country case studies from Portugal and Italy and contributed to drafting a Regional Declaration titled "We demand inclusive education now."





# Projects

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

# Projects

## Key achievements

### Inclusion Works

After 3 years of working with our members on the FCDO-funded Inclusion Works project, the project came to an end in June 2022.

Through Inclusion Works, our members in Kenya, Uganda, Nigeria, and Bangladesh helped to make it easier for people with intellectual disabilities to get jobs. They did this by training employers about inclusion, advocating for inclusive workplaces, and building skills of self-advocates.

- Worked with self-advocates to train over **100 employers**
- Helped **95 self-advocates** get training that will help them get a job
- Involved more than **130 self-advocates** in advocacy work
- Trained over **50 organisations** on how to use inclusive practices that will help them better include people with intellectual disabilities

Our members also supported their self-advocacy groups to plan their own advocacy work on inclusive employment. Groups held advocacy meetings with their governments, offered training to businesses about inclusion and used radio, TV, and advocacy videos to promote their right to work.

We also created tools to help our members advocate for inclusive employment:

- [A toolkit for employers](#) on creating inclusive workplaces
- [a report about how people with intellectual disabilities are not included in development funding](#)
- [research about the barriers faced by people with intellectual disabilities to get jobs](#)

Although the project has ended, our members continue to use the connections with employers and the partnerships they built through Inclusion Works to work to make workplaces more inclusive in their countries.

# Projects

## Key achievements

### Inclusion Matters

The NORAD-funded Inclusion Matters project involved Inclusion International's members in Ghana (Inclusion Ghana), Ethiopia (FENAID), and Rwanda (Collectif Tubakunde) from late 2020 to December 2022.



In the final year of the project, Inclusion Matters focused on sharing learning and experiences about inclusive education and self-advocacy. The project held training, workshops, and regional activities supported by Inclusion Africa.

Catalyst for Inclusive Education experts were also actively involved in the planning and delivery of the workshops and training sessions, helping the members to do strong work on inclusive education in their countries.

As the project came to an end in 2022, we focused on supporting members to connect with others in their region to share their work. With Inclusion Africa's leadership, the project shared outcomes and work with our broader network, and also ran some study trips to help members see good examples of inclusive education in Zanzibar in South Africa.

Our Vice-President, Mark Mapemba, also travelled to work with new self-advocacy groups in Ethiopia, Rwanda, and Ghana. After the self-advocacy support from the project, we saw two self-advocates from Rwanda join their organisations' board, one self-advocacy from Ethiopia became a coordinator for self-advocacy work, and another self-advocate in Ghana became Vice-President of Inclusion Africa. After the project ends, self-advocates involved in the project will stay connected to the growing network of self-advocates across Africa.

# Projects

## Key achievements

### Building Advocacy Resources for Families

Our members in Latin America and sub-Saharan Africa and the team at Inclusion Africa worked together to collect information about the advocacy work families are doing at the grassroots level in their communities. The World Bank funded this project.

We know that family groups coming together and doing advocacy at the local level is the biggest driver for inclusive education in the community, and collecting data will help us tell that story. We worked with our members to collect information about families' work at the community level and asked families what support they need.

In 2022, we:

- Collected information from **25 members** in Latin America and sub-Saharan Africa about how they support their family groups
- Did in-depth interviews with **15 members** in Latin America and sub-Saharan Africa about the work that family groups are doing at the local level
- Collected information from focus groups of family leaders at the local level in **9 communities** in Kenya, Tanzania, Benin, Peru, and Nicaragua
- Did interviews with over **60 family members** who are part of local family groups in Kenya, Tanzania, Benin, Peru, and Nicaragua



Using the information that families told us, in 2023 we will be launching 2 reports about the role of families in inclusive education advocacy, 2 toolkits for supporting family groups, and 2 online learning modules about supporting family groups at the local level.

The Inclusive Education Initiative (IEI), a fund run by the World Bank, funded this work. The IEI funds projects that create resources to help make education systems more inclusive.

# Projects

## Key achievements

### Liz Haverda Memorial Project

In 2021, our network was heartbroken to lose our colleague and friend, Liz Haverda, after her year-long battle with cancer.

In memory of Liz, her family and friends raised money to create the Liz Haverda Memorial Fund, which would fund a group of people with intellectual disabilities to do work that was important to them.

With Liz's fund, we were able to support the work of a group of people with intellectual disabilities working with Pyramid, an inclusive arts group in Leeds, England. They wanted to do work on inclusive employment - a topic that was close to Liz's heart.

5 people with intellectual disabilities and their supporters made up the group at Pyramid. They planned to create an advocacy film about inclusive employment. The group worked on their short film over 8 months, planning the video from start to finish and doing interviews with employers and job seekers in their community.

Pyramid's advocacy video in Liz's memory is [available online](#) for our members and the public to use in their advocacy for inclusive employment.



Group members Liam, Martin, Ella, and Oliver (not pictured – Danielle), with their supporters Nicky, Wendy, and Zoe and some of their interviewees. This photo was taken at their screening event.



# Projects

Where did we work with our members in 2022?



## Inclusion Works

Bangladesh, Kenya, Uganda, Nigeria



## Inclusion Matters

Ghana, Ethiopia, Rwanda



## Liz's Memorial Project

UK



## Building Resources for Families

Kenya, Tanzania, Benin, Peru, and Nicaragua



## 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





# Connecting Members

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

# Connecting Members



After 2 years of only being able to meet virtually, in 2022 our network could travel again, allowing us to connect face-to-face.

Members came together for regional events and project meetings and came together at **COSP** to advocate together as a network.

We also **created new virtual spaces** for the members in our regions to connect, building on the lessons we learned during the pandemic.

- **Quarterly Regional Meetings** - Members networked, shared their work, and learned from other members who understand their region.
- **Virtual General Assembly** - nearly 200 people from our network joined - including over 65% of our Full Members.



During our consultations for the new Strategic Plan, members asked for new ways to connect to share learning on specific topics they were interested in.

**In 2023, we will build on the connections we made in 2022.** We will launch new working groups and discussion groups that will bring members together around these shared interests.

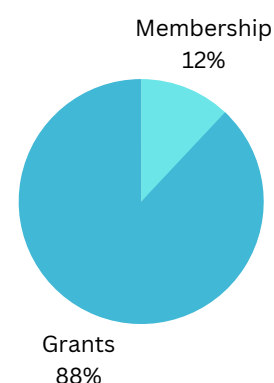


# Financial Report

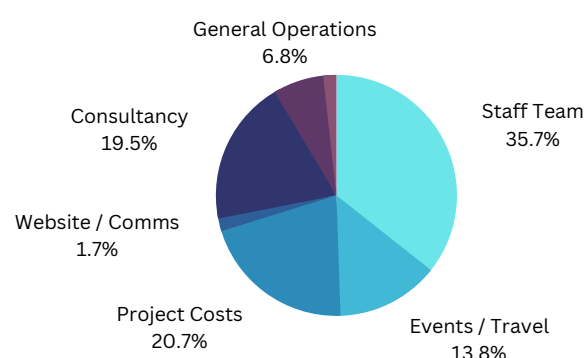
## Summary Financials

All figures are in USD. Financial activities for the years ending 31/12/2021 and 31/12/2022.

## Income 2022



## Expenses 2022



	2022	2021
<b>Income</b>		
Membership Income & Donations	132,750	114,146
Other Income	422	4,522
Grants	957,003	1,233,503
Investment	146	13
<b>Total Income</b>	<b>1,090,321</b>	<b>1,352,184</b>
<b>Total Expenses</b>	<b>1,141,810</b>	<b>1,069,854</b>
Net Incoming / (outgoing) resources	(51,489)	282,330
Funds at 31st December	839,787	918,288

2022

2021

## Assets

Debtors (money we are owed)	182,547	12,090
Liabilities (money we owe to other people)	93,970	58,640
<b>Net Assets</b>	<b>839,787</b>	<b>918,288</b>
<b>Funds</b>		
Restricted Funds (for programmes and projects)	568,754	601,174
Designated Funds	117,098	164,492
Unrestricted Funds	153,935	152,622
<b>Total</b>	<b>839,787</b>	<b>918,288</b>

# The Council

Made up of Officers and Regional Representatives

The Council leads our organisation and represents the voice of our members from all over the world. The General Assembly elects the Council members

## Officers



**Sue Swenson:** President



**Mark Mapemba:** Vice-President



**Tim Gadd:** Treasurer



**Nagase Osamu:** Secretary General



**Jyrki Pinomaa:** Co-Opted Officer



**Jimmy Innes:** Co-Opted Officer



## Regional Representatives



**Gabriela Martínez Olivares:** representative for the Americas, Mexico



**Luis Gabriel Villareal Peralta:** self-advocate representative for the Americas, Colombia



**Stephanie Gotlib:** representative for Asia Pacific, Australia



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



**Chantal Gnahoui:** self-advocate representative for Africa, Benin



**Fauzia Haji:** co-opted representative for Africa, Zanzibar



**Auberon Jeleel Odoom:** representative for Africa, Ghana



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



**Jyrki Pinomaa:** representative for Europe, Finland



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



**Chaica Sultan Saqr Al Qassimi:** self-advocate representative for Middle East and North Africa, United Arab Emirate

# The Staff Team

**Connie Laurin-Bowie**, Executive Director

**Manuela Hasselknippe**, Director of Finance

**Kimber Bialik**, Director of Programmes & Network Development

**Federica Settmi**, Programme Manager - Inclusive Education

**Ailis Hardy**, Programme Manager - Self-Advocacy

**Manel Mhiri**, Global Advocacy Manager

**Nancy Anderson**, Communications Manager

**Raquel Gonzalez**, Membership and Governance Coordinator

**Harry Roche**, Inclusion Support Officer

**Tia Nellis**, Listen Include Respect Consultant



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