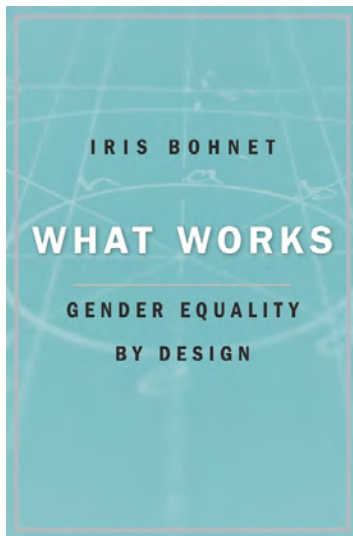




May 24, 2016 / Edition #6



Can you help TAAP "tap" in to Behavioral Design?

Harvard University professor Iris Bohnet's [What Works: Gender Equality by Design](#), argues that through application of behavioral design - de-biasing organizations instead of individuals - we can make smart changes that have big impacts on gender equality. In a [review](#) by the Wharton School, the author "finds that often, despite the best of intentions, efforts at improving women's status and opportunities on the job falter and even backfire when they focus on changing mindsets. Unconscious bias proves persistent and elusive. Tweaking the practices and procedures by which companies identify, develop and promote talent, however, can improve equality and diversity at 'shockingly low cost and high speed.'" What lessons for social inclusion can we glean from this work? If you would like to contribute to thinking this through, contact TAAP@worldlearning.org.

Book Cover: What Works: Gender Equality by Design. <http://www.hup.harvard.edu/catalog.php?isbn=9780674089037>



Dr. Valerie Haugen Joins TAAP Development Team

We are very pleased to share that Dr. Valerie Haugen has joined the TAAP development effort as Principal Investigator.

Valerie has worked in international development for more than 25 years for a range of multi-lateral, bi-lateral and non-governmental organizations, including the World Bank, ADB, United Nations, MCC, USAID, USIP, DFAT, DFID, Save the Children, World Vision, Oxfam and others. Her areas of interest are conflict- and crisis-affected contexts, gender and marginalized groups, capacity building, organizational development and monitoring and evaluation. Valerie holds a doctoral degree in international and comparative education from the Center for International Education University of Massachusetts-Amherst and a master's degree in language education from the University of Minnesota-Minneapolis.

Valerie brings the following vision to the TAAP development process: "It is no small task to work with individuals and groups to identify and potentially disrupt the status quo of institutions and the organizations that replicate and reinforce exclusion and exclusivity. With disruption comes resistance. To borrow an analytical framework used in the livelihoods development arena, the TAAP approach means working with a wide range of individuals and groups to investigate the value chain of social relations to determine who is and who is not benefiting from the links in various social relations chains. Figuring out how to overcome resistance and also how identify and build on opportunities requires as full an understanding of these institutions and the organizations as possible. Once this understanding is clear(er), the respective value chain can be reframed to positively strengthen and increase all people's access, agency and power."

Photo (L to R): Valerie Haugen (Indep.), Jennifer Collins-Foley (World Learning); Khin Ma Ma Myo (Myanmar Institute for Peace and Security); Sit Maw (iPACE); Taylor Westfall (World Learning). 2016.



Local Experiences Inform International Assessments

In Haiti, [L'Union des Femmes à Mobilité Réduite \(UFMORH\)](#) promotes the rights of women and girls with disabilities in Haiti and advocates for changes in policies to ensure women and girls with disabilities can enjoy the same rights as others. High levels of poverty and social isolation place women and girls with disabilities further on the margins of society and at greater risk of violence and abuse. In preparation for the February 2016 meeting of the [UN Committee on the Elimination of All Forms of Discrimination Against Women](#), L'Union conducted research on the major rights challenges faced by women and girls with disabilities in Haiti, including access to sexual and reproductive health, prevention of violence services and access to justice. The report was funded with technical support from the [Disability Rights Fund](#) (DRF) and the International Disability Alliance. DRF supported UFMORH in travelling to Geneva to present recommendations from their alternative report during civil society briefings. The CEDAW Committee's human rights experts from around the world used this testimony toward their concluding observations regarding States' compliance with their human rights obligations under the CEDAW treaty.

DRF's Program Director Lisa Adams notes, "It was exciting to see UFMORH mobilize to engage human rights dialogues in Geneva. As a result of their work, they built links to some of the leading women's rights and human rights organizations in Haiti who are now beginning to address discrimination of persons with disabilities in their work. This has not only been an important human rights achievement, this work helped to build UFMORH's capacity, confidence and visibility within the larger civil society movement in Haiti. Initiatives like these provide great "real-world" evidence that TAAP's approach, recognizing the key influence of local level actors and expertise, is critical for bolstering human rights and development efforts like these."

Photo: International Disability Alliance. (L to R): Soinette Desir, UFMORH and Michaelle Louis, Association Filles Au Soleil, Haiti.



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](#).
