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Audacious Reflections on the Power of Privilege and the Privilege of Power

The first step in the TAAP approach is reflection. The TAAP Toolkit will include both individual and organizational reflection as a way to uncover underlying assumptions, beliefs, identities and implicit biases. In the pilot TAAP workshops in Myanmar and London this summer, participants undertook various reflection exercises to uncover biases including the Social Identity Wheel and sharing personal experiences of exclusion. Taking time to actively reflect on one's

identity and how identity is played out is essential in understanding how inclusion and exclusion operate in a particular context.

Recently, the **Ford Foundation's Darren Walker** published a blog post ["Ignorance is the enemy within: On the power of our privilege, and the privilege of power"](#) on the Equals Change blog. It is a powerful and insightful piece highlighting the importance of organizational and institutional reflection. Walker recounts how during the formation of the Ford*Forward* initiative, which focuses on disrupting inequality "no mention [was made] of a huge community: the more than one billion people around the world who live with one form of disability or another, some 80 percent of them in developing countries." Walker discusses how his own personal privilege as an able-bodied man has not led him to actively consider how disability affects access to everyday spaces such as building and the Internet and subsequently, the Ford Foundation's programs. Without "meaningfully consider[ing] people with disabilities in our broader conversations about inequality," important voices were missed.

In order to overcome this gap in the Ford Foundation, Walker writes, "the transformation starts with acknowledging our own fallibility and deficiencies." This corresponds to the first step in the TAAP approach – Reflection. And much like the TAAP approach, which believes that when all people's voices, skills, and experiences are included societies are more peaceful and just, Walker writes, "And I am confident that by adding and applying this additional lens across our efforts—by asking the extra question, Are we mindful of the needs of people with disabilities?—we will see new opportunities we otherwise might have missed." Adding a more inclusive lens makes programs better and we see the Ford Foundation's perhaps initially uncomfortable, but necessary start as a commendable way forward in creating a more inclusive world.

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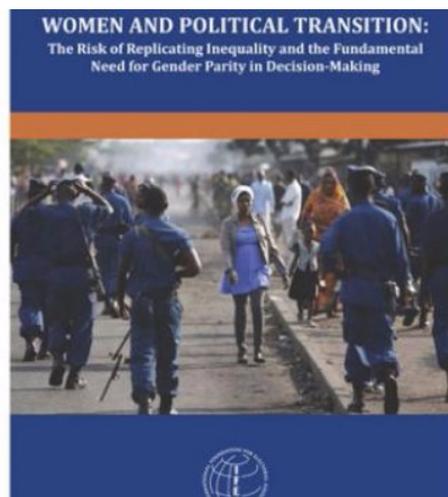




Three Myths About Social Inclusion in Water

In advance of [World Water Week 2016](#), the World Bank's **Maitreyi Bordia Das** offered an opportunity to reflect on what social inclusion means for water and on three stylized myths in the “mainstream” discourse. Read Das' [blog](#) for a provocative exploration of three myths: **Myth #1:** Inclusion in water is about poverty and being “pro-poor”? Das notes that social inclusion may be about the poor but it needn't necessarily be so. **Myth #2:** Inclusion is about “gender”? Das argues that this perspective may be reductionist. **Myth #3:** Inclusion is about access to services. Das asserts that real inclusion is only possible when policy advisers and policymakers transcend the artificial dichotomy between resources and services.

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Embracing Inclusive Design in Political Decision-Making

We are happy to share a new briefing paper from IFES: [Women and Political Transition: the risk of replicating inequality and the fundamental need for gender parity in decision-making](#). This paper, authored by TAAP contributor

[Jessica Huber](#), presents the case that “countries in conflict will only succeed in establishing sustainable democracy when their political transition processes, including the development of their legal frameworks, are inclusive.” Huber notes that if societies do not take this approach, they risk: 1 - Excluding women from the nascent states of conflict resolution and missing an opportunity to have all voices included the blueprint for peace and democracy in their countries, and 2- Excluding women from political transition processes a “Political transition that embraces inclusive design by engaging women in decision-making strengthens new institutions, legal frameworks and builds resilience among all members of the community.”

While the focus of Huber’s paper is on the importance of integrating gender equality and women’s empowerment programming as a key facet of working in countries transitioning from violent conflict to more stable political processes, we note the important lessons to be learned from important advances for gender equality. The report explores several of these, including UN Security Council Resolution 1325 on women, peace and security (UNSCR 1325) and National Action Plans, as well as other long-term systemic approaches (ie., protective legal frameworks, targeted empowerment programming and public sensitization strategies) that underscore the importance of equality for everyone.

Photo: © www.ifes.org, 2016.





Integrating Disability Inclusion: Brilliant and Resilient Exhibit and On the Front Lines of Peace Corps Abroad

For the first time, the World Bank hosted Mobility International USA's "**Brilliant and Resilient**" exhibit. This exhibit showcases 30 women from around the world with disabilities, and their achievements in improving the lives of women and girls with disabilities in their communities. Representatives from Management Sciences for Health, Mobility International USA, World Bank and World Learning discussed the importance of mainstreaming women with disabilities in global development projects- as both participants and leaders. In a few weeks, the exhibit will move to the Washington DC USAID headquarters.

Representatives from Peace Corps, World Learning, Mobility International USA and USAID presented a panel discussion, **Equality and Justice: A Discussion for Peace Corps Volunteers Promoting Disability Rights Abroad**, as part of the National Peace Corps Association's Annual Conference. Peace Corps has ramped up its' focus on building a culture that encourages collaboration, flexibility, and fairness, and leverages diversity throughout the organization so that all individuals are able to participate and contribute to their full potential. During pre-service training staff provide training on gender roles; possible issues for volunteers of color; for Lesbian, Gay, Bisexual, Transgender, Questioning/Queer, Ally (LGBTQA) Volunteers and Volunteers with Disabilities. Deaf Peace Corps Volunteers have been serving since 1967. However, there continue to be barriers for people with disabilities to serve in the Peace Corps. One of the main topics of discussion was how people with disabilities have a right to serve as a Peace Corps volunteer, and not only receive disability-focused assignments. As World Learning's Amy Reid stated, "It's not about if can they do it, but how it can be done." A new partnership between Peace Corps and Mobility International USA will help create systems and inclusion champions needed to overcome barriers faced by potential and current volunteers. Increasing the number of volunteers with disabilities means there will be more people with experience in international development, who can work for international organizations. With increased number of experts, a more diverse pool of people can contribute their disability inclusion knowledge, skills, and networks to effectively advance inclusive development efforts, including guiding TAAP assessments and inclusion integration efforts.

Photo: From the Mobility International USA's "Brilliant and Resilient" exhibit, World Bank, 2016.



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](#).



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