

INCLUSION STRATEGY

Pact USAID/ENGAGE Activity

BACKGROUND

Though Pact received large number of proposals in response to call for solicitations¹ since the start-up phase of ENGAGE, applications revealed that programs did not fully address issues related to inclusion, particularly marginalized groups (Persons with disabilities; Lesbian, Gay, Bisexual, Transgender, Queer and Intersex; Internally displaced persons; women).

Applications Not Addressing Cross-Cutting Issues				
	Gender	PWD	LGBTQI	IDP
Institutional Support	65%	80%	85%	73%
Civic Education	6%	66%	78%	54%
Open Door	3.3%	76%	90%	80%

Many CSOs (Civil Society Organizations) fall into the trap of ensuring mere demographic balance between female and male participants but lack the understanding of gender mainstreaming. Very few organizations focus on policy change working to advance gender equality or women's rights. Proposals received also showed limited understanding in addressing LGBTQI rights. Much-needed policy change regarding LGBTQI is being advocated for by a few LGBTQI-focused groups exclusively, but this in itself is also a limitation.

Gender and inclusion considerations are the key factors in staffing, grant awarding process, issue selection, targeted capacity development and all other program components of ENGAGE. Monitoring and evaluation (M&E) approaches capture the impact of the program's results as they pertain to gender and other inclusion considerations.

ENGAGE's commitment to inclusion is reflected in its programmatic documents - program description, MEL plan, Annual plan for year 1 (2016-2017), Annual plan for year 2 (2017-2018), MEL PIRS and is based on the pre-approved goal and objectives of the program.

Inclusion Issues in Ukraine and ENGAGE Activity

Gender: Global Gender Gap Index 2016² rated Ukraine 69 out of 144 countries. While gender has been stated to be a GOU priority and multiple actions have been taken to show this commitment (robust

¹ Pact USAID/ENGAGE Applications analysis 05/05/2017

<https://dec.usaid.gov/dec/content/Detail.aspx?ctID=ODVhZjk4NWQtM2YyMi00YjRmLTkxNjktZTcxMjM2NDBmY2Uy&rID=MzkyNTI1&inr=VHJlZQ==&dc=YWRk&bckToL>

² Global Gender Gap report 2016 <http://reports.weforum.org/global-gender-gap-report-2016/rankings>

legal framework to support gender equality, creation of national gender equality mechanism, creation of National Program on Gender Equality, etc.), several challenges and obstacles remain, including: the non-prioritization of gender equality in national policy and administrative reforms; the non-integration of gender in national statistics, planning, budgeting, and monitoring and evaluation of government programs; overt sexism in the mass media and advertising; and, lack of donor coordination and commitment to mainstreaming gender into development programs.

The negligence towards gender issues is reflected in the applications CSOs submitted to ENGAGE. The level of attention to gender among applicant CSOs varied by application category. **Error! Bookmark not defined.** Most of applications received from the Open Door competition focused on simply balancing gender representation among participants. Civic education applicants had a better sense of gender considerations going beyond male/female balance. Only a few institutional applicants worked on gender mainstreaming and women rights promotion. Very few CSOs demonstrated interest in much-needed policy change with regard to gender.

LGBTQI: The acceptance of LGBTQI persons remains low in Ukraine. As recent figures show, 45%³ of population would not like homosexuals to be their neighbors. Negative public discourse around LGBTQI in Ukraine can be explained by traditionally strong clericalism, patriarchy, and the Soviet legacy.

The deeply rooted stigmatization of LGBTQI community is reflected within civil society. The analysis of grant applications⁴ received by ENGAGE represented a lack of understanding among CSOs of the need to consider interests of LGBTQI in their programming and to cooperate with LGBTQI-community. Policy change was addressed only by a few LGBTQI-focused organizations.

Such state of affairs is clear evidence of the need to foster cooperation within the civil society itself and to raise awareness on LGBTQI issues among the public by introducing civic education and human rights initiatives which would in the long run trigger democratic reforms in Ukraine.

IDPs: As reported by UNHCR, more than 1.6 million people in Ukraine are now internally displaced.⁵ The analysis of applications received by ENAGE demonstrated relatively little concern for IDPs. The state-managed program to support IDPs by covering their basic needs and, as activists claim, general decrease of desire to help IDPs among citizens seem to explain reasons behind such low figures. Interestingly, most grant applications related to IDPs found its reflection in applications for Civic Education RFAs which illustrates the need to educate citizens on IDPs-related issues and to specifically address their needs in programming, including for reintegration purposes.

PWDs: There is a growing recognition of disability issues in Ukraine largely as a result of disability rights groups that have been active in Ukraine for many years. CSOs engaged in disability issues can be classified in two ways: disabled persons' organizations (DPOs) – i.e., those that are run by and for people with disabilities; and organizations that address disability issues but are not run by people with disabilities. The DPO/CSO community engaged in disability rights in Ukraine act as service providers, as well as advocates and watchdogs.

³ Pact, GfK, "Citizen Awareness and Engagement of Civil Society (November 2015 – January 2016)", January 2016

⁴ Pact USAID/ENGAGE Applications analysis 05/05/2017

<https://dec.usaid.gov/dec/content/Detail.aspx?ctID=ODVhZjk4NWQtM2YyMi00YjRmLTkxNjktZTcxMjM2NDBmY2Uy&rID=MzkyNTI1&inr=VHJlZQ==&dc=YWRk&bckToL>

⁵ UNHCR, Mid-year trends 2016, http://www.unhcr.org/dach/wp-content/uploads/sites/27/2017/04/midyeartrends_2016.pdf p.21

Though the state efforts to secure disability-friendly environment, adequate public infrastructure and facilities, and fair access to public good accelerated in recent years, PWDs (latest figures show that there are 2.67 million of PWDs in Ukraine⁶) are pretty much not visible in the public arena. This tendency is reflected in the quality of applications received by Pact which showed almost no recognition of disability issues giving enough reason to believe that there should be greater demand among CSOs for awareness raising campaigns, and advocacy and oversight activities focusing on PWDs.

THE PURPOSE OF THE STRATEGY

The **purpose** of ENGAGE **inclusion strategy** is to ensure gender equality, interests and rights of LGBTQI persons, IDPs, and PWDs are integrated into the strategic and operational level of USAID/ENGAGE activity, and to design activities and indicators that would ensure continuous monitoring and promotion of the inclusion of above-mentioned groups into programming and activities of ENGAGE.

OBJECTIVES:

- to raise awareness of the need for and benefit of inclusive programming among CSOs;
- to ensure inclusive programming of ENGAGE main partners;
- to provide mentoring and coaching to partner CSOs on designing and managing inclusive programs.

EXPECTED OUTPUTS:

- the number of applications received by ENGAGE addressing the issues of marginalized groups increased;
- inclusion is successfully mainstreamed in ENGAGE partners' programming;
- "inclusion" leaders among partner CSOs emerged.

TYPES OF ENGAGE INTERVENTIONS TO SUPPORT INCLUSION:

ENGAGE has three types of main CSO partners:

- partner CSOs receiving core (institutional) support;
- sectoral partner CSOs;
- intermediary support organizations (ISOs).

Using its Sectoral Approach Pact will encourage sectoral partners to create the ENGAGE Inclusion Cohort. The cohort will be led by a leader organization from the cohort and supported by ENGAGE. Below are areas that ENGAGE will provide support over:

Core-support and Sectoral partners working with marginalized groups:

- Sectoral support which includes: sharing results of Civic Engagement Poll, results of sectoral analyses made by ENGAGE, results of Social Network Analyses for further programming by partner; workshops for Inclusion Sectoral Partners.
- High technical skills development on: ICT use, leadership, strategic communication.

⁶ Social inclusion of disabled people: UN in Ukraine and National Assembly of People with Disabilities signed Memorandum of Understanding <http://www.un.org.ua/en/information-centre/news/640-2007-12-13-14-00-00>

- Sub-awards, including core-support sub-awards.
- Other capacity development activities (workshops, mentoring, and coaching on inclusion issues).

ISO strengthening:

ENGAGE strengthen organizational and technical capacity of ISOs that work directly with marginalized groups as well as improve capacities of other ISOs which would allow them to be more efficient with regard to engagement of marginalized groups in civic activism. This will be done through CD Marketplace of ISAR Ednannia. The ISOs will be assessed, and CD vouchers will be distributed for strengthening strategic communication, civic engagement and constituency-building capacities.

Strengthened inclusion through:

- Civic education cohort and the Ministry of Education and Science (MOES) to incorporate civic education course in education curriculum in 2018/2019 academic year for raising awareness on gender inequality, LGBTQI-, PWDs-, IDPs-related issues, as well as the intersectionality of these identities;
- The project will engage underrepresented groups among key stakeholders in conversations around civic education;
- ENGAGE will select and issue its institutional awards. The second set of institutional sub-awards in FY2 will prioritize gender-mainstreamed and inclusive programming;
- Scale up advocacy initiatives through sectoral issue-based grants to strengthen horizontal networks and to continue building demand for fundamental European values, including the rights of LGBTQI, PWDs and other disenfranchised groups;
- Provide consultations and trainings for grantees on incorporating inclusion and gender-mainstreaming into their programming;
- Facilitate the dialogue on options for sustainable civil society. ENGAGE will hold consultations with diverse CSOs, including those which specifically target IDPs, PWDs, LGBTQI, and women;
- Collaborate with other international donors and partners that work on gender, disability issues, etc., including the International Renaissance Foundation, the Government of Sweden, the British Embassy Kyiv, the U.S Department of State's Bureau for Democracy, Human Rights and Labor (DRL), the U.S. Embassy's Democracy Commission Grants program, among others;
- Networking and public events will be organized to foster sectoral coalitions and partnerships among LGBTQI-, IDPs-focused, women's CSOs and DPOs regarding the best collective course of actions. ENGAGE will also encourage coalitions between CSOs and organizations which directly work on LGBTQI, IDPs, PWDs, and women's issues;
- Develop organizational capacities of Ukrainian LGBTQI-, IDPs-focused, disability rights, women's CSOs regarding coalition and constituency building, outreach, leadership potential, advocacy and specific technical skills;
- KOLO program fellows from different program circles/years will be linked with each other and coalitions that work on related issues (including on ENGAGE cross-cutting issues). Pact will ensure gender-sensitive selection and programming in the fellowship, by selecting a diverse group of participants;
- In consultation with MOYS (the Ministry of Youth and Sports) ENGAGE will fund innovative initiatives to support social cohesion. Awards will be issued for activities, such as establishing student groups that address bullying against LGBTQI, reduce gender stereotypes, reach underserved communities such as PWDs and IDPs, and engage parents alongside their children using sports, arts, music, dance, and youth clubs.

- Share analyses of ENGAGE gender and inclusion considerations to strengthen the civil society understanding of key issues and actors;
- Incorporate a mandatory inclusion component in all ENGAGE grant application forms;
- Make sure facilities used for activities of ENGAGE are accessible to all possible participants (e.g., wheelchair users);
- Develop brief guidelines for grantees on inclusion of vulnerable groups in their project activities and communication;
- Provide consultations and trainings (e.g. online course for grantees on incorporating inclusion and gender-mainstreaming into their programming);
- Keep on encouraging DPOs, LGBTQI-, IDPs-focused, women's organizations to apply for funding from ENGAGE, (including through ENGAGE regional presentations, prioritizing funding of CSOs which demonstrate inclusive programming);
- Make sure the information about and during the activities of ENGAGE is distributed in various formats (e.g., sign language, Brailles) so that to ensure the accessibility of this information for the most vulnerable groups (written format, audio format, etc.); ensure all ENGAGE materials utilize inclusive language and images;
- Promote 50/50 participation of men and women in ENGAGE activities, including trainings and peer to peer exchanges;
- Encourage leadership roles from marginalized groups;
- Foster the inclusion of vulnerable groups as constituencies of CSOs.

In addition to existing requirements to disaggregate data by gender and marginalized groups, ENGAGE will set up appropriate indicators and benchmarks to measure the progress annually. In case ENGAGE is not meeting the benchmarks, it will take additional steps towards ensuring progress toward inclusive programming.