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Welcoming HelpAge as a TAAP Inclusion Partner

The TAAP Initiative is pleased to announce that [HelpAge International](#) has joined the TAAP Inclusive Initiative. HelpAge is a global network of non-profit organizations working to implement programs and policies that improve the lives of older people in the world's poorest communities.

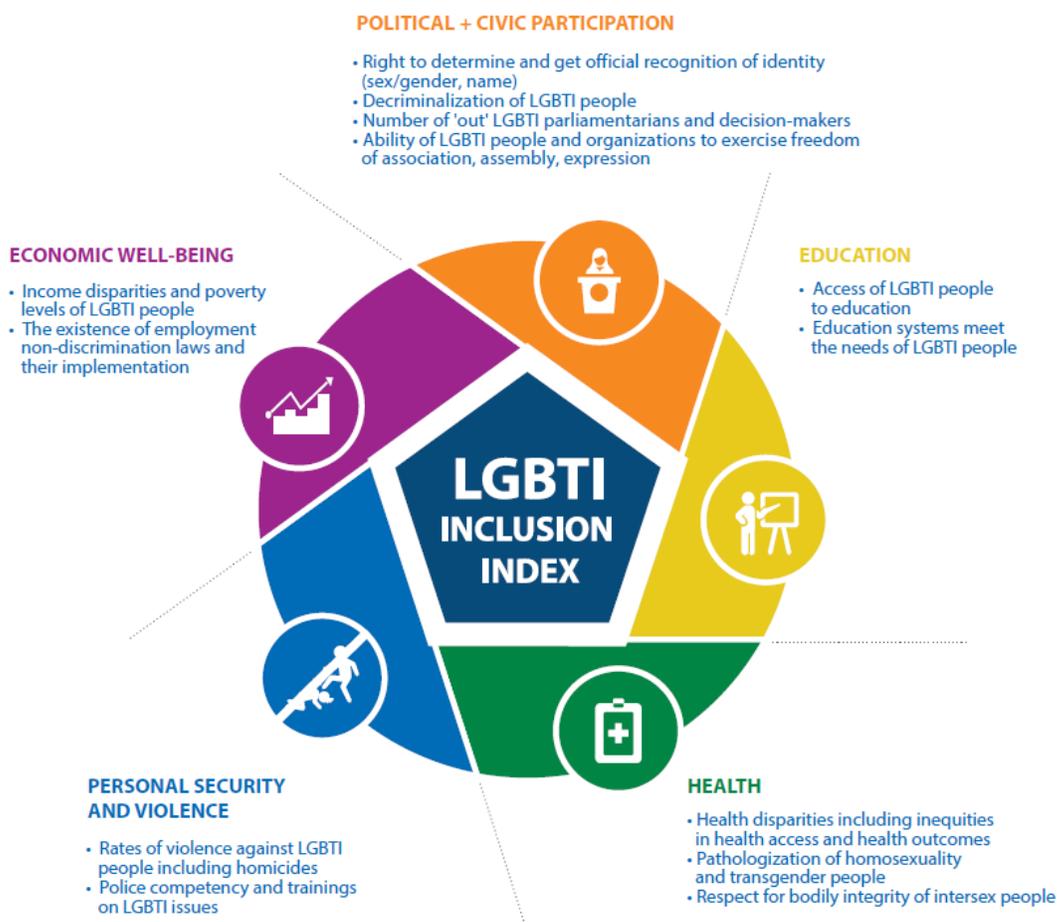
Since their formation in 1983, HelpAge has worked to create a world in which all older people

can lead dignified, active, healthy and secure lives. Their network of over 70 affiliates and partners across more than 50 countries form a unique worldwide network standing up for the rights of older people.

HelpAge will share insights and expertise on framing the inclusion of older people in international development as a human rights issue. World Learning looks forward to working with the HelpAge team through collaboration on the TAAP Toolkit alongside the impressive group of resource partners already assembled.

Photo: Courtesy of HelpAge International.

MEASURING INCLUSION OF LGBTI PEOPLE



The LGBTI Inclusion Index: A Stakeholder Consultation Model

(Courtesy of [Randal Mason](#), Principal at Randal Mason Consulting)

As more organizations strive to include LGBTI people in their development efforts, how do they do so in meaningful ways? The recent [civil society consultation process](#) for the UNDP-led LGBTI Inclusion Index offers some insights on how to do it right.

1. **Partner with Bridge Organizations:** With the high rates of [violence and exclusion](#) sexual and gender minorities face around the world, anonymity and invisibility can sometimes be the only means of protection LGBTI individuals have. As such, LGBTI activists and NGOs in the Global South can be difficult to identify and reach. Build relationships with known international LGBTI organizations that can serve as a bridge to reach a wider variety of LGBTI individuals. In this case, UNDP partnered with [ILGA](#), [OutRight](#), and [RFSL](#) who tapped into their established networks to promote the consultation process.
2. **Allow for Deeper Discussions:** An open [introductory webinar](#) provided context and explained the overall consultation process for the LGBTI Inclusion Index. But following this were also separate online meetings on each of the index's key dimensions—[health](#), [education](#), [political and civic participation](#), [economic well-being](#), [personal security and violence](#). This allowed for people in the LGBTI community to self-select which session or sessions best fit their interests and generated more focused thematic dialogue during the webinars.
3. **Be Efficient:** Like many human rights defenders, LGBTI activists can be overstretched. Respect their time and be organized when requesting their insights. For example, UNDP and their partners sent a background paper, draft indicators, and a document listing the criteria for review in advance of the online focus groups. This gave those who RSVP'd time for thoughtful reflection and jumpstarted the discussion.
4. **Support Multiple Voices:** English-only outreach to LGBTI organizations and individuals can unintentionally privilege the perspectives of more highly educated and multilingual individuals. UNDP and their partners provided materials and simultaneous interpretation of the consultations in Spanish and French.

Given the [pressing need for more data](#) on sexual orientation and gender identity issues, UNDP's forthcoming LGBTI Inclusion Index can be a vitally important tool, one that is benefiting from a variety of stakeholders' views while still in development.

Photo: LGBT Inclusion Index Model. Courtesy of OutRight International.



Effective Training: Essential Principles, Approaches, and Process

This guide provides training designers and trainers with the key principles, approaches, and a process that underlie effective training design and delivery.



Making Training More Inclusive and Impactful

For development organizations looking to make their programs inclusive, a new publication from IREX, [Effective Training: Essential Principles, Approaches, and Process](#), offers training designers and trainers a practical guide for how to make their trainings more effective. The guide is based around six key principles: learner-centered, inclusion sensitive, actionable, experiential, active, and measurable.

Walking the talk of inclusion means that trainings need be inclusive of the different identities, experiences, and lived realities of the participants. According to Nina Oduro, the author of the guide, it was “created to address the challenge of designing and delivering successful impact-focused trainings with consistent approaches and processes that are informed by the best practices from the training field and IREX’s learning on training for diverse, global audiences in a development context.” The guide puts inclusion sensitivity at the forefront of the training design, as a key framing element of any training. The guide specifically identifies sensitivity to participants’ gender, sexual identity, physical ability, and cultural identity, and encourages facilitators to go beyond accommodating societal norms that perpetuate inequality by creating trainings that transform norms in order to “widen opportunities and reduce constraints.”

The guide calls for practical application through the creation of “brave spaces.” Brave spaces recognize that “learning necessarily involves not merely risk, but the pain of giving up a former condition in favor of a new way of seeing things.”^[1] Learning how to be inclusive can be uncomfortable at times, but increases the active involvement of all participants and will lead to better outcomes for everyone involved. It also recommends incorporating positive representation

of marginalized identities into trainings, which can help create an environment of recognition and appreciation of historically excluded groups. This can be done through sharing success stories of people from marginalized groups, rather than just focusing on their exclusion and exploitation.

The guide provides four call-out boxes to further describe practical application including: increasing the active participation of both women and men; incorporating positive representations of LGBT people; paying attention to energy levels; and incorporating perspectives and materials from people of different backgrounds. With these ideas in mind, how can your organization implement these ideas into trainings to make them more inclusive?

[1] Boostrom, R. (1998). "Safe spaces": Reflections on an educational metaphor. *Journal of Curriculum Studies*, 30, 4, 397-408.

Photo: Effective Training: Essential Principles, Approaches, and Process publication cover. Courtesy of IREX.



"Inclusive Growth for LGBTI People" Panel Discussion

According to a National Gay & Lesbian Chamber of Commerce (NGLCC) report, LGBTI owned businesses [contribute \\$1.7 Trillion to the US economy](#). In honor of National Coming Out Day (October 11), NGLCC and the Swedish Embassy co-hosted an event entitled: "Inclusive Growth for LGBTI People." Swedish Ambassador Karin Olofsdotter, State Secretary Ulrika Mod er, Ambassador Mike Kozak, and IFC Global Partnerships Director Anita Bhatia reinforced the commitment of the Swedish and U.S. governments and the World Bank Group to rights and economic opportunities for LGBTI persons. Jennifer Whatley, World Learning's Senior Technical

Advisor for Civic Engagement and Governance, served as the voice of the NGO world on the topic, joining representatives from private sector on a panel discussion. Her remarks focused on the importance of economic empowerment as a key part of agency and dignity for LGBTI persons, the TAAP Initiative's universal and intersectional approach to inclusion of LGBTI individuals, and her thoughts on how TAAP would be useful to LGBTI Chambers of Commerce. Afterwards she noted that, "For LGBTI people to fully participate in society, access to economic opportunities is just as important as access to rights. Youth in particular need to see a future for themselves and LGBTI business owners can be important role models."

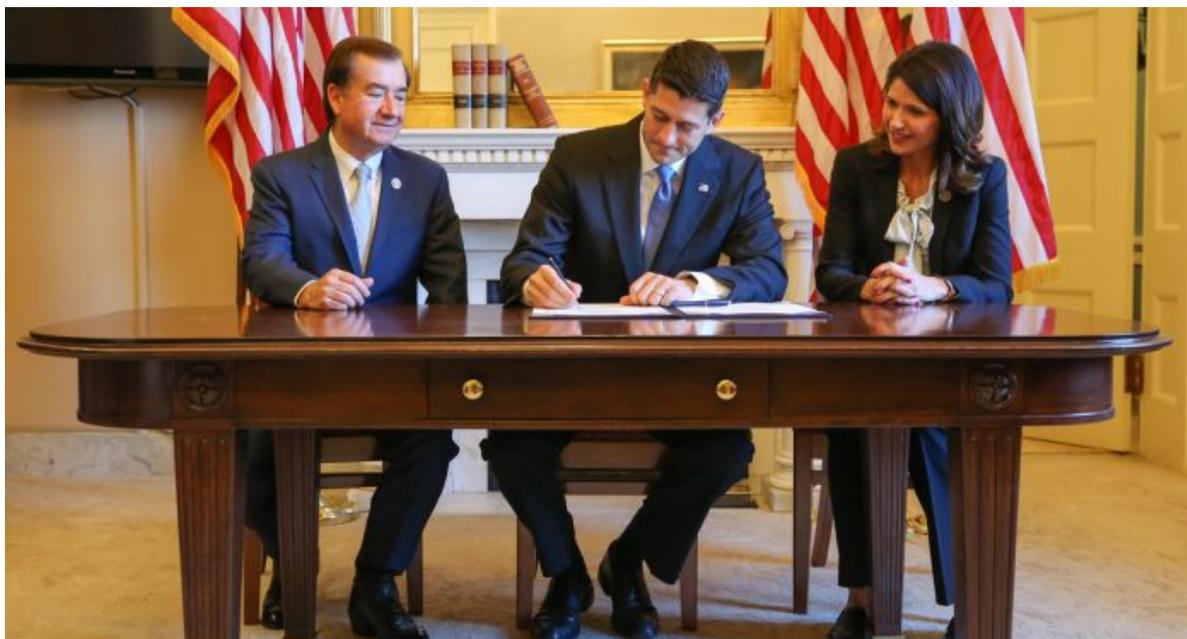
Recurring themes from the panel included LGBTI Inclusion as the "right and smart thing to do" and the economic case for LGBTI inclusion. Panelists stressed the importance of comprehensive data collection and analysis to make the case for economic inclusion. In addition, listening to LGBTI individuals and community collaboration were also identified as key to success.

More pictures from the event can be seen here:

<https://www.flickr.com/photos/nglcc/sets/72157687790626034/>

Photo: "Inclusive Growth for LGBTI People" event speakers. Courtesy of NGLCC.

This Week's Staff Picks



1. Barefoot Guide 5: Mission Inclusion: The Barefoot Guides are a collection of books that contain stories, analyses, approaches and resources about social change in international development. The latest publication, "[Mission Inclusion](#)", contains stories and practices from 34 practitioners from 16 different countries who are working to make the world a more inclusive place.

2. Passage of Women, Peace and Security Act 2017: On September 28, 2017, the U.S.

Congress passed the [S. 1141, the Women, Peace, and Security Act](#). The legislation was championed by many Democratic and Republican members of Congress. This is huge for the Inclusion Development community as the bipartisan bill would require the U.S. to develop a comprehensive strategy to increase and strengthen women's participation in peace negotiations and conflict prevention. The bipartisan legislation will: mandate training for US defense, diplomatic, and development personnel on the value of women's inclusion and strategies for achieving it; require timely reports from the President and regular reporting to relevant congressional committees by the Secretaries of State and Defense, and the Administrator of the US Agency for International Development; make it US policy to promote the meaningful participation of women in all aspects of overseas conflict prevention, management, and resolution; call on the President, in consultation with the heads of relevant Federal departments and agencies, to submit to Congress and make publicly available a government-wide Women, Peace, and Security Strategy. Research and experience increasingly confirm that peace agreements succeed only when they include a broad range of stakeholders, especially women in conflict-affected countries, in the process.

Photo: House Speaker Paul Ryan (R-WI); House Foreign Affairs Committee Chairman Ed Royce (R-CA; and Rep. Kristi Noem (R-SD) at the signing of S. 1141, the Women, Peace, and Security Act' on September 28, 2017, Foreign Affairs Committee.



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.

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