



Disability and Development E-News

November 2003

Welcome to the *Building an Inclusive Development Community* project's E-newsletter sent bi-monthly, published by Mobility International USA's (MI USA's) International Development and Disability department, to foster communication between MI USA and our Model Partner Organizations:



CHURCH WORLD SERVICE



American Friends Service Committee

About the Menu

Hors d'Oeuvres

MPO participation at MI USA's Gender, Development and Disability Institute in October 2003

Report on our recent InterAction training for members and staff

Entrée

Holt International Children's Services shares success stories and ideas for including people with disabilities in international programs

Summary of progress on Senator Harkin's amendment making inclusion of people with disabilities a part of the criteria for the MCA funds

United Nations: International Day of Disabled Persons 2003: A Voice of Our Own, December 3, 2003

Dessert

New publication from MI USA! Place your order now for "Building an Inclusive Development Community" Manual

Featured Recipe

Pineapple Chutney

Hors d'Oeuvres: To start us off

MPO participation at MIUSA's Gender, Development and Disability Institute in October 2003

Thank you so much to all our Model Partner Organizations for your participation during Mobility International USA's 2nd International Women's Institute on Leadership and Disability (WILD 2003). As part of this exciting conference that brought together women with disabilities from 28 countries, we also conducted the Gender, Disability and Development Institute, September 29 – October 3, 2003. In attendance were:

Laurel Anderson	Holt International
Sarah Buckley	Mercy Corps
Suzan Dawe	Holt International
Gary Gamer	Holt International
Janet Heisey	Trickle Up Program
Dan Lauer	Holt International
Linda Lotz	AFSC
Laura Lucas	Holt International
Sunday Silver	Holt International
Carole Stiles	Holt International
Marinke van Riet	Trickle Up Program

Thank you to everyone for your participation. A full report will be available soon, with excerpts from Janet Heisey's report to Trickle Up Program.



Figure 1 Dan Lauer, Director of International Programs for Latin America and Eastern Europe, Holt International, with Hilmnjieta Apuk of Kosovo at the Gender, Disability and Development Institute in Eugene, Oregon.

InterAction trainings for members and staff

In October 2003, IDD Manager, Karen Heinicke-Motsch and MIUSA Board member Deidre Davis partnered with InterAction's Diversity Manager, Dawn Cooper, for a short training on disability and development for InterAction staff in Washington DC. This training for all InterAction staff focused on disability as a development issue as well as a diversity issue. The training included a project presentation that highlighted our partners including five InterAction members. Participants were enthusiastic and came away with a better understanding of how to support member agencies to comply with disability portions of the PVO standards.

The following day, MIUSA held a one-day orientation for DC-based InterAction member agencies. This training provided the rationale as well as strategies for including people with disabilities in development programs. Participants felt it was an eye-opening and useful session.

We ask each of you to identify InterAction member agencies you feel would be receptive to similar trainings and to share these organizations with us.

Our next step is working with your field offices and partners. Contact us at development@miusa.org with your training needs.

Good news – Just in!

Recent legislation passed to support assistance in Iraq and Afghanistan requires programs, projects and activities administered by USAID to be fully compliant with AID's Disability Policy paper.

Entrée: Coming up!

Holt International CHILDREN'S SERVICES

shares success stories and ideas for including people with disabilities in international programs

Like many of our Model Partner Organizations (MPOs), each day there are new success stories either from the field or within headquarter's office about the inclusion of people with disabilities in international development programs and services. This quarter, Holt International Children's Services, based in Eugene, Oregon USA, shared with us some of their progress toward meeting the goals of their action plan.

Human Resources Department:

- Language was added to the Holt website jobs page that reflects Holt's commitment to hiring and accommodation people with disabilities.

From Holt International Children's Services Website, see www.holtintl.org:

Holt International Children's Services employment policies and practices promote equal employment opportunities for all persons when filling staff positions. Holt International Children's Services does not discriminate on the basis of race, gender, color, creed, national origin, age, religion, marital status or disability. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- A policy on inclusion of people with disabilities has been added to the employee manual.
- Holt's employee satisfaction survey now includes language regarding management's openness to diversity.
- Holt reported that its Board of Director's includes a member with a disability.



Figure 2 Holt website features language about disability inclusion.

Public Policy and External Affairs:

Information about Holt's disability inclusive policies and projects, and a link to MIUSA's website, have been added to Holt's website.

Domestic Programs:

- Holt now provides parents of adopted children with disabilities with resource lists for disability advocacy organizations as well as resource lists for services to people with disabilities.
- The Parents in Process training (for parents in process of adoption) will now include testimony about children with disabilities.

International Programs:

- Management from Holt's II San project in Korea and staff responsible for the region at Holt headquarters met with MIUSA's IDD staff. II San, a large and long-standing orphanage founded by Holt, provides services to orphans with disabilities. Discussion focused on advocacy and community alternatives as well as resources for staff professional development. IDD provided Holt with contacts for disability organisations in Korea and gained a good sense of the history and trajectory of II San.
- IDD provided Holt staff and country representatives with letters of introduction to key disability community leaders in the following countries in which Holt works: the Philippines, Thailand, Uganda, and Vietnam.
- Holt sponsored the enrollment of Martha Salcedo Tapia, from Ecuador,

for MIUSA's Women's Institute on Leadership and Disability, which included the GDDI. Ms. Salcedo is a teacher who promotes education and rehabilitation of children, youth and adults who are blind. Ms. Salcedo, who is herself blind, represented the National Blind Women's Federation and the Education and Training Center for Blind People.

- Holt reported on support and networking for parents of children with disabilities provided as a feature of its family preservation work.
- Holt now advocates on behalf of prospective parents in the United States with disabilities interested in adopting children in countries where adoption by parents with disabilities has not been permitted.

Do you have success stories for other MPOs that you would like to share? If so, contact us at development@miusa.org.

Summary of progress on Senator Harkin's amendment making inclusion of people with disabilities a part of the criteria for the Millennium Challenge Account (MCA) funds

In late October 2003, Senator Harkin had the Executive Summary from NCD's "Foreign Policy and Disability" report, and the report transmittal letter from Lex Frieden, read into the congressional record. At the reading, an amendment was proposed making the inclusion of people with disabilities a part of the criteria for Millennium Challenge Account funds. The amendment makes a small but significant change to the Millennium Challenge Account ensuring that one criterion used in determining a country's eligibility for the Millennium Challenge Account funds is their commitment to providing opportunities for the inclusion of people with disabilities. This account represents one of the largest increases in foreign aid spending in half a century, about \$1 billion this year and an additional \$4 billion within the next 3 years.

Since 1996, over 100 countries, including the United States, have submitted reports to the United Nations under implementation of 22 rules to equalize opportunities for people with disabilities.

In the cover letter from the chairperson of the National Council on Disability to President Bush, Mr. Lex Frieden pointed out that in 1996:

NCD recommended a series of policy changes to "ensure the inclusion of people with disabilities in all foreign assistance programs. . . .

He goes on to say:

Seven years later, NCD has concluded that inclusion of people with disabilities in U.S. foreign policy will be achieved only when specific legislation is enacted to achieve that purpose.

That is what we have done. We have added specific legislative language to ensure in the Millennium Challenge Account one of the criteria to be used is whether that country is trying to provide opportunities for the inclusion of persons with disabilities.

In the executive summary of this report filed by the National Council on Disability, it says:

Individuals with disabilities are subject to a broad pattern of discrimination of segregation in almost every part of the world. In most countries, people with disabilities and their families are socially stigmatized, politically marginalized and economically disadvantaged. The economic cost to society of excluding people with disabilities is enormous. No nation in the world will achieve its full potential for economic development when it leaves out people with disabilities. No society will be a complete democracy unless people with disabilities can participate in public life. Failure to respond to the concerns of people with disabilities ignores one of the great humanitarian and human rights challenges of the world today.

The United States is well positioned to lead the world in demonstrating how to build on the tremendous human potential of people with disabilities.

The Americans With Disabilities Act (ADA) represents a sweeping commitment on the part of the U.S. government to abolish discrimination against people with disabilities in all walks of life.

At present, U.S. foreign policy does not reflect the great accomplishments of people with disabilities within the United States. U.S. citizens with disabilities cannot serve in many embassies abroad because these buildings are physically inaccessible. Qualified and talented individuals may be excluded from U.S. government service abroad based on their medical history.

The U.S. National Council on Disability (NCD) calls on the Executive Branch and Congress to create a new foreign policy that ensures access by people with disabilities to the benefits of democracy and economic development around the world.

I ask unanimous consent that the executive summary of the National Council on Disability's report be printed in the Record. There being no objection, the material was ordered to be printed in the Record.

More information about the National Council on Disability's report can be found online at NCD's website:

<http://www.ncd.gov/newsroom/publications/foreign03.html>

United Nations International Day of Disabled Persons 2003: A Voice of Our Own

December 3, 2003

The International Day of Disabled Persons aims to promote an understanding of disability issues and mobilize support for

the dignity, rights and well-being of persons with disabilities. It also seeks to increase awareness of gains to be derived from the integration of disabled persons in every aspect of political, social, economic and cultural life.

The observance of the Day in 2003 will focus on giving a voice to the human experiences of disabled persons. The voice of persons with disabilities is seldom heard in the mainstream media. When persons with disabilities are portrayed, they are either stereotyped or presented as an inspiration for "overcoming" a disability. Observance of the Day should therefore be used to offer an opportunity for persons with disabilities to speak for themselves.

The theme of the Day is based on the goal of full participation and equality of persons with disabilities in social life and development, established by the World Programme of Action concerning Disabled Persons, adopted by the General Assembly in 1982. During the almost twenty years since the adoption of the World Programme of Action, initiatives have been taken to realize its goals worldwide.

Completing ten years, the Standard Rules on the Equalization of Opportunities for Persons with Disabilities represent a strong moral and political commitment of Governments to take action to attain equalization of opportunities for persons with disabilities. Standard Rule 1 calls for States to act to raise awareness in society about persons with disabilities, their rights, their needs, their potential and their contribution.

Awareness and information about the situation of persons with disabilities is critical if full participation and equality are to be achieved.

How the Day may be observed

- **Involve:** Observance of the Day provides opportunities for participation by all interested communities - governmental, non-

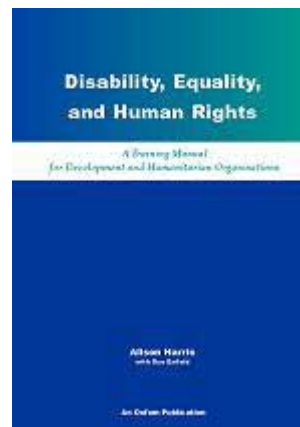
governmental and the private sector - to focus upon catalytic and innovative measures to further implement international norms and standards related to persons with disabilities. Schools, universities and similar institutions can make particular contributions with regard to promoting greater interest and awareness among interested parties of the social, cultural, economic, civil and political rights of persons with disabilities.

- **Organize:** Hold forums, public discussions and information campaigns in support of the Day focusing on disability issues and trends and ways and means by which persons with disabilities and their families are pursuing independent life styles, sustainable livelihoods and financial security.
- **Celebrate:** Plan and organize performances everywhere to showcase - and celebrate - the contributions by persons with disabilities to the societies in which they live and convene exchanges and dialogues focusing on the rich and varied skills, interests and aspirations of persons with disabilities.
- **Take Action:** A major focus of the Day is practical action to further implement international norms and standards concerning persons with disabilities and to further their participation in social life and development on the basis of equality. The media have especially important contributions to make in support of the observance of the Day - and throughout the year - regarding appropriate presentation of progress and obstacles implementing disability-sensitive policies, programmes and projects and to promote public awareness of the contributions by persons with disabilities.

More information on United Nation's International Day of Disabled Persons available online at <http://www.un.org/esa/socdev/enable/disid2003.htm>

Recommended Readings

Disability, Equality and Human Rights A Training Manual for Development and Humanitarian Organisations



AUTHOR: Alison Harris and Sue Enfield
352 pages, April 2003

To order, contact Oxfam Publishing at:
<http://www.oxfam.org.uk/>

TABLE OF CONTENTS

Part One: The principles of disability-equality training

- 1 Disability and development: an overview of the issues
- 2 What is 'disability equality'?
- 3 Working with disabled people's organisations
- 4 Guidelines for good practice

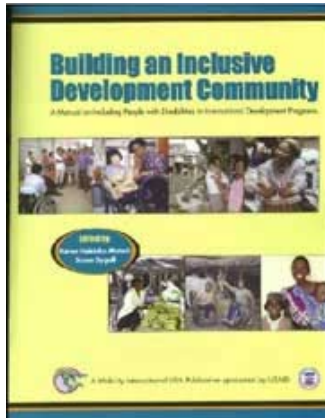
Part Two: The practice of disability-equality training

- 5 The Disability Equality Training of Trainers course
- 6 Outline of the training materials
- 7 Preparing for the workshop and forming the group
- 8 Facilitation skills
- 9 Disability equality
- 10 Action planning
- 11 Evaluation
- 12 Case studies
- 13 Some useful quotations
- 14 Sample workshop agendas

Resources and further reading
Index

Desserts: What's New?

New publication from MI USA!



Building an Inclusive Development Community:

A Manual on Including People with Disabilities in International Development Programs

Edited by Karen Heinicke-Motsch and Susan Sygall

October 2003
First edition, 658 pages

A Mobility International USA publication sponsored by the United States Agency for International Development (USAID)

MIUSA and IDD are very pleased to report that this exciting new resource has been published and is available to development agencies and others interested in disability and development issues. The Manual is a compendium of useful information, discussion of issues, tips and strategies, examples of good inclusive development practice, and lists of resources for inclusion of women and men with disabilities. The Manual brings together voices from disability communities and development communities from all over the world. IDD is proud of this practical resource, and acknowledges with gratitude support from the Office of Women in Development at USAID, which made the publication possible.

Table of Contents

Introduction

Organizational Self-Assessment: Checklist for Inclusion

1.0 Management Practices and Human Resource Development

2.0 Legal Policy Issues

3.0 Governance

4.0 Accessibility

5.0 Inclusion of Disability in Delivery of Programs/Services

6.0 International and Regional Responses

7.0 Development Topics and Disability

7.1 Gender and Disability

7.2 Civil Society

7.3 Micro Finance

7.4 Disaster and Emergency Relief

7.5 Refugees and Disability

7.6 Domestic Violence

7.7 Women with Disabilities and Health Care

7.8 Parenting with a Disability

7.9 Community Based Rehabilitation

7.10 Inclusive Education

7.11 Agriculture

7.12 Mental Disabilities and Development

8.0 Appendices

9.0 Forms

To order, contact us at (541) 343-1284, e-mail info@miusa.org, or send your check in US Dollars drawn on a US bank to:

**Mobility International USA (MIUSA)
Publications Order – IDD Manual
PO Box 10767
Eugene, OR 97440
USA**

Pricing

\$40 plus shipping and handling of \$5 domestic and *\$12 international*.

Recipe of the Month

Pineapple Chutney

1 large pineapple
½ c. red onion, diced
½ c. red bell pepper, diced
3 T ginger root, finely chopped
1 tsp. garlic, minced
1 T unsalted butter
¾ c. brown sugar
½ c. white wine vinegar
½ c. raisins
½ tsp. salt
½ tsp. cayenne pepper

Peel, quarter length-wise and core a large pineapple. Grill it and cut into 1/2-inch chunks and set aside. Sautee 1/2 cup each of diced red onion and red bell pepper along with 3 Tbsp of finely chopped fresh ginger root and 1 tsp of minced garlic in 1 Tbsp of unsalted butter. Sautee the mixture until it begins to soften, and then add 3/4 cup of brown sugar and 1/2 cup of white wine vinegar. Bring it to a boil. Add the pineapple, 1/2 cup of raisins, 1/2 tsp salt and 1/2 tsp of cayenne and simmer for about 25 minutes (until it thickens).

Cool it and enjoy! This makes about 4 cups of chutney and keeps well.

Submitted by Karen Heinicke-Motsch, IDD Manager

I started making this for Thanksgiving when we lived in places where cranberries were unavailable. It's also good as a traditional chutney served with Indian food or alongside cold meats English style. Now that we live in a place where cranberries are readily available, we still like to make this alongside the cranberry sauce for Thanksgiving dinner. Happy Thanksgiving, everyone!