



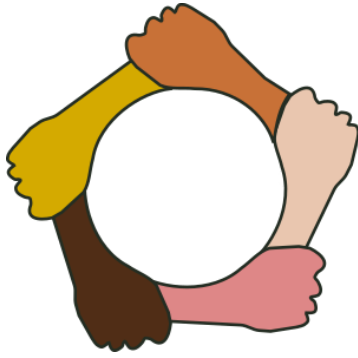
August 2, 2016 / Edition #11



## Tapping in to LGBTI Inclusion in London

World Learning Europe and [Stonewall](#) recently hosted an interactive roundtable and workshop with London-based inclusion specialists to explore progress and challenges in LGBTI Inclusion and how TAAP can be applied to LGBTI inclusion efforts around the globe. Fifteen practitioners from [International Alert](#), [DFID](#), [VSO](#), [Restless Development](#), Stonewall and the [Centre for Transnational Development and Collaboration](#) came together for three hours to look at tools developed thus far by the TAAP team and to provide feedback and ideas for moving forward. **Michele Turner, Managing Director for World Learning Europe**, notes that her key takeaway is that “we have to ensure that whatever tools we develop are context specific and to be clear in which context these tools are intended. At the beginning of any discussion or workshop, facilitators must take time to discuss context with the group and where possible engage local consultants or organizations in the process for support as they can verify the context, cultural differences, as well as differing identity groups. These local specialists are key to understanding the context and cultural differences and ensure the tools are as relevant as they can be. TAAP will be a wonderful catalyst for inclusive change.” During the workshop, participants reviewed data collection sheets, tools for inclusive participation, as well as some training materials to be tested in a TAAP Inclusion workshop in Myanmar from August 15-18. We would like to welcome these new London-based colleagues to the TAAP Community of Practice - and look forward to their continuing engagement!

*Photo courtesy of World Learning Europe*



## Building Inclusive Organizations from the Inside-Out: A Case Study

In the July 5<sup>th</sup> edition of the TAAP Tuesday Newsletter, we covered two diversity studies – one from the Harvard Business Review and the other from the UNC Kenan-Flagler Business School - that took a closer look at what works in increasing diversity in organizations. Last week, the **Stanford Social Innovation Review** took an in-depth look at what one organization did to put its inclusion intentions in to practice. In the article [“Building Inclusion from the Inside-Out: A Brief Case Study”](#) the authors describe how their firm, Arabella Advisers, discovered that in the initial first steps of becoming more diverse “we had jumped into a series of actions geared at outputs measurable by statistics, without stopping to understand the problem.” Arabella Advisers realigned their strategy via “designating people to lead the charge and be accountable, integrating it into our broader goals and infrastructure, and identifying outsiders to fill the gaps in our expertise.” By taking a systematic approach with support of senior leadership, Arabella Advisers set a goal of increasing racial and ethnic diversity of the firm; partnered with the National Black MBA Association in DC; reflected the organization’s diversity, equity, inclusion efforts in their recruiting materials; trained hiring managers on unconscious bias and all staff members on what constitutes an equitable and inclusive environment. Major outcomes included a 32% increase in the racial and ethnic diversity of the firm and Arabella Advisers has become a better partner to clients by embodying inclusion principles. Arabella Advisers found success in creating a strategy that thoughtfully considers inclusion at various levels throughout the organization – a TAAP-esque approach!



## Celebrating the ADA's Powerful Impact at the Personal and Systemic Level

World Learning celebrated the 26<sup>th</sup> anniversary of the Americans with Disabilities Act (ADA) on July 26<sup>th</sup> by hosting a livestream on Facebook that featured [TAAP](#) and [World Learning employees](#) sharing how they use assistive technology at work. Check out all the videos on [Facebook](#). On July 27<sup>th</sup>, World Learning hosted a screening of [Lives Worth Living](#), a documentary that chronicles the disability rights movement in the United States and culminates in the passage of ADA in 1990. According to the film's creator, "Charismatic leaders of the movement narrate the story of a long, hard, and successful drive for civil rights — a drive that brought together a once fragmented population into a powerful coalition that created some of the most far reaching civil rights legislation in our nation's history." After the film screening, **Judith Heumann, Special Advisor for International Disability Rights at the US State Department** and **Susan Sygall, CEO Mobility International USA**, led a discussion with the audience about the film, disability rights today, and inclusive international exchange programs. Refreshments were from [Dog Tag Bakery](#), a Georgetown-based bakery that provides work experience and training for veterans with disabilities and caregivers. It was a vibrant discussion and we thank all those in attendance in person and spirit.

*Photo courtesy of World Learning*

REBOOT

# New Models for Effective Design and Management of Government Openness and Innovation Programs

TAAP Tuesday readers are sure to find great insights on achieving greater transparency, accountability, and civic participation worldwide in "[Implementing Innovation: A User's Manual for Open Government Programs](#)." This unique resource was developed by [Reboot](#), a New York City-based social impact firm, which aspires to see relationships between institutions and individuals defined by more inclusive policies, accountable programs, and effective services. Reboot defines "government innovation programs" as new, unexpected, or recombinant approaches to public sector work that 1) incorporate transparency, civic participation, and/or accountability into problem solving, and that 2) seek to further those principles as an outcome.

Reboot worked closely with the Coordinación de Estrategia Digital Nacional (CEDN), the digital strategy unit within the Office of the President of Mexico, which provided them access to the implementation of several pilot programs, and the opportunity to learn directly from people working on the frontlines of public sector innovation. The manual moves beyond good intentions and the usual case studies by providing advice on the "nitty gritty" of executing programs that seek to innovate and promote open government, focusing on phase-by-phase principles, guidelines and helpful checklists to aid a user to map possible entry points.

**Zack Brisson, Principal at Reboot** shares, "*We created [Implementing Innovation](#) in response to a widespread need—that those who sign-up to be government innovators face daunting challenges when it comes to creating real change and being innovative in their own program management. Whether inside or outside government, we saw cross-cutting challenges in Mexico, from finding the 'sweet spot' of political support to avoiding vague & buzzword terms when talking about your concept. We see this guide as one small contribution to a growing community, to exchange practical lessons in the spirit of greater transparency & civic participation worldwide.*"

*Reboot Logo courtesy of Zack Brisson*



## 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](#).

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