INSIDE THIS EDITION:

- DeafCan! Coffee: The Face of Change
- Caring for Equality
- Inclusive Pipelines to Sustainable Development
- Staff Picks: “Ability App” & “Social Norms, Social Change”, “We are Jamaicans”, "Human Development in Your Pocket”

Deaf Can! Coffee: The Face of Change

Investments in social enterprises are increasingly recognized as catalytic for the promotion of social inclusion. Social enterprises can transform norms while also unlocking the potential of profit generating social enterprises around the world. Social enterprises can play a vital role in driving inclusive financial growth, creating inclusive pipelines for meaningful work, and innovating to
improve people's lives through market-based solutions. According to Jamaica's Social Enterprise Boost Initiative (SEBI) "A social enterprise is a business that generates income from the sale of goods and services and uses the profits to solve issues such as: unemployment, homelessness and environmental degradation." (SEBI's primary goal is to create an enabling business environment for social enterprises in Jamaica; and to assist them in transitioning their grant-funded operations into viable, profit-making businesses, which can support their social missions.) The potential for social enterprises to transform norms and engage marginalized voices in economic and social change is vast. USAID reports that “in low-income countries, small and medium enterprises contribute to 78 percent of full- time employment and foster development impact in critical sectors such as agriculture, energy, health, and education.” Donors, sustainable development implementers and social enterprises are working to stimulate inclusive growth and support early-stage and advanced social enterprises by investing directly in entrepreneurs and by fostering enabling environments including industry infrastructure and country- and local-level policies.

TAAP Tuesdays readers will remember that the TAAP team is partnering with FHI 360 in Jamaica to conduct a gender and social inclusion analysis in FHI's new USAID-funded Local Partner Development (LPD) project. A key strategy of FHI 360’s Local Partner Development is supporting Jamaican local partners to lead the way in making their communities safer and more secure through the engagement of stakeholders ranging from civil society organizations (CSOs), the private sector/social enterprises, citizens and the Government of Jamaica.

Deaf Can! Coffee is one such enterprise, engaging Deaf youth in a sustainable coffee venture that aims to affirm young people in their identity as a Deaf person and as someone who has inherent value in the world. According to co-founder Tashi Widmer, who is a Deaf Jamaican herself, the program supports “changing your own life so you can be part of change for the society.” On a daily basis, Deaf Can’s youth engage in roasting coffee, participating in barista training, honing their skills as business managers at CCCD school-based E3 training centre, a public café’ and also at a bookstore in Kingston, and operating a pop-up coffee shop at public events, catering coffee for corporate functions and serving coffee for other NGO’s. Proving that Deaf can do anything!


Caring for Equality

“There are families who think that if the child is female, then she does not have the right to live…”
(Courtesy of Yeva Avakyan, Senior Advisor for Gender, World Vision)

Prenatal sex selection—choosing to continue or terminate a pregnancy based on the baby’s sex—is one of the most blatant forms of gender-based violence (GBV). Like other forms of GBV, prenatal sex selection is complex. It is rooted in patriarchy—where men receive unearned rights and privileges over women, cultural preference for sons, and harmful, strict ideas about the roles and responsibilities that men and women can fulfill in society.
Research shows that three preconditions must be met for prenatal sex selection to occur: first, a preference for having boys as opposed to girls, second, access to and use of prenatal sex determination technology, and third, a declining birth rate. In Armenia, all of these preconditions are met. (C.Z. Gilmoto)

Sex ratio at birth is skewed when it exceeds the biological norm of 104-106 male births per 100 female births. Unequal sex ratios at birth were first documented in South and East Asian countries in the 1980s and have been on the rise in the South Caucasus since the 1990s. The current sex ratio at birth in Armenia remains at the high level of 112 male births per 100 female births—one of the most imbalanced sex ratios at birth in the world.

To address this issue in Armenia, World Vision’s work focuses on examining and challenging harmful gender norms and attitudes that support son preference. In the scope of its Caring for Equality initiative, World Vision works with men, women and youth to examine, question and transform social norms that are at the core of this practice.

In 2016 World Vision conducted research to learn more about the linkages between social norms, son preference and the practice of prenatal sex selection. Qualitative and quantitative methods adapted from the International Men and Gender Equality (IMAGES) study were used in capturing attitudes about gender equality, gender roles, son preference, parenting and men’s relationship with their children, childhood experiences, and domestic violence.

Results of the study showed that discriminatory attitudes persist among all groups, with men, especially married men, demonstrating the most inequitable attitudes. There is a strong correlation between the experience of violence in childhood and reporting the use of violence as adults by men and experience of violence by females as adults.

Survey data also revealed high levels of tolerance of intimate partner violence by both male and female participants. Over 35 percent of men agreed that there are times when a woman deserves to be beaten, compared to 27 percent of females. Over 67 percent of men and 64 percent of women agreed that violence against women is justified if a woman betrays her partner. Keeping the family intact is perceived and reported to be a justifiable reason for tolerating violence in the home.

Results disaggregated by locations showed a significant correlation between internalized negative gender norms about male authority and female submissiveness and high level of skewed sex ratios. Geographic locations with the highest scores of discriminatory attitudes were the regions
where recorded sex ratios at birth were also the highest.

To combat prenatal sex selection, World Vision's work in Armenia has focused on examining and challenging harmful gender attitudes and practices that support son preference. Through a series of carefully structured group sessions, participants find space for personal reflection, respectful dialogue, and group work that challenges harmful beliefs about gender and power, promotes shared decision-making between couples, and encourages men's engagement in caregiving.

World Vision's strategic approach engages communities across identities to examine, question and transform the social norms that are at the core of pre-natal sex selection. These same approaches—personal reflection, respectful dialogue, and group work to challenge harmful beliefs—have great potential for transforming other harmful beliefs and norms that are found across historically marginalized and excluded identity groups. Let us know what YOU are doing to promote agency, access and power through reflection, dialog and inclusive program design!

*Photo: World Vision Armenia, 2017.*

---

**Inclusive Pipelines to Sustainable Development**

Last week, the TAAP Inclusion team had the pleasure of conducting an inclusion training with the summer Youth in International Development and Foreign Affairs Internship
Program for the US International Counsel on Disabilities (USICD). The USICD summer internship program, which has been running since 2013, was created for “youth with disabilities who are interested in international development or foreign affairs careers.” The internship “engages USICD's goal of incorporating a disability perspective in all foreign affairs issues.” World Learning has been working with USICD on this program since its inception, and has hosted a USICD intern for the past four summers.

In addition to World Learning, this year’s interns will be working with the National Democratic Institute, Handicap International, the World Bank, Women Enabled International, Management Sciences for Health, and International Medical Corps. Through working with these organizations, the interns gain experience and exposure to various aspects of the international development field.

The inclusion training allowed World Learning staff to introduce the interns to the TAAP Initiative and hear their perspectives on what inclusion looks like to them. The team went through some of the activities that have been designed for the TAAP Toolkit and were able to gain valuable insights into how persons with a disability see issues of inclusion and exclusion in their everyday lives. Participants created an “elevator pitch” on why inclusion is essential for organizations. Below is a sample pitch which does a great job of encapsulating why our work towards inclusion is so vital:

“*We as an organization believe that everyone should be able to learn, work, and play alongside one another. Society has a moral obligation to ensure that all people, especially marginalized communities, have a voice in decisions that impact their livelihoods. Inclusion matters within our organization because it creates more equitable societies and leads to more socially robust knowledge that allows our organization to develop more efficient and effective solutions to global problems. Increasing inclusion allows different groups of people to access our work, which can helps us build coalitions that will galvanize policy change and meet our mission of eradicating poverty and exclusion.*” (Sample elevator pitch from a USICD Youth in International Development intern.)

Shouldn’t every international development organization benefit from interns with this kind of wisdom?!!

*Photo: TAAP workshop for the USICD Youth in International Development and Foreign Affairs Internship Program, Thursday, June 01, 2017. Courtesy of World Learning Inclusion team.*
1- **Ability App.** A twelve-year-old boy, with the help of Ellen DeGeneres, is in the process of creating an app that locates disability-friendly features, services, and employment. The Ability App aims to provide a database of resources for people with all types of disabilities. The services listed vary from restaurants with Braille menus to employment opportunities specifically for people with disabilities. This app will soon be free to download on any device!

2- **Social Norms, Social Change.** The University of Pennsylvania and the United Nations Children’s Fund (UNICEF) is offering an online course which explores approaches to social change and human rights. The course, *Social Norms, Social Change*, has two parts and is now available for free.

3- **We are Jamaicans.** This video from JFLAG uses a series of intriguing messages on note cards to tell the story of Javed, a young Jamaican male.

4- **Human Development in Your Pocket.** The United Nations Development Program (UNDP) has introduced its new HD App, noting “Wouldn’t it be great to have access to a treasure trove of development research and thinking wherever and whenever you want it? Well the wait is over with the new Human Development App.” The app offers instant access to over 700 human development reports and automatically updates with the newest reports so users have the most up-to-date information at their fingertips.

*Photo: Courtesy of Ability App.*

---

**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](mailto:TAAP@worldlearning.org).
New to TAAP? Read past newsletters and learn more by clicking here.

Want to change how you receive these emails? You can update your preferences or unsubscribe from this list.