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TAAP Welcomes Inclusion Partnership with FHI 360 in Jamaica

TAAP is on the road again! We are pleased to be partnering with FHI 360 in Jamaica to conduct a gender and social inclusion analysis for FHI 360's new USAID-funded Local Partner Development (LPD) project. LPD is a 5-year project that will enhance the capacity of Jamaican civil society organizations (CSOs) and social enterprises to improve community resilience and citizen security, while addressing the needs of marginalized individuals. The Gender and Social Inclusion (GSI) Analysis team includes Andrea Bertone and Emily Brown from FHI 360’s Gender Department, and Jennifer Collins-Foley from World Learning’s Inclusion Initiative.

The gender and social inclusion analysis will use information collected from interviews with a variety of civil society organizations (CSOs), social enterprises, policymakers, private sector actors and community stakeholders to identify gender and social constructions in Jamaican society. The team will develop a set of recommendations created from the analysis findings for the LPD project on how to address unequal gender and social norms in project activities so that project outcomes can contribute to positive social transformation in Jamaican society. The team has already
benefited from insightful meetings with the Abilities Foundation, the Jamaican Association for Intellectual Disabilities, Eve for Life, the Multi-Care Foundation, the Planning Institute of Jamaica, J-FLAG, as well as specialists with USAID-funded COMET II, LINKAGES, Latin America and Caribbean Regional Workforce Development Program, and Health Policy Plus projects.

“We are happy to be working with World Learning and the TAAP Initiative to conduct this gender and social inclusion analysis very early in the project start-up. We are confident that the gender and social inclusion analysis report will provide a road map for transforming how civil society organization and social enterprises integrate gender and inclusion sensitive approaches, and supporting communities more resilient against citizen security challenges,” notes Morana Smidlaka Krajnovic, FHI 360’s Chief of Party for the LPD project.

The GSI analysis team will benefit from FHI 360’s use of the InterAgency Working Group (IGWG) Gender Integration Continuum which illustrates how development practitioners can prioritize gender transformative approaches in their work. The Gender Integration Continuum is a conceptual framework that categorizes approaches by how they treat gender norms and inequities in the design, implementation, and evaluation of programs and policies. The Gender Equality Continuum Tool takes users from “gender blind” to “gender aware programs” recognizing that “an important prerequisite for all gender-integrated interventions is to be gender aware” towards the goal of equality and better development outcomes. According to the IGWG, transformative gender programming includes policies and programs that seek to transform gender relations to promote equality and achieve program objectives. This approach attempts to promote gender equality by: 1) fostering critical examination of inequalities and gender roles, norms and dynamics, 2) recognizing and strengthening positive norms that support equality and an enabling environment, 3) promoting the relative position of women, girls and marginalized groups, and transforming the underlying social structures, policies and broadly held social norms that perpetuate gender inequalities.” The GSI team will be looking for gender – and social inclusion – transformative approaches that are already underway in Jamaica and that can be supported to the next level of social change.

An example of a Jamaican organization that is transforming social inclusion norms for LGBT people is J-FLAG. J-FLAG is a Non-Profit NGO that is in the business of promoting social change in furtherance of the well-being of the members of the LGBT community, through a range of internally directed and externally focused tools including: Public Education, Crisis Intervention and Empowerment; Research; Rights-based Advocacy; Legal Aid and Legal Reform. J-FLAG has a
reputation for showing up and showing concern for a broad range of issues. One supporter notes that “J-FLAG has shifted the narrative by not only focusing on the rights of the LGBT community but also advocating for the dignity of all people in society. J-FLAG is taking action that ranges from feeding the hungry to weighing in on national development policies.”

“We are very fortunate to be working with the LPD team at the early stages of project start up. In addition to training the LPD team on gender and social inclusion we will be able to leave the team with a set of resources that will allow them to truly integrate gender and social inclusion principles in all aspects of their project activities. We hope that civil society organizations and social enterprises that receive grants through LPD will embrace the need to actively address gender inequality and social exclusion. I hope especially that we can promote more positive norms of masculinity and continue to strengthen women’s empowerment in Jamaica,” notes Andrea Bertone, Director of Gender at FHI 360.

Photo: Courtesy of World Learning’s Inclusion Team, during the gender and social inclusion analysis of the FHI 360’s “Local Partner Development (LPD)” project, Jamaica, May 2017.

Fellow Webinar

Fellow Webinar

March 16, 2017

8:45 a.m. DC - 12:45 p.m. Ghana - 2:45 p.m. South Africa - 3:45 PM Kenya

Positioning & Fundraising Tips for Female Entrepreneurs (led by Mandela Washington Fellows)

Leveraging Learning Opportunities to Strengthen Equitable Outcomes
In some respects, community development programs are like living laboratories in which we are all learning together how to harness ever-changing opportunities and transform obstacles in order to positively influence a complex social whole. It is important to pause and reflect throughout a program’s life cycle to understand whether or not opportunities are being accessed by all. Identifying gaps is the first step towards addressing inequities.

At IREX, when impact data for a large-scale leadership development program revealed a trend of gender-based disparities in outcomes that pointed to issues of systematic exclusion, we leveraged it into a learning opportunity. Analysis of data from our annual survey of the 2015 Mandela Washington Fellows for Young African Leaders revealed large differences between the total amounts that young African men and women reported receiving in support for their work (cash, grants, loans etc). Males reported much higher levels of support than women, prompting the team to investigate why - and design a solution to help the program’s impact become as inclusive as its participations.

"One of the Mandela Washington Fellowship's cross-cutting themes is to empower women and other marginalized youth to address inequalities and development challenges," shares Anne Laesecke, IREX Monitoring & Evaluation (M&E) Officer, "so we incorporate a gender lens in all the analysis of our M&E data. We were surprised to see that existing disparities between men and women at baseline persisted after the program in several areas, including business ownership and leading non-profits, as well as in leveraging opportunities to get funding or in-kind support for their work. This got us thinking about why this might be and how we could help close this gap."

To that end, three female Fellows from Nigeria, South Africa and Tanzania curated and led a webinar for Mandela Washington Fellows on "Positioning and Fundraising Tips for Female Fellows" in March, together with a female technical expert from Reach for Change, a Ghana-based non-profit organization that invests in social entrepreneurs.

Fellows from Madagascar, Cote d'Ivoire, Benin, Zambia, Mali, Djibouti and Uganda joined the webinar, which walked participants through how to challenge stereotypes, identify their value proposition, branding and messaging, and pricing, and build a network. In the end, all Fellows and the Reach for Change moderator shared resources and exchanged tips.

Facilitating platforms for international experts, including program alumni, to lead cross-country discussions on shared challenges is an approach IREX will continue to explore as a tool for
fostering inclusive dialogue to strengthen equitable outcomes. The IREX team also suggests checking out this resource from the Graca Machel Trust and the New Faces New Voices Women in Finance Network.


Strategies to Form and Launch an LGBTI Working Group (and How to Make It Last)
Representatives of World Learning’s Inclusion Working Groups participated in the University of Maryland’s *Somewhere Over the Rainbow Conference on Sexual Orientation and Gender Identity in International Education* in May. This was the second iteration of the day-long conference, which is supplemented by a webinar series in alternating years.

The conference featured a broad array of panels that focused on both inbound and outbound education and exchanges, with a primary focus on supporting LGBTQ college-aged students. With an eye on the continuously expanding market for international education, practitioners and participants throughout the sessions honed in on the need for expertise around sensitive and sustainable inclusion methods.

One of the sessions of the day was led by World Learning’s LGBTI Working Group Lead, Jackie Voluz, and Working Group Founder Andrew Maguire. Their session, entitled “Strategies to Form and Launch an LGBTI Working Group (and How to Make It Last)”, explored World Learning’s path in developing an identity-based intra-organizational initiative. In this session, small groups of participants from non-profits, private institutions, and other international education providers deliberated upon a matrix of instrumental steps that every employee resource group must tackle, such as conducting a risk assessment and discussing an advocacy position. They weighed the relative imperative to convene a focus group, consult with peer organizations, and research the cost-effectiveness and long-term benefits of relevant workplace inclusion practices. By grouping these steps into order of importance, session participants demonstrated different perspectives on how to achieve a delicate balancing act of competing priorities and sensitivities.

Ultimately, this activity, combined with World Learning’s prior experiences, wrestled with the key question of any identity-based employee resource group: namely, how to
increase the collective power of an identity group. Building from New York University Professor Erica Foldy’s model *Walking Contradictions: Power, Inclusion and Employee Resources Groups* (Unpublished manuscript, 2017), the session revealed how this goal is only achieved when a group can balance a high level of independence within the organization alongside a high level of integration, subsequently infusing its presence into the organization as a whole. Since the conference, this theoretical balancing act is moving forward in practice, as session attendees plan to begin their own resource groups, and as World Learning’s Inclusion Working Groups continue to work towards infusion.

The LGBTI Working Group would like to thank the University of Maryland College Park’s Somewhere Over the Rainbow Committee for opening up such a valuable professional development space, as well as World Learning’s Global Exchange Unit for co-sponsoring staff attendance at the event. *Photo: Courtesy of World Learning’s Inclusion Working Groups, University of Maryland’s “Somewhere Over the Rainbow Conference STAMP” April 2017.*

This Week’s TAAP Staff Picks:
1 - Racial Equity & Liberation Virtual Learning Community. Check out this Racial Equity & Liberation Virtual Learning Community from the Move to End Violence. This six-week series is gearing up for its next cycle and with weekly sessions such as “Locating Oneself,” “Choosing Vulnerability,” and “Levels of Racism.” We look forward to exploring this series and recommend you do too!

2 - 'America's Deaf Team' Tackles Identity Politics. Since 1864, Gallaudet University has been the world's only university for the Deaf, and a cornerstone of the Deaf community and culture. This long-held identity has evolved in recent years due to trends in education and technology. The Atlantic's article on Gallaudet University's football team explores the origins, successes and challenges of not only Gallaudet's football team, but of the university itself, and how the politics of identity and language has manifested itself within the deaf and hard-of-hearing community. Like a successful TAAP approach, Gallaudet's football team has found there must be “balance, leadership, and athletic contributions from (all) players” regardless of their identity, education, or way of communicating.

3 - Let's change the story: Violence against women in Australia. In Australia, 1 in 4
women experience violence by a partner; 1 in 3 women experience physical violence; and 1 in 5 women experience sexual violence. Watch this short and powerful video, Let's change the story: Violence against women in Australia by Our Watch, which describes how social structures, practices, and norms contribute to violence against women and offers pathways to change the cycle.

Have an interesting article to share for TAAP Tuesday? Please share with taap@worldlearning.org.

Photo: Courtesy of Move to End Violence, 2017.

Got Inclusion?
We want to hear from you! Please share your inclusion activities, success stories, upcoming events, and intriguing resources. Send to TAAP@worldlearning.org.
New to TAAP? Read past newsletters and learn more by clicking here.