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**Got Inclusion? Submit photos for 4th of July TAAP Tuesday!**

For the July 4th TAAP Tuesday newsletter we are collecting photos of inclusion champions. If you have a photo to share, please send the photo and one sentence about what the person does or did that shows why inclusion matters to Jordan Smith (jordan.smith@worldlearning.org), no later than Monday, June 26th.
Valuing Tribal Culture for Gender Appreciation in Papua New Guinea

One of the strengths of an inclusive approach is that, by definition, it seeks to understand the multiple ways in which exclusion negatively impacts individuals and communities - and the many creative ways people have found to change the social norms, practices and institutions that reinforce exclusion and inequality. In a country as diverse as Papua New Guinea (PNG) - where over 850 languages are spoken among more than a thousand tribes - complex patterns of exclusion exist. As elsewhere, initiatives to examine and alter inequitable social power dynamics meet resistance, and such resistance can be particularly strong where communities face exclusion along multiple dimensions. Ruth Jewels Kissam, a community leader from the PNG Tribal Foundation, experienced this in her work addressing gender-based violence (GBV) in remote regions of her island nation. And she came up with a solution based on culturally appropriate, incremental progress that frames GBV as a “gender appreciation” problem, a term that resonates with PNG communities. Rather than using the locally contentious phrase “gender equality,” Ruth and her team devised an effective and sensitive nationwide campaign called “Senisim Pasin” (Change your Ways) to support dialogue among diverse community members on gender relations.

Ruth Kissam is from a highlands community which only made contact with the outside world in the 1940s. An ancient, predominantly patriarchal culture, globalization affected gender relations in ways that made some members of the community deeply uncomfortable. Access to technology, for example, has been accompanied by an increase in women publicly sharing their stories, including the impact of GBV on themselves, their families and communities. But some see possibilities in change. As Ruth explains, “we do not want to lose who we are as a tribal people in the modern world that we find ourselves in. Change is inevitable but who’s to say we can’t be the best of the change that we wish to see for our country?”

Grounded in both understanding and affection for her culture, Ruth and her team are addressing GBV
and sorcery-related violence in an innovative way that engages everyone in the community. Through community-based screenings in villages and schools for women, men and children, the **“Senisim Pasin” campaign** explores sensitive issues in a film that highlights positive gender relations through the lens of PNG culture and history, a culture deeply rooted in respect and appreciation of one another.

Women have always played a role in maintaining peace in PNG society, in shaping the family, tribe and society, yet this is often undervalued. Ruth believes fostering “gender appreciation” - firmly embedded in PNG values - will eventually lead to a decrease in abuse towards women. “By placing value on the role that a woman plays in society, a man’s perceptions change. He is appreciating her, acknowledging her and respecting her. With gender appreciation comes mutual respect and cohesion. Because Papua New Guinea is a communal society, gender appreciation suits us better because it plays into our cultural settings,” explains Ruth. By addressing ways in which both gender and tribal identity affect patterns of GBV through a culturally contextualized solution, Ruth and her team honor human rights and tribal PNG culture.

To learn more about Ruth Kissam’s work, visit: [https://inclusivus.org/podcast-page/2017/6/1/episode-twenty](https://inclusivus.org/podcast-page/2017/6/1/episode-twenty)

*Photo: Ruth Kissam speaking in Papua New Guinea, courtesy of IREX*

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**A Takatuf (“Shoulder to Shoulder”) Approach to Social Cohesion in Iraq**

In 2014, **PartnersGlobal** launched a program in Iraq aimed at mitigating conflict between internally displaced persons (IDPs) and their host communities. Known as **Takatuf** (Arabic for “shoulder to shoulder”), the project focused on 4 provinces (Babil, Najaf, Kirkuk, and Karbala) and worked with governors’ offices, civil society organizations, host communities, and IDP communities to provide them with conflict mitigation tools. These groups were trained on how to use these tools and skillsets to address local tensions and enable the establishment of productive relationships to prevent and solve conflict.

During the initial phase of the program, representatives from each group participated in conflict mapping and needs assessments. Through the establishment of an honest discussion of where conflicts were occurring, participants were empowered to discuss reasons behind grievances in an open and honest space. Phase 2 brought representatives together for training on the development of small grants for communal implementation. These small grant initiatives – 24 in total – were informed by inclusive IDP management plans developed by each governor’s office with assistance from PartnersGlobal. By addressing collective problems of IDPs and their host communities, each constituency was empowered
to see one another’s humanity. Rather than furthering an adversarial relationship that competed for limited resources, IDPs and host communities worked together to further their basic human rights, ultimately reaching over 3,000 direct beneficiaries. After the completion of the small grants, Phase 3 of the program provided joint trainings on human rights to CSOs and government officials, with an emphasis on the rights of women and girls in conflict zones.

In planning and implementing the Takatuf program, PartnersGlobal was keenly aware of the need for inclusive, empowering practices. IDP communities are some of the most marginalized in Iraqi society. They not only face barriers in accessing basic rights, but they also deal with physical insecurity and compete locally for resources within Iraq’s already strained system. These programs are underpinned with TAAP-related values that put an emphasis on participatory methods and community-centered empowerment. They provide peacebuilding skills to communities to facilitate their discovery of solutions that underscore the dignity and rights of all involved. The programs are conceived within a Do No Harm framework, stressing the need for beneficiaries to be safe and included in the processes developed, and focus on improving local situations rather than worsening existing power imbalances.

With these values in mind, PartnersGlobal used a small grants methodology to put inclusion at the center of Takatuf’s implementation. Rather than excluding host communities by only working with IDPs, and aggravating already strained relations, PartnersGlobal brought them together. By relying on the needs assessments done at the start of the project, local civil society from both groups could work together to identify a problem and solve a common issue. One of the best examples of this cooperation came from a small grant in Najaf.

Without adequate shelter options available, many IDPs in Najaf are living in mosques along the Najaf-Karbala road. Clearly, mosques have a limited capacity to house large numbers of people, and these shortcomings are further amplified when it comes to sanitation issues and access to restrooms. Through the initial needs assessment with the Iraqi Center for Women and Children’s Rights (ICWCR), the local organization identified a significant need when it came to disability accessible to restrooms. Without proper sanitation, IDPs living with disabilities were unable to take care of their health properly, and their families had to spend valuable time on longer hygiene regimens rather than being able to access their rights through Iraqi government offices. By installing restrooms, ICWCR reasoned, they could address a need of IDPs in the area and reduce the amount of time that was being taken away from pursuing their registration processes with the government. Moreover, by these restroom facilities being at mosques, host communities would benefit from their long-term presence in building up disability access.

After selecting the sites to install these restrooms, the local organization purchased the supplies and formed installation teams. They made a point to form installation and planning teams that combined host community members with IDPs, so that the installation itself could further inclusive practices and reduce existing tensions between local construction workers and IDP workers. The teams began work on December 6, 2015 and finished before the end of the month. In total, they installed 30 new restrooms for use by individuals with disabilities living on the grounds of the mosques along the road.

In addition to the success of providing new bathroom facilities, the program was successful with its model of integrating community members and IDPs on work teams. Ali, an IDP from Ninewah and one of the team leaders for the restroom installation project remarked, “Since I came to Najaf, this is the first time I worked in this way. I didn’t expect it to be possible because of the barriers between local host
workers and IDPs like myself. I feel happy that we’ve succeeded in working together, while also doing something useful for people with disabilities.”

Photo: Courtesy of PartnersGlobal, 2017.

Notes from United Nations Disability Conference, New York, June 2017

World Learning staff member Rebecca Berman attended the largest disability conference in the world from June 13-15, 2017, the 10th session of the Conference of States Parties to the Convention on the Rights of People with Disabilities (CRPD). This annual meeting brings together government leaders, civil society organizations and Disabled Persons Organizations (DPOs) to discuss progress on the implementation of CRPD. The CRPD is a legally binding UN treaty which aims to strengthen human rights for people with disabilities. The CRPD covers a wide range of topics, such as access to justice, education and the prevention of discrimination.

The theme of the 10th session of the Conference of States Parties to the CRPD was, “The Second Decade of the CRPD: Inclusion and full participation of persons with disabilities and their representative organizations in the implementation of the Convention.” In addition to the main event, side events were held on a broad range of development topics ranging from women’s rights to educational equity. Not surprisingly, many of the discussions focused on the Sustainable Development Goals (SDGs), and how CRPD ratification can help further the SDGs. There are seven targets within the SDGs which specifically mention persons with disabilities (education, accessible schools, employment, accessible public spaces and transport, empowerment and inclusion, data disaggregation). Orsolya Bartha, a Senior Advisor at the International Disability Alliance said that, “The CRPD gifts the guidance on how to implement the SDGs.”
There is a common consensus that once a country ratifies the CRPD, a door opens for improvement with accessibility in the community. With the SDGs having disability indicators, more opportunities exist for mainstreaming people with disabilities in development activities. However, there is still a way to go for full equality of people with disabilities, with lack of data and stigma commonly being noted as barriers towards achieving the full potential of the CRPD and the SDGs. Rebecca Berman believes that the UNCOSP is an excellent way for multiple stakeholders to come together to mainstream disability. She notes, “More mainstream organizations are recognizing people with disabilities as an important part of development efforts. However, there still needs to be a shift of people with disabilities not just being beneficiaries, but actual leaders in development programs.” The truly successful cases of inclusion often include linkages with multiple actors: such as governments, civil society and DPOs. In addition to the SDGs, Dr. Heike Kuhn from Germany’s Federal Ministry for Economic Cooperation and Development (BMZ) noted, "The energy of the CRPD should not only be at the United Nations, but also out in the world."

Photo: Rebecca Berman and Amy Reid, USICD Celebration of the 10th Anniversary of CRPD

TAAP’ing Inclusion in Algeria: Inclusion Theater

TAAP team members Jennifer Collins-Foley and Michele Turner, World Learning Europe’s Executive Director, recently traveled to Algeria to pilot the TAAP approach in World Learning’s youth education programs. The youth education programs work through career development centers and English
language centers across Algeria to better align young Algerians’ skillsets with those sought by local employers, and through English language programs, where teachers and youth are engaged in participatory teaching methodologies that are responsive to individual students’ needs.

The World Learning/Algeria team engaged in two half-day workshops on TAAP processes and provided valuable feedback and ground-truth. The TAAP team traveled with Education and Curriculum Design specialists Hamza Koudri and Aziza ElKolei to three schools where they engaged youth in creative sharing of what exclusion and inclusion look like in settings such as schools, cafes, homes, markets and beaches. Students in Boumerdes, Bouchaoie and Cheraga developed one-minutes skits illustrating exclusion and inclusion. The students’ skits emphasized that inclusion is more than charity and empathy. It’s affirming the voices, skills and experienced of marginalized and excluded people. The student’s enthusiasm and insights were inspiring – TAAP Inclusion Ambassadors in the making!

*Photo: Photo courtesy of Hamza Koudri, World Learning/Algeria*

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**This Week’s TAAP Staff Picks:**

1. **Why Do Men Harass Women on the Street?** A new study from Promundo and UNWomen, the International Men and Gender Equality Survey (IMAGES) – Middle East and North Africa (MENA), surveyed the attitudes of men and women on gender equality across the Middle East and North Africa. The aim of the report is to apply a comparative lens to assessing the stereotypes and cultural practices that inhibit gender equality. The study found that 64.4% of men in the region admitted to perpetrating sexual harassment/assault in their lifetime, while 59.6% of women reported experiencing it in their
The report attributes these high results on cultural attitudes, which promote men believing committing sexual harassment is “fun” and victim blaming by both men and women. The study also found that the more educated men and women are, the more likely they are to harass or be harassed on the street. This report concludes with nine recommendations for how action from governments, UN agencies, research institutions and civil society can change social norms and attitudes that govern gender equality in this region.

2- **Gender and Inclusion Toolbox** The effects of climate change unevenly affect those most vulnerable because they lack access to decision making power. To combat this, CARE has created a toolbox made up of participatory research in climate change and agriculture. The toolbox consists of basic concepts; learning activities; logistics and planning guide; and research modules for program designers and field practitioners to use when doing gender sensitive and social inclusion research. See the full toolbox to learn more!

*Photo: UN Women/Fatma Elzahraa Yassin*

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**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.