



## BRIDGE CRPD-SDGs MODULE 3 ON THE ARTICLE 11 OF THE CRPD SITUATIONS OF RISK AND HUMANITARIAN EMERGENCIES

### NARRATIVE REPORT

20 TO 27 JUNE 2019

BEIRUT, LEBANON

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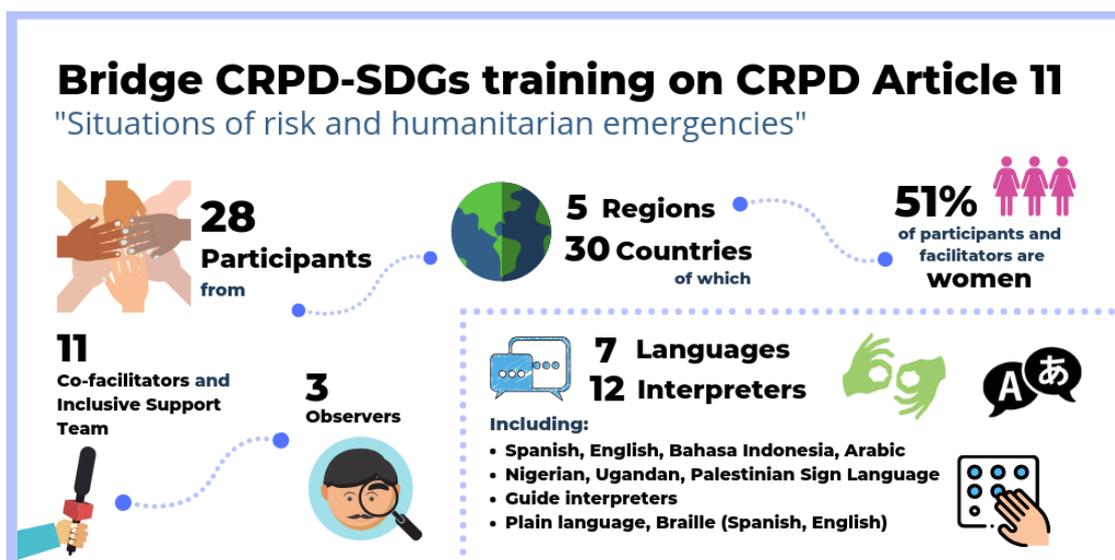
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## Executive summary

This is the first ever global Bridge training on Art 11 of the CRPD, with the participation of representatives from organizations of persons with disabilities (DPOs) and humanitarian actors.

It was organised by the International Disability Alliance (IDA), the International Disability and Development Consortium (IDDC) and their members, in particular CBM; with support from the Arab Organisation of Persons with Disabilities (AOPD), and funded by Disabled People's Organisations Denmark (DPOD), CBM, HI, the Australian Department of Foreign Affairs and Trade, the European Union Civil Protection and Humanitarian Aid, the Ministry for Foreign Affairs of Finland and the Bridging the Gap Project.

This Bridge CRPD-SDGs Module 3 was focused on the Article 11 of the CRPD on Situations of Risk and Humanitarian Emergencies. The pilot Module 3 was originally planned to take place from 10 to 17 June 2019, in Amman, Jordan, but due to different reasons explained in this report, it finally took place in Beirut, Lebanon, from 20 to 27 June, and comprised 28 participants, 11 co-facilitators and inclusion support team members, who brought a wide range of experiences from DPOs and humanitarian actors, as well as 3 observers, 16 support people such as interpreters, sign language interpreters and guide-interpreters, and 4 logistical and communication support; all from 30 countries and 5 regions around the world.



The training was facilitated in English with simultaneous interpretation into Spanish, Bahasa Indonesia and Arabic, and 3 different national sign languages; with participants and co-facilitators from different groups of persons with disabilities, including persons with intellectual disabilities, deaf-blindness, psychosocial disabilities, cerebral palsy, albinism and deaf people, among others.

The program of the week included detailed analysis and examination of the key concepts of the Convention on the Rights of Persons with Disabilities (CRPD) applied to the humanitarian machinery, with bridges between human rights and humanitarian international law, processes and mechanisms.

Developing an in-depth training in this manner provided an opportunity to strengthen the relationship between DPOs and humanitarian actors, foster a better understanding of each other's strengths and roles and promote networking and future partnerships.

## Evaluation mechanisms

The training embraced various feedback mechanisms to ensure that it was meeting its objectives. These included the use of the '**moodometer**', where, at the end of each day, participants were invited to stick coloured sticky notes, to communicate whether their daily expectations were being met in terms of the content delivered and also on the inclusive nature of the facilitation techniques. On the sticky notes, participants would also leave messages that the facilitation team reviewed each day.

Additionally, throughout the programme, participants were invited to leave burning questions in a '**hot box**', with questions that would be addressed in following sessions. Another tool was the **parking lot** on the sticky wall where participants would also put their thoughts and reflections and any areas that they needed clarification on, but not necessarily as 'burning' as the ones included in the 'hot box'.

The facilitation team also endeavoured to have **one to one conversations** with participants in efforts to ensure that all participants were included and benefitting from the training. Lastly, the facilitation team met at the end of each day under the '**daily review mechanism**', to review the day with some participants, to make any adjustments for the following sessions, address any arising concerns and ensure that the training was addressing its learning objectives.

On the last day, participants filled **individual evaluation forms** whose analysis is reflected in this report. Overall, this **pilot Module 3 was ranked 4 out of 5**.

Additionally, on the debriefing day (one day after the training), the facilitation team met with a few participants together to **evaluate the learning week**.

All this feedback is elaborated in this report.

## Key highlights

*"This training was extremely relevant given the fact that the world is experiencing the highest number of refugees and asylum seekers and the fact that wars, armed conflicts disasters are still rampant and little is yet done about persons with disabilities in this area of humanitarian intervention or action."*

The common message that resonates from all the reflections is that everyone has valuable experiences and knowledge to share and that in the exchange of experiences, the strength of organizations is built. This was reinforced by messages on the importance of building strong relationships and networks with DPOs in-country prior to an emergency and working out ways to effectively support each other.

Highlights from participants reflected an overall appreciation of using the CRPD as the baseline to understand what steps are required for the humanitarian and disability sectors to establish/influence more inclusive humanitarian actions, programs and policies.

The Facilitators Team and the Inclusion Support Team ensured a great inclusiveness of the training for persons from the underrepresented groups. Participants stated that through the training, they had learned what inclusive facilitation is and how it can be incorporated into their work.

Several humanitarian actors expressed interest in encouraging the evolution of the internal work culture in their own organizations, working to change laws and policies to be responsive to requirements of persons with disabilities in situations of risk and humanitarian emergencies, as well as dedicating budgets for inclusion and reasonable accommodation, for example, for personal assistants, interpreters, etc.

## **Ways forward**

The Bridge training was found to be a first step to open the doors for mutual collaborations. Moving forward, participants and facilitators identified that change in the humanitarian policy and infrastructure can only happen with direct involvement and will of senior humanitarian managers (decision makers) in the Bridge CRPD-SDGs Initiative.

Also, DPO representatives indicated being ready to provide technical support to humanitarian actors on disability inclusive action, as for example, incorporating the Washington Group short set of questions in humanitarian data collections tools. Momentum is arrived for humanitarian and development actors to bring opportunities to build with and learn from the disability movement, and also to practically support DPOs to take on responsibility to engage in Disaster Risk Reduction and humanitarian action.

Furthermore, active efforts should be taken to meaningfully involve the groups that are underrepresented in their work while also taking intersectionality into consideration, including women, youth and indigenous people with disabilities.

## **Challenges and what should be improved**

The preparatory day has an important role to play to ensure smooth inclusion and preparation of the week span. While this was attended by the participants with disabilities, it was felt that humanitarian actors would have benefited from going through the basics of the CRPD.

Participants and facilitators highly appreciate the inclusive facilitation styles and tools. Overall, the training was very positive. Areas for improvement included use of more practical examples and addressing the perception that the training material was “too heavy”. The Bridge team must develop a more consolidated pre-reading pack to better orientate both DPOs and humanitarian actors on the basics of both themes of the training.

The balance between humanitarian actors and DPO representatives in terms of the planned ratio of 2:1 could not be respected for reasons independent of Bridge. For instance, 2 humanitarian colleagues were not able to participate in the training. In addition, the profile of humanitarian actors has to be further considered in the selection process, with more experienced and senior positioned candidates. Also, two humanitarian participants were relative newcomers in the humanitarian field. They were persons with disabilities themselves and with strong experience from the disability field, but they lacked the depth and confidence in the humanitarian sector to be a learning counterpart for DPOs.

## Recommendations

- Invite humanitarian actors to the preparatory day to go through the agenda and make an exchange on the basics of the CRPD,
- Roll out region specific cycles - as opposed to the global one - so as to work on issues and vulnerabilities that specifically concern the region in question,
- Build capacity of activist with disabilities for presentation at side events and panels of the major events concerned with the Art 11, for instance, the Global DRR Platform, CBR World Congress, Conference of States Parties to the CRPD, the CRPD Committee, among others,
- A broad involvement of senior humanitarian actors' managers - from diverse humanitarian agencies - should be encouraged, as well as a strategic pool of investment from different humanitarian agencies should be settled,
- A shorter orientation training made by Bridge Module 3 Alumni to senior humanitarian actors' managers can be considered in future, with appropriate funds from the humanitarian agencies,
- A Training of Trainers (ToT) strategy on the Module 3 should be incorporated into the broader Bridge ToT process, and with support from the humanitarian funds/agencies,
- A balance should be ensured with between DPO and humanitarian representatives, respecting a ratio of 2:1. Humanitarian actors should be able to bring solid expertise from the humanitarian sector in order to be a learning counterpart for DPOs as well as to influence positive changes and decision-making processes within its agency.
- Include a session on gender and intersectionalities.

**It is recommended that the Bridge Module 3 on the Art 11 of the CRPD becomes an official part of the Bridge Initiative and continues to be supported and replicated by the Bridge Steering Committee and partners and funded by humanitarian actors, agencies or funds.**

# PART I

## Introduction

The International Disability Alliance (IDA), CBM and Humanity & Inclusion (HI) under their collaborative efforts on the project 'Inclusive Humanitarian Action for Persons with Disabilities' (the 'Article 11 Project'), aim to support the development of an enabling and more accountable humanitarian environment inclusive of persons with disabilities. One of the expected results of this Article 11 Project is to establish a capacity building mechanism to foster cooperation, exchange and knowledge among organizations of persons with disabilities (DPOs), humanitarian actors and local stakeholders. The partners of the Article 11 Project identified the [Bridge CRPD-SDGs Training Initiative](#) as an ideal platform to address the requirements to achieve this result.

To ensure effective cross learning between participants of both the disability movement and humanitarian communities, as stated by Result 3 of the Article 11 project ('...foster cooperation, exchange and knowledge among DPOs, humanitarian actors and local stakeholders...') and maximise the potential for individuals from each constituency to participate in and benefit from this training, a third module specifically on Article 11 of the CRPD was indicated as the most effective and appropriate methodology by the Bridge Steering Committee.

This third module was developed as a single training block, becoming a part of the overall Bridge CRPD-SDGs Initiative and, as such, would promote, follow and respect the principles and quality criteria of the overall Bridge CRPD-SDGs initiative (Refer to concept note).

While Module 3 was originally planned to take place from 10 to 17 June, in Amman, Jordan, the venue had to be moved to Beirut, Lebanon because 17 participants faced challenges in getting their visas as there were no Jordanian diplomatic missions in their respective countries of origins. While obtaining visas was still possible, the National Jordanian DPO was constrained to support with documentation on account of the untimely death of the President of the National Jordanian DPO. The Arab Organisation of Persons with Disabilities (AOPD) which is the IDA regional member, supported the move to Lebanon considering their ability to facilitate the speedy issue of visas due to their goodwill with the concerned authorities, as well as their ability to support local logistics, including service providers, such as sign language interpreters and Braille supplier.

## Selection of participants

The call for application to the training was made in March 2019, inviting Bridge Alumni and Humanitarian actors to apply. It was anticipated that the training would accommodate up to 30 participants. This was translated to 70% of the participants (that is 20 in number) to be representatives from DPOs (or disability movement for some underrepresented groups not yet organised under organisations), and 30% of the participants (that is 10 in number) would be humanitarian actors who hold a position within their organisation that makes them able to influence their policies and/or humanitarian/Disaster Risk Reduction (DRR) programs.

The call was responded by 120 applicants - 72 from Bridge Alumni that had participated in previous Bridge CRPD-SDGs since 2015 (Bridge Latin America, South East Asia, Pacific,

East and West Africa, Big Lakes, the Middle East and North Africa, Indonesia and Timor Lest and Uganda) and 48 from humanitarian actors. After closing applications, the Article 11 Project team embarked on a selection process. As guided by the Bridge Quality Criteria, a good balance among all participants had to be considered. This included in regard to gender, region, countries and profile balance as well as a balance among different constituencies of persons with disabilities. This was similarly implemented with regard to the humanitarian actors where balance had to be ensured as regarded different groups of humanitarian actors in senior positions, gender balanced, from a diverse background, combining global, regional, multi-countries and country-level focused. This also took into consideration people who could work in synergy with the DPOs at country level or regionally, supporting each other for more effective impact.

At the end of the process, the task team reached a good diversity of groups of persons with disabilities and humanitarian actors. (Refer to participants list). Unfortunately, one of the selected humanitarian representatives withdrew its participation few days before the training and another humanitarian actor had issues with the visa request.

### **Selection of the Facilitation Team**

To select the facilitation team, a diverse team of co-facilitators and support people was considered, combining lived experiences, experience on human rights, humanitarian efforts and/or development. Since 2015, Bridge has continued to strengthen the capacities of disability activists through the Training of Trainers (ToT) process in order to have a pool of trainers from every region in the globe who can co-facilitate Bridge Trainings.

As such, the Bridge Module 3 benefitted from these empowered group of facilitators with disabilities from different regions. Also, the facilitation team was supported by the Inclusion Support Team, with resource people from underrepresented groups, such as facilitators with deafblindness and with intellectual disabilities. To complete the team, humanitarian staff were also invited to join the facilitation team bringing the humanitarian dimension of the curriculum. (Refer to list of facilitation team).

## Pilot Bridge CRPD-SDGs Module 3 on the Article 11

### 18 June - Facilitation team preparatory meeting

The preparatory meeting by the facilitation team took place on the 18 June 2019. This was a day-long meeting used to put finishing touches to the already adapted Bridge curriculum so as to meet the Module 3 training objectives. The results of the Bridge pre-assessment survey that had already been sent out to participants was key in guiding the facilitation team on how to run sessions (Refer to the survey results). As different co-facilitators would also work with each other in different sessions, it was also a day that the team made plans on how to exhaustively plan ahead for the week sessions.

### 19 June - Preparatory meeting with underrepresented groups

Together and with support from the Inclusion Support Team (Refer to list), a daylong preparatory meeting with under-represented groups was held on the 19 June 2019. These included the Deaf participants, deafblind participants, in addition to working together with both the co-facilitators with intellectual disabilities and with deafblindness.

Together, the team went through the Word Bank, which had also been updated with concepts used in the humanitarian field; and the week-long agenda. Participants and facilitators also identified which kind of accommodation they would require during the week, for instance, low light, position of sign language interpreters, key documents in Braille, such as the Humanitarian Principles, the Humanitarian Programme Cycle, Sphere and the legal framework.

The co-facilitation team simultaneously made final touches to their sessions, and shared their presentation schedules with each other; where they also gave feedback to each other on how to make their presentations stronger. The co-facilitation team was also guided through some principles of adult learning to support their effective delivery of sessions throughout the week.

### Daily Summaries

The program of the week included detailed analysis and examination of the key concepts of the CRPD applied to the humanitarian machinery, with bridges between human rights and humanitarian international law, processes and mechanisms. Developing an in-depth training in this manner provided an opportunity to strengthen the relationship between DPOs and humanitarian actors, foster a better understanding of each other's strengths and roles and promote networking and future partnerships (Refer to week's agenda).

The following section therefore presents the daily summaries of each of the eight days, also highlighting the daily feedback.

*"Consultation is not enough. DPOs/persons with disabilities should be involved throughout the programme cycle."*

## 20 June - First day

The first day was dedicated to setting the scene and core concepts. It included the introductory sessions of formal opening, speed dating, compiling participant expectations, ground rules, and orientation of the room. The sessions of the day included the Game of Life, the Humanitarian Game and parallel sessions for DPOs and humanitarian actors.

In the opening session, the facilitation team presented the agenda and all feedback mechanisms, namely, Moodometer, traffic light cards among many others. Participants were asked to write down two or three key expectations for the training. The main expectations were:

1. To have networking opportunities between DPOs or between humanitarian actors and DPOs
2. To acquire more knowledge on frameworks/systems such as the CRPD, Sendai Framework for Disaster Risk Reduction, the Humanitarian Principles, plus recent developments and synergies and to learn more about the humanitarian program cycle, advocacy, and influencing localisation in funding and data
3. To include the perspective of under-represented groups in humanitarian action and disaster risk reduction
4. To know each other on a human and practical level to support the establishment of work for future collaborations
5. To recognise good practices on the inclusion of persons with disabilities in situations of risk and humanitarian emergencies

In the speed dating session, every participant spent about three minutes getting to know more about the other participant, their work, their region, etc., a moment that was also used to break ice and start to create a safe space for maximum learning and sharing. After, the participants jointly created a list of ground rules that would ensure the full and meaningful inclusion and participation of all.

These included ensuring that every presentation and session was accessible to all participants by measures such as speaking slowly, describing information shown on PowerPoint presentations, using different styles of presentations; keeping time; respecting each other's contributions, and importantly, ensuring to have an enjoyable learning process.

### **Game of life**

This session aimed to analyse different themes as relates to lives of persons with disabilities, and importantly to look at barriers and the theme of equality and non-discrimination. Such themes included how life is not always fair and that some people have more access and opportunities and do well, whilst others are discriminated and left behind. The themes of intersectionality and multiple discrimination were also pointed out and also looking at specific measures that are used to address systemic discrimination.

### **Humanitarian game**

Through simulation, and being exposed to the reality in humanitarian situation, participants were helped to start thinking about what happens in a humanitarian crisis. This was to also support participants highlight barriers they might face during a time of crisis and by proposing ways to resolve the issues in an inclusive way and also reinforce the experiences and perspectives that participants already have that can contribute to humanitarian action.

## **Parallel sessions**

These sessions were designed as intensive immersion sessions for both groups to ensure DPO representatives and humanitarian actors have sufficient basic knowledge to be able to effectively engage with each other's work and expertise.

The parallel sessions were also meant to equip all participants with a foundation and support them as in the next day, each group would present to other on their key learnings. As such the humanitarian actors had to consolidate their knowledge about the CRPD with support from the co-facilitation and inclusion support team, while the DPO participants focused on gaining knowledge on the humanitarian framework also supported by the team of co-facilitators.

## **Daily feedback and evaluation**

Reactions from the moodometer showed overall positive feedback and mood at the start of the week.

The feedback that emerged from the daily review told us that participants found that:

- The shared examples used in the session were highly relevant;
- The support given by the facilitation team was to be appreciated;
- The game of life was very inspiring but some felt it could be better organised;
- The sessions in the afternoon were a bit heavy;
- Messages were sharp and relevant;
- The first day was impressive (from the humanitarian participants)

In addition, there was also feedback that

- The facilitation team and participants should retain focus on the learning objectives;
- Some participants with disabilities expressed their feeling that humanitarian actors appeared to not be comfortable with participants with disabilities.

## **21 June - Second day**

The second day was dedicated to peer learning and consolidating principles. The sessions for the day included preparations by both groups after which there would be a session on the CRPD, by humanitarian actors; followed by a session on humanitarian action, by DPO representatives. The last session would be on interactive history timeline.

### **Morning recap**

At the start in the morning, the participants had the opportunity to revisit the day 1 providing feedback on key learning messages of the first day. It was noted by participants that the 'Game of life' was an opportunity to better understand the barriers faced by persons with disabilities throughout their lives, such as access to education, employment and freedom of choice, they also mentioned learning about the humanitarian principles and also that in humanitarian action, there are different layers in protection; also, that the CRPD presents disability as an evolving concept.

### **Preparatory parallel sessions for DPO representatives and humanitarian actors**

Following the parallel sessions of the previous day, and in preparation for the sessions by both DPO representatives and humanitarian actors, participants split in two groups to prepare for their presentations, with the co-facilitation team at hand to offer any support required.

### **Presentation of session on the CRPD, by humanitarian actors**

Humanitarian actors presented key points and messages from the CRPD using different facilitation tools, including using drawings. The presentation focused on the purpose of the CRPD, it debated the concept of disability, stressing on the barriers imposed by society. The group used a role play to bring reflections on the States General Obligations under the CRPD.

The activity was followed by exchanges on specific articles of the CRPD, as article 6 on women with disabilities, 24 on inclusive education, 19 on living independently and being included in the community, art 32 on international cooperation and the role of humanitarian actors to supporting national efforts in the CRPD implementation. The session was concluded recalling that the CRPD represents a paradigm shift to development and humanitarian action.

### **Presentation of session on humanitarian action, by DPO representatives**

The DPO group presented the general humanitarian architecture with the key principles, legal frameworks, varied role of humanitarian actors and the humanitarian program cycle.

Both presentations followed with an engagement from the other group, for example, DPO representatives posed questions and gave feedback to the presentation by humanitarian actors, and this also happened for the DPO group.

### **Interactive history timeline**

The day concluded with an interactive session on the participants working in groups and jointly recalling relevant human rights and humanitarian frameworks, tools, mechanisms and political agreements from the 40's up to the present day. This session was critical in supporting the two groups to see how human rights instruments and humanitarian frameworks have developed overtime and how they inter-link and reinforce each other. Ultimately situating the rest of the training to then explore in more details how to ensure humanitarian work can meet CRPD compliance in line with Article 11.

### **Daily feedback and evaluation**

The feedback was very rich with inclusion of international human rights and humanitarian mechanisms and legal frameworks, such as the 2030 Agenda, ending with the freshly adopted resolution 2475 of the UN Security Council on the situation of person with disabilities in armed conflict and humanitarian crises.

The Moodometer of the day was very positive with over 90% overall evaluation between 7 and 12, in a scale of 0 to 10.

During the feedback from the daily review team, participants and facilitators shared that:

- The day went quite positively;
- There were concerns that some humanitarian representatives used derogatory language. A list of 'Do's and Don'ts' was proposed to counter this;
- Participants appreciated the prompt action from organisers to ensure adequate interpretation to the Deafblind participant,
- Some participants identified that it was easier for humanitarian actors to present about the CRPD, thanks to there being 2 participants with disabilities who work in the humanitarian field but have a strong experience on the disability movement. On the other hand, the DPO representatives have no or very little experience on the humanitarian machinery.

Some participants also made a request for material in Arabic and Spanish to be provided as hard copies, which was addressed immediately.

## 22 June - Third day

The third day was dedicated to Applying principles. The sessions of the day included CRPD and humanitarian principles, equality and non-discrimination, reasonable accommodation, accessibility and access, participation, capacity development. The morning began with a recap of the learning from the previous day.

### **Principles**

This exercise was to align the humanitarian principles and the general principles of the CRPD. For this, participants split into different groups and analysed scenarios to find out how to implement both set of principles in their daily work and actions. Participants realised that both humanitarian and CRPD principles are about the respect of the person, the right to make choices, and the opportunity to find an adequate support.

Participants were invited to analyse a hypothetical situation in which a young woman who does not speak is found in a territory at risk. Participants discussed how they would react to accommodate and approach her, raising a very engaging discussion on freedom of choice, legal capacity and dignity of the person. After the morning break, there was a reflection on the meaning of equality and discrimination on the basis of disability.

### **Access, accessibility and reasonable accommodation**

The next session was on access, accessibility and reasonable accommodation, with a focus also on 'universal design'. In the afternoon, the group further analysed a series of scenarios related to methods to consult and involve persons with disabilities during humanitarian emergencies, through a '4 corners' activity. Participants had to react to controversial statements expressing 'strong agreement', 'agreement', 'disagreement' or 'strong disagreement'. After each statement, participants were invited to explain their positions against each statement.

### **Cluster meetings**

Following that, there was an interactive exercise that comprised a simulation of a cluster meeting where participants represented different kinds of stakeholders and had to coordinate in and respond to a situation of emergency. The stakeholders involved were divided into groups representing the Social Welfare Office, Local Chief Executive, Military personnel, Civil Society Organisation, World Food Programme, Red Cross, World Health Organisation and DPOs. This exercise, helped the participants to understand and share on what a consultation, in this case a cluster meeting, should happen respecting perspectives of both DPOs and humanitarian actors and Principles.

### **Daily feedback and evaluation**

The day was highly appreciated, despite heavy. From the daily review team, the following feedback came forth:

- The sessions were very well structured and it was really helpful to have practical exercises,
- Humanitarian actors highlighted that the exercise on non-discrimination was a great eye opener to support them to see 'beyond the surface',
- Some participants requested a recap on the CRPD principles and humanitarian principles,
- A recap exercise such an energiser after lunch was proposed,
- In the parking lot, a participant asked how to verify or monitor the humanitarian sector's respect and non-discrimination towards persons with disabilities.

## 23 June - Fourth day

This day was dedicated to Accountability. The sessions for the day were Accountability and a review of humanitarian standards, tools and guidance *vis-à-vis* the CRPD, after which participants had a free afternoon.

### Recap

The morning began with participants revisiting the main learnings from day 3, including the concepts of accessibility, reasonable accommodation, non-discrimination, and the linkages among those topics.

### Cluster System and Approach

There followed a broader discussion regarding the Cluster System and Approach. Participants shared the history that brought about the existence of the Cluster, what does this look like, its development and how to engage with it.

It was emphasized that if the clusters are not solid and inclusive of persons with disabilities and their representative organisations, they might not be effective and would create lack of information and effectiveness, thus, further barriers to persons with disabilities.

Following that activity, participants engaged in an interactive exercise, where they were asked to reflect how equality and non-discrimination could be assessed in different scenarios. The group was divided in small groups representing different actors, including Clusters. After the work in break-out groups, each group gave feedback on how they applied equality and non-discrimination to concrete situations.

### Measuring public policies

In the second part of the morning, participants consolidated their knowledge on the "Four As and one Q" assessment tool to measure public policies, namely Availability, Accessibility, Affordability, Acceptability, Quality.

### Global humanitarian standards

The day was concluded with a session on the different global humanitarian standards, tools, guidance. The group was divided in 5 smaller groups and each of them received a small background material (including in Spanish, Arabic and Braille) explaining the tool/standard and its background. The 5 different standards/tools concentrated on the Gender and Age Marker, the ECHO guidance, the Humanitarian Hands on Tool (HHOT), the Core Humanitarian Standard and the Washington Group Set of Questions. The group worked with the 'traffic light tool', observing their compliance *vis-à-vis* the CRPD. Each group feedback using the traffic light identifying what is compliant with the CRPD, what should be improved and what needs to be changed.

### Daily feedback and evaluation

The day was closed by a positive evaluation from the group both on the moodometer and according to the discussions with the daily review team. Some observations included:

- As stated by a humanitarian participant, the key message of the day is that it is not enough to consult persons with disabilities, but they should be involved in planning humanitarian processes,
- The '4 corners' activity was highly appreciated,
- Participants found that sessions have improved over the week,
- Participants are more involved with the training and with each other and more interactions are observed,

- Participants with disabilities expressed disappointment with some humanitarian participants due to their constant use of mobile phones during the training,
- Participants found the delay to start the day a bit confusing,
- Time keeping and wrap ups of sessions should be strengthened,
- Deaf participants welcomed the introduction of more power points and visual material,
- Deafblind participants thanked the facilitators for additional time and accommodation made.

### **Facilitators reflection session**

The afternoon of the 4<sup>th</sup> day was free to participants. The team of facilitators, including the Inclusion Support Team, met to review and reflect on the week so far, and to re-design the upcoming days of the training.

Overall, facilitators highlighted that:

- Some sessions are a bit complex for people from the most underrepresented groups, but that they appreciate that it is part of the learning process and that relevant support and reasonable accommodation are being provided;
- More dialogue and interactions between humanitarian and DPO participants would be welcome;
- The different learning styles of participants are well considered by facilitators;
- Humanitarian participants still seem to struggle to appreciate diversity;
- More time for discussions would be welcome;
- Participants and facilitators highly appreciate the inclusive facilitation styles and tools;
- Overall, the training has been very positive. Although, more practical examples are needed.

The facilitation team reviewed and adapted the sessions of the upcoming days according to the self-reflection discussions.

## 24 June - Fifth day

The day's sessions included Protection, Data - Looking beyond just counting people; Coordination & cooperation. The morning began with reflections on the learning and activities which happened the previous day.

### **Accountability**

The aim of this session was to ensure that participants have a common understanding of accountability mechanisms, including individual and collective responsibility to promote peer accountability and play a part to hold duty bearers to account. There was an individual moment of reflection, then, within peers, participants were invited to creatively share on how accountability should work. One of the participants stressed the importance to make sure that accountability includes the notion of participation and meaningful involvement.

Following this introduction, participants split into 5 groups and discussed accountability at different levels: individual, organizational, sector/clusters, at national and international levels. For example, the group that focused on accountability at individual level presented a case of registration of a complaint using a hotline, with the need to have an answer within 24 hours. The group explained the challenges in the process of submitting a complaint and the consequences if this person does not get the answer on time. The group that focused on accountability at organizational level, stressed the need to make implementation transparent, as well as to have information and communication in accessible formats, including regarding feedback mechanisms.

### **Protection**

The session aimed at introducing how "protection" is understood and framed within humanitarian policies and approaches, and how this understanding can be completed and enhanced by the CRPD to protect all rights of all persons with disabilities affected by conflict and disaster.

The session started by asking participants about their own understanding of "protection" to highlight how this concept has multiple angles and ways of being interpreted by different people. A short video introducing the "Protection Mainstreaming" approach was then shown to all the participants. Then, participants received the four protection principles that this approach focuses on, namely:

1. Prioritizing safety, dignity and avoid causing harm;
2. Meaningful access;
3. Participation and empowerment;
4. Accountability.

The four principles were distributed in multiple formats, including in Arabic, Spanish and English subtitles were made available for the video, and audio description was provided by one of the lead trainers as a way of enhancing the accessibility of the video, as this feature was not available. The visioning was followed by a practical exercise where participants re-visited a case study used in a previous session, inviting them to reflect on what they would do differently if they had a "second opportunity".

Participants experienced the additional value of having these protection principles laid out in a practical approach, as aligned with the CRPD principles.

In particular participation and accountability were mentioned by participants as giving them ideas to add more practical actions in the case study.

The exercise was followed by a simulated interview between a humanitarian protection worker and an DPO representative to identify controversial topics regarding protection in humanitarian action and to open a debate within the group. The debate gave opportunity to participants to share their opinions about contentious points and add additional concerns and opportunities regarding how protection of persons with disabilities can be better understood and enhanced in humanitarian action.

One main aspect shared was the “tension” existing between “needs-based” and “rights-based” language and approaches, and how protection should ensure rights above needs, which cannot be covered without the former. A suggestion was to observe the jurisprudence of the CRPD Committee that no longer talks about needs, but about requirements of the person. The session was closed with the definition of Protection developed by the Inter-Agency Standing Committee, and how it is reflected in the “humanitarian imperative”.

## **Data**

The introduction to the session questioned participants how and why we use data in our daily life, leading into a reminder of how critical data is on humanitarian action – not just to count people but to be able to plan and design interventions, in all stages of the Humanitarian Programme Cycle (HPC).

The group was divided in 6 groups, corresponding to the stages of the humanitarian cycle (including emergency preparedness). Each group received the task to reflect on what data would be needed for their correspondent stage.

After an initial reflection, they received a section of the IASC standards and then they were asked to compare against what they had found. Each group shared their key messages in the plenary wrap up, with the key messages being:

1. Data is key throughout the cycle;
2. In case there is a lack of data in the beginning, it is important to directly consult with persons with disabilities themselves, so it deepens the quality of planning and response as it is implemented,
3. The more data available before linking and coordinating with local actors, the better, in particular through Disaster Risk Reduction (DRR) work in communities;
4. It is never too late to start collecting data; but it is equally important is to share it. It is key that all actors, including DPOs, share data. It is critical for planning and accountability as well as to ensure protection and quality of services;
5. It is important to not be limited to narrowly counting people with disability, but also on types of services, their localities, who is working on what, and the resources- from pre-positioned stock to staffing and specialisations;
6. Disaggregated data is also important to know who in the community is accessing what and to make sure the Humanitarian Principles of humanity, impartiality, neutrality and independence can be used.

Then, participants were introduced to the **Data tool** from HI - the flow chart - and how this tool leads on to get more familiar with the Washington Group Short Set of Questions.

### **What would you do differently in your work**

The day was concluded with the exercise "What would you do differently in your work as a result of all your today's learning", with main statements being:

1. Changing the language from 'needs-based' to 'rights-based' in project proposals and reports;
2. To reflect accessibility throughout all program cycle;
3. Share on what was learned;
4. Use the WG set of questions;
5. Consider the principle of transparency throughout the programme stages and adopt a complain mechanism to reflect complaints and feedback;
6. To make sure accountability is the first;
7. Try to provide further funds to DPOs or ensure data on persons with disabilities will be collected and analysed throughout the different cycles;
8. Ensure active participation of persons with disabilities;
9. Applying interconnection of CRPD and humanitarian principles;
10. Be more accountable to grassroots;
11. Apply this knowledge to the advisory work in the organization, including by integrating these to training materials and use as support of advocacy.

### **Daily feedback and evaluation**

Despite being very conceptual, the day was well evaluated by participants and co-facilitators both through the moodometer and the daily review session. Feedback highlighted were:

- The 'uall' moment of the day was the smooth transition from the sessions on data from donors to the video. It was very pertinent and appreciated by all,
- A majority of the humanitarian participants are being more inclusive and have reduced using their mobile phones,
- A particular humanitarian participant does not seem to have understood and appreciate the "Bridge spirt", as reported that the participant was challenging and stressing facilitators. Facilitators noted that they are not teachers, but facilitators of sharing and this should be understood by the humanitarian participant.

## 25 June - Sixth day

The day was dedicated to Funding and inclusive budgeting with the following sessions: Funding, Role play & reviewing, Practice, Preparation for policy exchange.

### Recap

The morning started with a brief recap, which was followed by the session on funding.

### Funding

The group was divided in eight groups, being the Humanitarian Coordination Office (HCO), 3 international NGOs, 2 national NGOs and 2 national DPOs. All groups, except the HCO, applied for funds to respond to emergency situations in Madagascar. The relevant information was accessed over the internet.

The exercise applied to a real process in an emergency funding, with the aim for participants to experience all the challenges that DPOs may have to overcome to fully and meaningfully participate in this type of process. The session was concluded with a plenary exchange on the power dynamics around funding humanitarian actions.

*"The simulation exercise was the watershed moment of this training with humanitarian actors taking over and leaving DPOs behind, just behaving in 'typical' fashion; as they were put under pressure to deliver. It was painful, but critical learning, both instrumental and powerful".*

### Informal exchange session - Preparation

The day was concluded with the preparatory session for the next day informal exchange with the following different stakeholders:

1. International Rescue Committee (IRC),
2. Office of the High Commissioner for Human Rights (OHCHR),
3. United Nations Economic and Social Commission for Western Asia (UN ESCWA),
4. United Nations High Commissioner for Refugees (UNHCR),
5. World Food Programme (WFP)
6. Ghassan Kanafani Cultural Foundation - Medical Aid for Palestinians (MAP)

In addition, a technical exchange was proposed on cash transfer programming in humanitarian action.

Participants had the option to select their top 3 priority stakeholders for informal exchanges and the facilitation team succeeded to accommodate all participants within their top 2 choices.

### Evening session and dialogues on AWID Forum

Women participants had an evening session which was dedicated to discussions around the upcoming AWID 2020 International Forum. Based on learnings at the last Forum, AWID is organizing a series of listening and learning conversations to inform their thinking and work toward the next Forum.

This evening session therefore was dedicated to having conversations around a broader understanding of accessibility to feed into these AWID conversations in addition to ensuring on how from the very beginning of the planning process, there is a wide range of women activists from very diverse backgrounds as part of these pre-AWID dialogues.

There was in-depth sharing from the participants on how to ensure their full and effective participation in the Forum in addition to giving recommendations to AWID on ensuring accessibility throughout the process.

The participants also proposed topics of interest to be considered in the Forum and also spoke to the importance of having women with disabilities including across mainstream agenda as another important inter-sectional piece, but also increasing visibility of all women with disabilities with very wide range of diverse impairments.

Going forward, the Bridge Alumni women with disabilities and their allies made commitment to support the pre-AWID dialogues and create conversations in the lead up to the AWID Forum including through being part of a webinar, in collaboration with AWID, in the near future to build up on these initial conversations.

### **Daily feedback and evaluation**

The day was highly ranked and evaluated. The daily review team observed that:

- Participants and facilitators appreciated how the NGO group delivered a very high quality proposal;
- The practical exercises were highly appreciated as 'stimulating new thoughts and views';
- The group was unanimous in saying that it was the most engaging day, with great commitments from the DPOs and very practical examples;
- The facilitation team was highly evaluated as being very strong and supportive, and using a different spectrum of methodological tools;
- The group noted that the day got better and better, being very fluid with a strong sharing of experiences and learning;
- Some humanitarian actors seemed to not be comfortable, as they were challenged to be budget inclusive and the DPO representatives seemed stronger on their technical capacity to further discuss inclusive budgeting and funding;
- Behaviour from the same humanitarian participant that was mentioned in the evaluation of the previous day was highlighted by other colleagues, mentioning that it is very frustrating to have a humanitarian participant behaving in such disrespectful way towards persons with disabilities during a training on the rights of persons with disabilities.

## 26 June - Seventh day

The day was dedicated to practical policy exchange. It was to be a day that participants would make policy exchange & visits and then later in the day there was a session on plenary feedback. Afterwards in the evening, there was a dinner where all participants were invited to take part in and further network.

### **External visits**

Two groups of participants left the hotel to meet representatives of the World Food Programme (WFP) and to visit the Medical Aid Center for Palestinians, at the Ghassan Kanafani Cultural Foundation.

### **Meetings with stakeholders**

The other 5 groups stayed in the hotel and met representatives from the International Rescue Committee, the Office of the High Commissioner for Human Rights, United Nations Economic and Social Commission for Western Asia, and the United Nations High Commissioner for Refugees and had a technical session on CASH transfer programming.

#### *International Rescue Committee (IRC)*

Carole Stephan, Integrated Early Childhood Development Coordinator at IRC, presented on the initiative called the "Sesame workshop" explaining how children can be supported to learn how to be inclusive and to grow up in a stigma and barrier - free school environment, having a rich exchange with participants.

#### *Office of the High Commissioner for Human Rights (OHCHR)*

Ulrik Halsteen, Team Leader in Lebanon and North Africa, presented their work on advancing human rights for all people in the region, in particular, he shared on administration of justice, use of human rights mechanisms and their work against torture. Participants from different regions shared their experiences.

#### *United Nations Economic and Social Commission for Western Asia (UN ESCWA)*

Gisela Nauk, Chief of the Inclusive Social, Development Section, and her colleague, Alaa Sebeh, shared on how UN ESCWA is currently working on data collection on persons with disabilities in the region. Their presentations were followed by an exchange with participants from different regions.

#### *United Nations High Commissioner for Refugees (UNHCR)*

Pedro Munoz Alonso, Associate Protection Officer (Community-Based), presented the UNHCR work in the thematic area of humanitarian situations in Lebanon and in the MENA region, with a focus on interventions targeting persons with disabilities. This referred to both tailored programming and the inclusion of persons with disabilities across all interventions in UNHCR. Participants shared their own experiences from Africa, Latin America and Asia - Pacific.

#### *CASH transfer programming*

Ricardo Pla Cordero, Rescue International, facilitated a session on CASH transfer explaining the infrastructure of the cash transfers humanitarian system with entry points to the disability movement.

In the afternoon, the group met in plenary to a feedback session, with a representative from each group sharing the main messages of their learnings and sharing.

*International Organization for Migration (IOM)*

The day was concluded with a plenary exchange with Nishalini Nair, Cultural Orientation Trainer of the International Organization for Migration (IOM) who shared with the group on the preparation of migrants and their families, including people with disabilities, towards settlement in Australia.

**Daily feedback and evaluation**

There was no meeting of the daily evaluation team considering the departure of all participants and facilitators to the social event.

In the evening, the group enjoyed a well-deserved social dinner together.

## 27 June - Eight day

This day was dedicated to sessions meant to work towards committing to inclusive humanitarian action. This final day of the "Marathon Bridge" started by revisiting key issues touched upon during the entire training.

### **'Café burning questions'**

Participants broke-out into a 'Café burning questions' session, within five groups to discuss specific themes. The groups were divided on:

- (a) CRPD - No bad questions
- (b) Gender transformative humanitarian action - Let's explore it!,
- (c) Inclusive budgeting - Some key tips
- (d) Inclusive humanitarian action – Do & don'ts
- (e) Trouble-shooting using the Washington Group Short Set of Questions

Participants had the opportunity to visit different groups. A plenary wrap-up followed the session.

### **'4 corners activity'**

The morning closed with another '4 corners activities' with questions related to the CRPD and inclusive humanitarian action.

### **Evaluation**

At the end of the day, participants shared their reflections on the training and the day ended with a very positive feedback. Participants shared 'appreciation messages' and 'commitments' with other participants and with co-facilitators and filled out the evaluation form to support the Bridge team in improving. The evaluations were to be sent by internet due to lack of time to fill out them in the room, as it is the general practice in Bridge as to respect confidentiality.

Agnes Abukito, Bridge ToT Alumni and member of the World Federation of the Deafblind, sang a 'recap song' regarding the entire Bridge-week.

Jahda Khalil, from the Arab Organisation of Persons with Disabilities (AOPD) and Bridge co-leader, formally closed the Bridge Art 11 reinforcing the importance of this module to both organisations of persons with disabilities and inclusive humanitarian actors.

As a follow-up action, participants agreed to have a joint email group so they can continue sharing their experiences going forward from this Bridge.

## **PART II: Follow up**

### **Joint e-mail circulation group**

As a follow up action, participants agreed to be in a joint e-mail circulation group, which would be a platform to continue learning together beyond the Bridge training. Among what has been documented so far, participants are being presented with various opportunities, which are related to the training.

### **Provision of technical expertise**

An opportunity was shared where an organization was seeking technical experts to review proposals to, inter alia, check on improved understanding of the inclusion of older people and people with disabilities in WASH and GBV programming. The participants were strongly encouraged to apply the knowledge acquired during Bridge in order to start influencing how humanitarian funding is shaped.

The co-facilitation team shared a handbook explaining the type of proposals to be reviewed. One of the DPO representatives was successful in this application which was one of the most immediate outcomes of the training.

### **Consultation on ensuring inclusive funding**

From the evaluations, it was critical to see the commitment from participants to ensure that their internal working structures were aligned to take into consideration the new knowledge they had garnered especially on budgeting for reasonable accommodation.

One of the participants from a humanitarian organization that funds implementing partners, consulted within the group to ensure that in their call for proposals, they were intentional about the inclusion of persons with disabilities. Under the Grant Budget Template, the participant ensured that their organization stated that the implementing partners must allocate 2 per cent of their total budget to reasonable accommodation.

### **Survey**

The Bridge CRPD-SDGs coordination team prepared and is circulating a survey among the Bridge alumni to be informed of their work and involvement in situations of risk and humanitarian situations after the Module 3. Responses will be shared by mid-2020 during the external evaluation of the Bridge Initiative.

## **PART III: Testimonies**

### **Jessica Kay, Save the Children**

This was an incredible opportunity to be in the same room as humanitarian actors and as DPOs, to be able to connect with each other, network with each other, understand from each side where we can see the complementarity of where we want to work together and where we can best support each other.

On what I will do differently in my work as a result of the Bridge Art 11 training is to ensure that I am advocating for project budgets to include a budget line for reasonable accommodation and working with our institutional donor to encourage this across NGOs so that it is something other agencies will also be accustomed to developing good practice around. Also, working with DPOs across the region I work in before cyclone season (before an emergency occurs) to developing ways on supporting each other.

### **Sulayman Ujah, Joint National Association of Persons with Disabilities Nigeria**

I sincerely commend all the supporters of this project. The training was a great opportunity for knowledge sharing and learning together on the Article 11 of the CRPD. I would like to talk about a great opportunity that has come about as a result of the training.

I have now a lot of interest and also confidence. This speaks not only to opportunities that arise because of our coming together, but when there is intentional effort to include persons with disabilities in humanitarian action, and once each of us have knowledge of how the other works, this mutual understanding works for the benefit of us all and leads to a more inclusive society.

### **David Yoon Sik Jo, UNMAS Afghanistan**

The training entirely changed my perspective on how I look at the humanitarian/development field. I reflected on how the world we are living in is designed to accommodate the needs of persons who do not have disabilities; I was able to not only identify this but to look at it as a structural problem.

I took many learnings from the training including that all is about involvement of persons with disabilities. Based on the outcome of this training, we would amend our call for proposals to put conditions in place for implementing partners to include consultation and involvement of persons with disabilities at the community level prior to land release and to accommodate rights and needs of persons with disabilities for risk education.

Further testimonies:

- Interview to Agnes Abukito, Inclusion Support Team to the Bridge CRPD-SDGs Module 3. Video with subtitles at: <https://youtu.be/LVU3ndltIKg>
- Interview to Rahma Mustafa, Sudan National Union of Persons with Physical Disability. Video with subtitles at [https://youtu.be/iV2m3IH4L\\_8](https://youtu.be/iV2m3IH4L_8)
- Poem of Elizabeth Ombati - from World Network of Users and Survivors of Psychiatry (WNUSP) and IDA Bridge CRPD-SDGs Fellow and facilitator - on the themes that had been touched upon from the beginning of the training week until Day 4 <https://youtu.be/2uSG5xndLQ8>

## PART IV: Evaluations

### A. Small Group Assessment (SGA)

The Bridge CRPD-SDGs is known as being a self-reflective initiative. As such, and considering this Module 3 was a global pilot, the facilitation team used as many platforms as possible to make evaluations, which would be critical for the program going forward.

Therefore, on the day after the end of the training, the facilitation team invited 5 participants – both from DPO and humanitarian actors – to make a small group assessment (SGA) to analyse what worked well and what could be improved to help the Art 11 Project and the Bridge CRPD-SDGs initiative to better develop future plans.

Facilitators requested the SGA to analyse what was 'very positive', 'need to be improved' and 'should be avoided', as follows:

#### Very positive

- It was great having facilitators with disabilities;
- Having humanitarian actors as participants and facilitators was excellent;
- Excellent experience with new learnings on humanitarian action;
- Very helpful discussions;
- It was positive having "open classes", moving around;
- Good balance between theory and practice, between substance and practice. Also, very helpful to experience new facilitation tools. A bit more of theory would be needed;
- Facilitators being available to participants was very important;
- The daily review was highly appreciated;
- Important having humanitarian organization representatives presenting elements of the CRPD;
- The first simulation exercise ('humanitarian game, day 1) does reflect humanitarian situation, but needs some context prior to the exercise;
- Game of life was an eye-opening session,
- Excellent reasonable accommodation session,
- Q & A session with 'Café burning questions' was excellent,
- The session on localisation was very important to show to DPOs how it occurs in reality.

#### Needed to be improved

- Include an explanation about the CRPD, its specific rights, its structure at the beginning of the training or on the preparatory day, as well as a session on definitions (Disability, CRPD, DPOs, humanitarian actors, etc);
- More senior managers are needed as both participants and co-facilitators in the training,
- A gender-dedicated session should be included;
- While the global pilot was applauded, participants see a bigger value in regional or country-based Bridge modules as some issues were not related to some regions, thus could not be deeply explored;
- Increase time balance. Some sessions took more time while it could be less, and others should have more time;

- Better explain the detailed agenda of the week;
- Increase of music, drawings, video;
- More detailed recap at the beginning of each day;
- Word bank and recap material (the IASC guidelines) to be shared. The Word Bank has to be in easy read format;
- The session on reasonable accommodation and accessibility needed to have more humanitarian context and perspective;
- Improve the session on linking the CRPD with 5 principles of the charter;
- The simulation session was very inspiring and positive. There was concerns on how humanitarian actors took the lead without including the DPOs throughout the process. It would be important that they receive the assignment to make the proposal in an inclusive way;
- The closing session has to be better prepared with co-facilitators;
- More time for lunch and rest after lunch was required;
- Have more theory sessions in the morning and more practical in the afternoon;
- Any simulation has to have a sharper messaging recap and wrap up;
- Consolidate Bridge material and make it available, explaining how it has to be used by different actor.

### **Should be avoided**

- Participants/facilitators saying that “we have to accept that we cannot change some things”;
- Assuming that everything is clear

## B. Evaluation by participants

*"With this Bridge training, it was shown that language barriers should not limit the participation of persons with disabilities. Sincerely commendable to the initiators of this project."*

This is a self-filled assessment tool that the Bridge Module 3 training used to further assess the relevance of this pilot training to all the participants. It has 4 parts:

- Section 1: Self-reflection questions
- Section 2: Post-Bridge CRPD-SDGs understanding
- Section 3: Evaluation Questions
- Section 4: Feedback on the hotel and logistics

### Section 1: Self-reflection questions

#### 1. Key messages/learning about the CRPD

##### *Basic understanding of the CRPD*

The first question reflects on the key messages and/or learning about the CRPD.

Varied responses included the CRPD as an important tool that States ratify and must implement as it ensures that persons with disabilities have access to the same rights and opportunities; that the CRPD does not create new rights rather it presents new concepts such as reasonable accommodation and also that the CRPD represents a paradigm shift to development and humanitarian action. Other key learnings were that States parties to the CRPD have the obligation to protect and secure persons with disabilities from situations of risk including in armed conflicts, humanitarian emergencies and the occurrence of natural disasters.

Participants also noted that the CRPD presents disability as an evolving concept and also pointing out on impairment versus disability and that the focus should be on removal of barriers within the environment to ensure the full participation of all persons with disabilities in the society.

The concepts of equality and non-discrimination as running across the CRPD were also pointed out and that equality is not about treating people the same way but goes beyond; also, that de facto equality pertains to equal benefits, enjoyment of rights by everyone.

Reflections also indicated the knowledge that persons with disabilities are not a homogenous group hence important to ensure that the requirements of all persons with disabilities in their diversity are not ignored; and other key messages included discussions on needs based versus rights-based approaches.

##### *Linkages with humanitarian work*

Other participants linked key learnings on the CRPD with the humanitarian work. For instance, that it is crucial to have the accessibility lens in planning/programming and it is also key to budget for reasonable accommodation. Other participants indicated that the Article 11 of the CRPD as well as many other concepts of the Convention should be integrated in humanitarian action.

In addition, participants indicated how humanitarian actors could use the CRPD to ensure access and inclusion in response and that a treaty such as the CRPD is to support actors to advocate for inclusion driven by persons with disabilities themselves as rights holders.

Also, that based on article 32 of the CRPD, international actors have a responsibility to address environmental barriers to ensure participation of persons with disabilities. The analysis also noted responses that indicated that humanitarian principles and CRPD principles ensure inclusion of persons with disabilities in crisis and emergency situations.

## **2. Key messages/learning on humanitarian action**

### *Humanitarian principles/Humanitarian program cycle*

Analysis from the responses showed learnings on humanitarian principles and that in humanitarian action, the four principles should be the basis of any program/project response and it is important to link the humanitarian principles with the CRPD. Other responses also indicated the need to reflect inclusion and accessibility for persons with disability throughout the humanitarian / development programme cycle.

Other learnings included in-depth understanding of the Humanitarian Program Cycle, needs assessment and analysis, strategic response planning, resource mobilization, implementation and monitoring, operational review and evaluation with emphasis to ensure inclusion of persons with disabilities and their representative organisations; meaningfully and actively engaging them in all the project cycle.

### *Inclusive humanitarian action*

To ensure inclusive humanitarian action, participants also shared that States and humanitarian actors must comply with the 4 humanitarian principles and with international humanitarian law through a human rights-based approach to humanitarian action. They must reform their policies and mainstream disability by implementing international cooperation in line with the CRPD standards. Also, that is very important to involve DPOs to ensure effective management, access to data and dissemination of accessible information at all stages of emergencies.

Participants also stated the importance of ensuring that humanitarian actors are taking the necessary measures to enable an inclusive response by thinking through from the beginning of a response, how to link in with DPOs – beyond the idea of reaching the most marginalised but implementing inclusivity in a response right.

### *Budget*

Factoring in for reasonable accommodation budget lines to ensure an inclusive budget should be included at the project budget planning.

### *Data*

Participants also said that a key learning was on the need for better investment of humanitarian actors to be capturing more accurate data on people with disabilities in a response so that it is not just a tick box exercise to say that the most vulnerable are being reached.

### *Working in consortium*

As a key learning also, participants emphasized the importance of working within a consortium and gave practical example of what they are currently doing. Additionally, and linked also to this, is the importance of building capacity across stakeholders.

Participants also stated that accessibility to all humanitarian responses should be ensured and reasonable accommodation to be readily available as this not only supports persons with disabilities but also other minorities too.

Other reflections from the participants indicated that Disability Inclusive Development, DRR and humanitarian practice is both a process and an outcome and that "Process" is when people with disabilities meaningfully participate in DRR and Humanitarian action and that "Outcome" is when people with disabilities benefit on an equal basis with others from DRR and humanitarian activities.

Reflections also included that persons with disabilities have rights that must be respected even in situations of risk and humanitarian emergencies;

Other participants raised challenges that face inclusive humanitarian action. For example, very often DPOs are excluded from humanitarian action because of lack of knowledge, exposure or skills to work in the humanitarian system by themselves; or - what comes across as exclusionary - is that international organisations often do not invite DPOs using the explanation that they lack knowledge and expertise.

### **3. Key messages/learning about inclusive facilitation**

*"I will adapt some Bridge CRPD-Humanitarian methodology, i.e. speed dating, in the future training or workshops."*

For many participants, the singular message was on the need to facilitate in a way that no person is left behind by use of simple and relatable examples to keep all participants on the same page. That when everyone is included in activities, it means that laws are not only being respected, but the inherent dignity of everyone is upheld.

Participants noted that inclusive facilitation is essential to ensure the inclusion and equal participation of people with disabilities at all levels. They highlighted that to undertake an inclusive workshop/training, we must:

- Understand disability and inclusion from a rights-based perspective;
- Identify barriers that would exclude persons with disabilities from equal participation;
- Address and implement diversity in facilitation methods, training programmes and learning styles for people with different types of impairments and
- Ensure a monitoring/feedback system.

Related reflections included that the principle of inclusive facilitation is to ensure inclusion for everyone. All the presentation and sessions should make sure everyone is included. For example, by using people first or right-based language, tones, and speed of talking of facilitators. In terms of materials, videos should have both captions and audio description, facilitators should make sure to describe any pictures or slides, encourage all participants to practice inclusive attitudes along the process, provide materials in variety of versions such as large print and focus on the use of contrast. Training agendas should also allow

time for breaks, ice-breaking through games, energizers and encourage participants to work closely with each other through a variety of methods.

Participants stated that through the training, they had learned what inclusive facilitation is and how it can be incorporated into their work, and also stated the importance of budgeting for inclusion support for example personal assistants, interpreters etc.

From their reflections, participants stated that it is a must for everyone and for their organizations to take into consideration accessibility and where this is not fully provided, or even if events are fully accessible, it is key to have reasonable accommodation while conducting all activities.

#### **4. What participants would do differently in their work**

*"As a humanitarian actor, I will use a combination of CRPD general principles and humanitarian principles as basis of my work."*

Responses to this ranged from immediate plans for example changing the internal work culture in own organizations, to working to change laws and policies to be responsive to requirements of persons with disabilities in situations of risk and humanitarian emergencies.

These responses included ensuring to advocate for project budgets to include a line for reasonable accommodation and working with their institutional donors to encourage this across NGOs so that it is something other agencies would also be accustomed to developing good practice around. Others indicated to work with DPOs across the region they work in before an emergency occurs to developing ways on supporting each other and also to ensure consultation and involvement of persons with disabilities at the community level.

There are participants who stated that even how they referred to persons with disabilities before would change to embrace words and terminologies that respect the dignity of persons with disabilities, others indicated that they would put efforts to include groups that were underrepresented in their work while also taking into consideration intersectionality. Participants also indicated that they would work within their organizations to see how to address the inclusion and accessibility for persons with disabilities in their humanitarian work.

On changing laws and policies, other participants stated that what they would embark on would be to advocate strongly for changing the humanitarian policy and added that relief plans should take into consideration all the principles and concepts that help achieve proper disaster and risk management which would mean much more fervent pursuit of proper combining of human rights and humanitarian action principles and operative procedures.

Other participants indicated that they would provide technical support to humanitarians on disability inclusion; incorporate Washington Group short set of questions in humanitarian data collections tools; while others noted that they would embrace more diverse ways of communicating to the communities - in accessible formats - in addition to ensuring accessibility and universal design is used from the beginning of projects.

## 5. Facilitating meetings and workshops

*"From now on, I will support inclusive facilitation and accessibility and reasonable accommodation prior and during the workshops to make sure DPOs are able to attend."*

On facilitating meetings, participants indicated in their reflections the need to be more aware of the different ways to ensure that all people feel included and also acknowledging that extra resources must be provided at times to ensure participation.

Participants acknowledged the picking of some useful practices from the training around encouraging the use of drawing for people to express themselves, using colour and differently shaped cards for people to be able to say if something is not right for them, provision of interpreters among many other ways to ensure everyone is fully included in the proceedings.

Other participants indicated their appreciation of diversity and intersectionality and stated that in any of their meeting they will endeavour to ensure representation that looks at age, gender and disability.

Participants also stated that they will ensure to have inclusive meetings and workshops based on adapting and designing the agenda/programmes to be inclusive for people with different kind of impairments, hence ensuring the full and equal participation of people with disabilities. Accessibility of the meeting venue and provision of reasonable accommodation were also continuously mentioned by the participants in their reflections.

## 6. Follow up actions or networking opportunities

*"I have managed to agree on using is the Bridge 3 on Article 11 to arrange a meeting of DPOs in Lebanon and to work towards influencing the event with the SCF next autumn."*

Participants committed to take the training forward through actions and partnership. For instance, through connections with DPOs and humanitarian actors in their regions, for instance:

- *I have been able to connect DPOs with programming in three countries (Colombia, Nigeria, Uganda),*
- *To lobby for Bridge training program for West Africa,*
- *I will be looking to engage with participants from the Pacific region through upcoming design work that SCNZ has planned. I will aim to ensure we work with DPOs to try and best meet the needs of persons with disabilities in our work but also even as a starting point to make sure that we are engaging and reaching them.*
- *I meet my Kenyan friends whom we had not meet in the past, together we agreed to have exchange visit to learn more from each other. I also planned a visit to Uganda to foreseen an eventual regional advocacy with DPOs there,*
- *We will take action to facilitate easy exchange data and information between our partners in Lebanon and Jordan,*

- *Train the Protection team from my organization on the CRPD, its purpose, articles and principles,*
- *We have agreed to work together to continue to dialogue and my DPO will partner with Save the Children on a project in Vanuatu with children and, in particular, with children with disabilities,*
- *We agreed to meet up with Rescue International around next month in Uganda to further plan how we can work together,*
- *I shared accessible WASH materials with humanitarian colleagues and agreed to put some participants in touch with Oxfam in their countries,*
- *I was told that there is a disability advisor at OCHCR for CRPD reporting so I plan to reach out as well as to IDA staff when approval is given to reflect inclusion and accessibility of persons with disabilities in the call for proposals of my organisation.*

Also, an emailing list was created as a way to ensure continuous knowledge sharing among the participants.

Building relationship among humanitarian actors and DPOs was shown to be key for any future work to succeed and to build a strong partnership where they can work together during a crisis.

Other participants also indicated that they would endeavour to include under-represented groups in humanitarian action.

## **Section 2: Post-Bridge CRPD-SDGs understanding**

The second part of the evaluation is on Post-Bridge understanding. These questions were asked before the participant began Bridge, and again at the end of the module to understand the changes in the way regarding their work. These are as follows:

### **1. Understanding of disability**

An analysis of the answers sent before the training showed a big percentage of participants whose understanding of the concept of disability was grounded on the CRPD which looks at disability as an evolving concept and that disability results from the interaction between persons with impairments and barriers that hinders full and effective participation in society on an equal basis with others.

Over 80% of responses indeed reflected this definition. Looking at the post Bridge understanding, this percentage goes higher where all participants have their answers on this grounding of the CRPD. There are those who acknowledge that indeed, their understanding of the concept of disability did not change but rather, they had found a language that in a better way expounds their understanding of the concept of disability.

### **2. Describing discrimination**

Prior to the training, and an analysis of the responses to this question, 11% of the participants had an awareness on how the CRPD defines discrimination on the basis of disability while 5% of the participants also noted that it includes denial of reasonable accommodation.

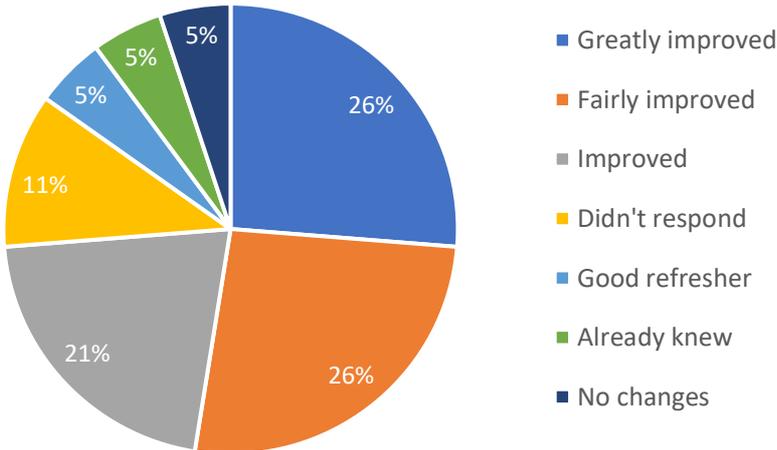
The post-training understanding showed that 67% of the participants were basing their understanding of discrimination on the basis of the CRPD and 19% were also mentioning the denial of reasonable accommodation as a form of discrimination.

**3. Knowledge on current international and/or national humanitarian / disaster risk reduction frameworks, including International Law and International Humanitarian Law**

Prior to the training, the responses to this question were as follows:

0%	Fully confident / can support external agencies
11%	Confident
11%	Fairly confident/A lot
53%	Some
15%	No confidence /A little
10%	None/ not at all

In the post-training responses, the rating was not as in the pre-training format hence the analysis relied on the written reflection of the participants, as follows:



**4. Priority in terms of new areas of advocacy**

Under this, participants were expected to share if there would be any new areas of advocacy that they would prioritise having been exposed to the training on Article 11 of the CRPD.

The answers mainly reflected the participants’ commitment to apply new knowledge within their current advocacy/work. Reflections indicated, for example:

- Putting more focus on marginalized/underrepresented groups in their work;
- Engaging with regional actors on reasonable accommodation;
- Work on ensuring provision of reasonable accommodation into response plans and adequate budget.

The participants indicated that budgeting is key to ensure they are delivering an inclusive response of higher quality and breaking down any barriers that is hindering participation and access.

Participants stated that they would also advocate more on rights of persons with disabilities guided by the CRPD, others stated that they would identify and engage with DPOs as a main priority, and also continue to promote or influence humanitarian actors to be inclusive, including to ensure the Washington Group set of questions are inserted in their assessment forms.

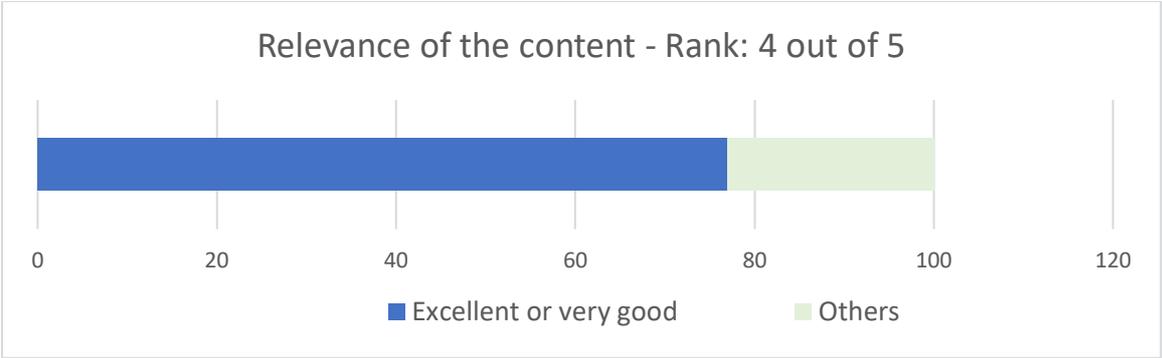
Other priority areas included participants indicating that they would organise consultation meeting with the disaster management agency in their countries whereas others said they would work more towards achieving CRPD Article 8 where they would raise awareness on the CRPD and the importance of inclusion of persons with disability in their work.

**Section 3: Evaluation questions**

In the third part, the participants were to rate overall the week’s content and how helpful it had been. On the various questions asked, the participants were to rate from 1 to 5, with 1 being the lowest and means not good at all; and 5 being excellent.

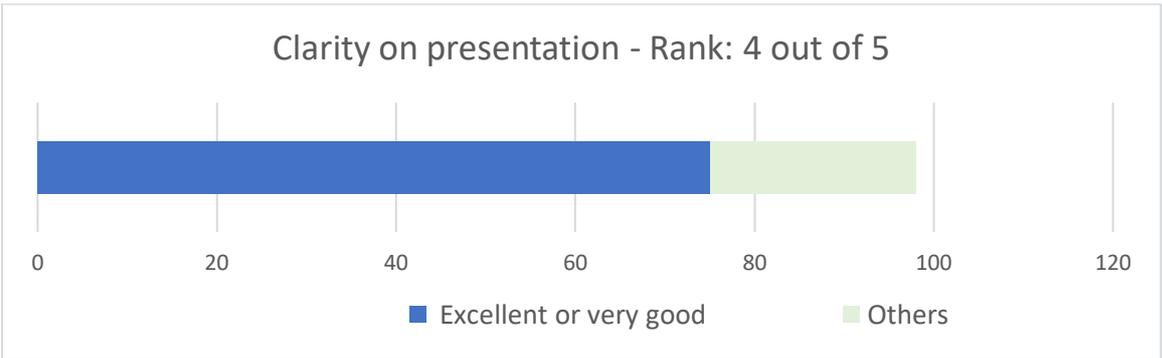
**1. Relevance of the content of the sessions and the materials presented**

*‘As a humanitarian, this training has equipped me with necessary knowledge and skill in my work. It was extremely relevant given the fact that the world is experiencing the highest number of refugees and asylum seekers and the fact that wars, armed conflicts disasters are still rampant and little is yet done about persons with disabilities this area of humanitarian intervention or action.’*



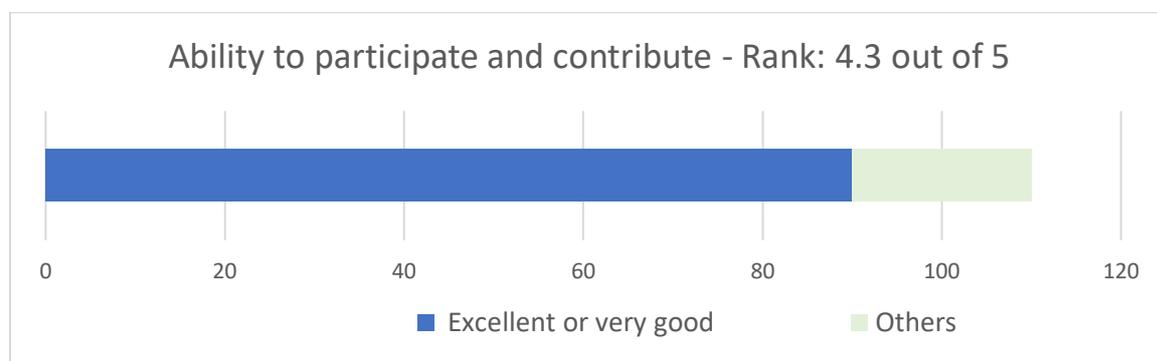
**2. Clarity on presentation of the content of the material**

*“Content was planned logically as topics suitably followed one another which enhanced understanding”.*



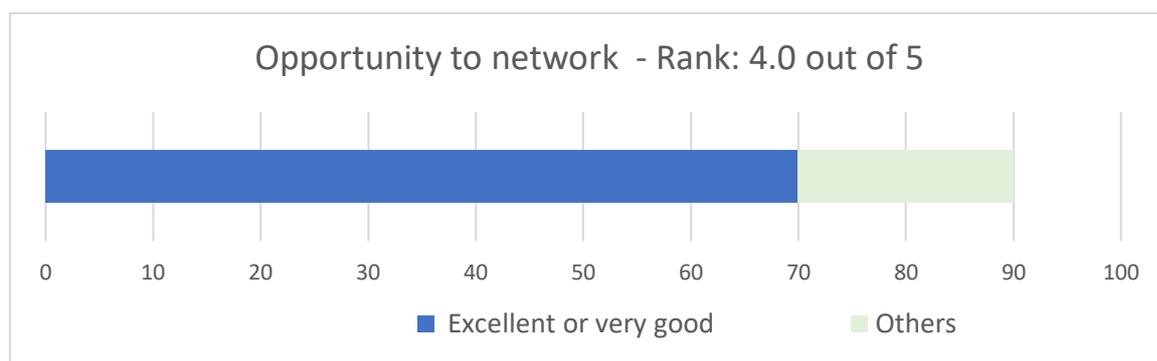
### 3. Ability to participate and contribute to the workshop

*'Facilitators were very inclusive. I was always given a chance to air my views. Because of the good organization, nice work by the logistics team and the fantastic work by the facilitators, I was able to participate very well'.*



### 4. Opportunity to network and exchange learning

*'It was a good exchange learning not only from facilitators, but from participants as well. I learned about other countries. I exchanged contacts and I hope to continue learning from colleagues.'*



### 5. Most helpful sessions

Under this, various replies were reflected as follows:

- **Training on CRPD** - it gave me more understanding on the rights of persons with disabilities,
- The sessions that touched on **impairment vs. disability** and **"needs versus rights"** as well as the first session that identifies the **needs/inclusion of persons with disabilities**,
- **Policy exchange session** – the discussion-based ones,
- **Q&A session** on Washington Group Questions, budgeting, CRPD, humanitarian action, etc. where participants could ask burning questions,
- **Game of life**,
- The **humanitarian actors presenting the CRPD**,
- The "humanitarian Festival session" particularly the **funding session** and the **cash working group session**. The format (small groups and close facilitation) allowed

for discussion and sharing of examples and to learn from each other. These sessions gave ideas that can be shared with our organizations and can spark internal conversations about improvements.

- **Facilitators' availability** and high level of willingness to engage with humanitarian actors on technical questions,
- The first session of the week on **definition of disability, creating enabling environments**, and the purpose of the **CRPD**,
- The session around **reasonable accommodation** was very helpful. It would be important to have humanitarian response further reflected into the presentation,
- Session on **accountability** because it explained the methodology and how to ensure policies are in place, and also that humanitarian response has mandate to recognise and promote the power/dignity of survivors (affected population),
- The **protection** session,
- The session on **international humanitarian law and legislative framework** together with the international humanitarian monitoring framework and tools,
- The table question and answer session on '**Inclusive Budgeting**',
- **CRPD and Humanitarian Principles**. This was helpful to ensure that both DPOs and Humanitarian have understanding on the need to work together and to be inclusive in implementing those principles.

## 6. Least helpful sessions

*"All the sessions were important because in each of them knowledge was acquired, there was feedback and experiences shared."*

Whereas a considerable number of participants indicated that all sessions were helpful, as reflected, other responses were more focused on how some sessions could be improved. This is shown as follows:

- The funding component could be:
  - a) shortened (with activities and needs assessment section), so the humanitarians would have time to explain the different components of the proposals,
  - b) It would have been interesting to learn more about the types of funding commonly available to DPOs;
  - c) It would be interesting to develop more inclusive proposals (could give an example of a "bad" or a "good" proposal and the team could have reviewed it together and describe ways to improve it,
  - d) To save time, it would be better to remove the intro to CERF all together (but the template can still be used),
- Humanitarian sessions – Further links between the humanitarian principles and the CRPD could be explored over the week,
- Funding session - It would be important to go through inclusive budgeting examples, as it was done on the last day, but with more time,
- Data - time allocation for this session was insufficient practical aspect could be further explored.

## **7. Most important learning that you got from one or more of your fellow participants**

*« The best learning I got from my peers has been divided into two elements: the advocacy techniques of persons with disabilities, and the readiness of humanitarian actors to favorably consider ways of including disability and persons with disabilities in their emergency plans, as they recognized the positive outcome of such measures”.*

The common message that resonates from all the reflections is that everyone has valuable experiences and knowledge to share and that in the exchange of experiences, the strength of organizations is built.

This was reinforced by messages on the importance of building strong relationships and networks with DPOs in-country prior to an emergency and working out ways to effectively support each other.

The participants further elaborated that often humanitarian actors may tend to just fill in a proposal to say that persons with disabilities will be reached, but that there is need to dig deeper and explain in detail what that actually means and how to be accountable.

Participants shared that humanitarian actors - when describing in the MEAL/accountability section of a proposal - should write up how these feedback mechanisms should be accessible and meaningfully involve persons with disabilities throughout the programme cycle.

The value of inclusive facilitation was also mentioned in addition to different experiential training methods that were used to show barriers facing persons with disabilities throughout their lives, such as access to education, employment and freedom of choice and why it is crucial that these are removed.

Other learnings included DPO activists listing new learnings from the humanitarian actors and also vice versa, which was appreciated as quite significant.

## **8. Topics that are still not clear to learn more about**

A common message cutting across is the need to keep reinforcing all the content that the trainees had throughout the training. For example, a participant notes that,

*“It is important to deepen more to strengthen links of inclusion with greater elements and knowledge in such an important topic”.*

Others, felt a need to have more on the CRPD, SDGs specific goals related to humanitarian action, various method of advocacy, terminology, data focus on the Washington set group off question, while recognising the challenge time-wise.

Also, there was the feeling to further elaborate on DPOs’ and humanitarian actors’ work so they could jointly further explore on how they could work together or what particular programming/advocacy they could jointly engage in.

Other areas that participants listed to be developed was on inclusive programming in a humanitarian response, examples of what works, how to analyse data after collecting the information in the humanitarian program cycle and gender transformative humanitarian action.

## **9. Other suggestions on how to improve future exchange, learning and cooperation between Bridge Art 11 participants across IDA, IDDC and humanitarian actors, and their global and regional members**

“No suggestion. The methods used are quite effective and persuasive.”

Several participants just appreciated the training and congratulated the organisers, facilitators and logistics. The following was recommended by some participants:

- The possibility of supporting national organizations be envisaged in order to multiply Bridge skills in regions in order to achieve a greater framework for action in the inclusion of persons with disabilities and humanitarian aid actions,
- Having more field visits to refugee camps,
- Further concrete examples on reasonable accommodation applicable to humanitarian programming,
- Because of the amount of work, either 1) longer breaks or 2) having a full day off on the weekend,
- Suggestions to build e-network, where participants can share stories and empowering each other.

### **Section 4: Feedback on the hotel and logistics**

In the last part, participants gave feedback on the hotel and logistics where they answered the following questions:

#### **1. The friendliness and accessibility of the hotel**

The average rating was at **4.0**.

The following were among the accompanying comments reflecting the general messaging:

- The hotel staff was very attentive and very friendly, but accessibility is a concern,
- Centralized air conditioner makes the room atmosphere uncomfortable, because sometimes the temperature is too cold but then too hot, when its off.
- Accessibility seems reasonable as regards the doorways and elevators. A blind person may find good use of differentiating between carpeted and tiled floors in the upper stories. The bathtubs seem inaccessible for most wheelchair users. Accessibility is rated reasonably high for such an old building that is no less than forty to fifty years old.

#### **2. The quality and variety of the food**

The average rating was **4.2** with comments as follows:

- Variety and taste of food was good. However, it could have been better if they provided or innovated the variety of food (not have the same things all days).
- There was too much cold salad, the fruits were a bit out and sour, but it was a good experience of trying out new food.

#### **3. The preparation and the quality of information about the meeting**

The average rating was **4.6** with the following comments:

- Efforts were made to translate the information into the Spanish language and making material in accessible formats, including braille,

- Great accommodation from the logistics team,
- It was challenging to get everyone to Beirut but an excellent effort and job well done to the logistics and Bridge teams for successfully hosting this event,
- A participant raised a concern in as far as time and prior requirements for participation were concerned stating that: In the application document for humanitarians, it would be useful perhaps to have more of an idea on expectations for us and level of experience and that it would have been great to have the pre-reads and logistics information a bit earlier possibly two weeks before the training,
- While the Hotel was a good venue, 8 days down in a basement was not the best. A room with some kind of window to get fresh air would be desired.

#### **4. Suggestions for how to improve future Bridge Module 3 on CRPD Art 11**

Participants also shared varied proposals on this issue as follows:

- Proposals for a one full free day or longer breaks,
- To make evaluations anonymous in order for people to feel most comfortable giving feedback,
- A proposal that the Bridge Team issues out assignments to be completed in respective regions. For example, each region to conduct their own training within their respective country context and combine a joint submission report to Bridge to qualify to attend the next Bridge Training to share these training programs and their outcomes to develop international strategies for implementation of CRPD article 11. Assignments can also be to review a country's progressive realization of Article 11 through an inter change networking and communication assignment and provide compiled report back to Bridge to qualify to attend such international workshops,
- A specific participant proposed to better bridge between humanitarians, who are very practical and action-based, and DPO representatives who are human rights experts and advocates.

## 5. What else to share

### **Changed perspective**

*"The training was helpful at the professional level, but it had a huge impact at the personal level. Thank you, trainers, organizers and facilitators for such valuable lessons. I have not felt/learned something like this in many years."*

### **Participants**

- It is recommended that participants from the humanitarian field would not be persons with disabilities or disability focal points in their organisations to increase the exchanges, learning and sharing between humanitarian actors and DPO representatives,
- Often time and from both the humanitarian actors and DPO representatives, there was a very urgent feeling to 'get all the answers and get them right now' which is not possible in an 8-day training meeting. Hence, it is important to make the agenda clearer in the preparatory day,
- Building capacities of activists with disabilities continues to be the best practice and should continue, especially at regional levels so as to have a pool of trainers to consult with in terms of consolidating learnings within regions to also support with monitoring and follow up.
- The balance of 2 DPO representatives for 1 humanitarian actor was not as effective as envisaged in the pilot due to:
  - two humanitarian actors were unable to join the training,
  - two others were persons with disabilities with a strong background on DPOs (and wishing to learn about humanitarian infrastructure during this pilot, which compromised the fulfilment of their role, as they were expected to be experts on humanitarian situations), and
  - another humanitarian actor was a disability-focal point behaving as "the expert of the CRPD", lacked the needed willingness to learn from facilitators and participants with disabilities – according to the facilitation team, as explained in this report.

### **Engage with gender**

*"I would also like Bridge to engage perhaps a bit more critically with gender. There were efforts made to discuss intersectionality but I feel that this is a concept we could have gone into more depth and been self-reflective on how gender dynamics play out within the DPOs/humanitarian actors and how we can mitigate that."*

### **On filming**

*"The level of pictures was pretty intense and distracting. I do not mind pictures however perhaps not quite as much. The constant videoing and photographing was overly intrusive – it was not explained what these would be used for, and the videographer was not even introduced to the participants."*

### **On time**

*"It would be appreciated if it would be possible to keep to time. The timings of the days were very long which partly fed into people not coming back from break times on time."*

## **New faces**

At times during the week, there were some new faces that suddenly just appeared in the room and were either never introduced or were introduced much later on. It would be really helpful to make sure people feel comfortable to just advise each morning if there will be any observers, etc., so people know what is going on.

## **Security briefing**

*"For some of our organisations, Lebanon is considered a high-risk country with specific areas of the country considered as 'no-go' or needing special permission. A security briefing would have been useful information on Day 1".*

## **Thank you, facilitation team**

- *"Acknowledging all the facilitation team and the logistics team for putting together this program and grateful to have been given this recognition opportunity to be part of this training program",*
- *"I thank you for this great opportunity, which allowed me to learn a lot and change my perceptions on the rights of persons with disabilities",*
- *"I was so impressed to see persons with different impairments who co-facilitated this Bridge Module 3 training. My special gratitude to logistics team for such a wonderful job done",*
- *"I wish to acknowledge IDA and IDDC for this initiative and the funders for funding this event",*
- *"Share with us funding opportunities or humanitarian action because it is a very important area that requires a lot of advocacy".*

## **Expectations met**

- *"Overall my expectations were met, and I have the knowledge to make improvements to my work when I return",*
- *"Inclusion will happen when all do something",*
- *"Implementation and monitoring of what we have been taught will be good to keep it up".*

## **Barriers faced**

Initially the training was supposed to be held in Amman, Jordan, but due to a number of barriers including the lack of diplomatic representation in the majority of countries where DPO participants were present, it thus was not possible. The planning was also impacted by the death of the President of the national DPO that was supporting the team. For that reason, the logistical arrangements were delayed. And for this reason, the dates of the training and the venue were moved to Beirut, Lebanon.

Additionally, considering that the previous training dates would happen during the end of the Eid festive season, it was difficult to find an accessible hotel during the dates previously informed to participants, hence dates were moved to 20 to 27 June 2019. The Arab Organisation of Persons with Disabilities (AOPD) directly supported in ensuring a successful Bridge Art 11 and supported in acquiring all visas for all participants. A particular recognition and thanks to Jahda Abou Khalil and the AOPD team for their invaluable support.

## PART V: Key Recommendations

From this pilot initiative, organisers and the facilitation team recommend to the Bridge Steering Committee and to the leading agencies of the Art 11 Project the following:

### FUTURE BRIDGE CYCLES

The spirit of this training, bringing together - in an enabling environment - DPO and humanitarian representatives to mutually learn and share, was strongly applauded by participants and facilitators. The team of facilitators with disabilities and humanitarian actors as well as the inclusive facilitation methodology and tools were highlighted as outstanding.

Therefore, **it is recommended that the Bridge Module 3 on the Art 11 of the CRPD becomes an official part of the Bridge Initiative and continues to be supported and replicated by the Bridge Steering Committee and partners, with financial support from humanitarian agencies and funds.**

It is further recommended to:

- Consider region specific cycles as opposed to global ones so as to work on issues and vulnerabilities that specifically concern the region in question,
- A broad involvement (and investment) from diverse humanitarian agencies should be encouraged,
- A shorter orientation training made by Bridge Module 3 Alumni to senior humanitarian actors' managers can be considered in future, with appropriate funds from the humanitarian agencies,
- A Training of Trainers (ToT) strategy on the Module 3 should be incorporated into the broader Bridge ToT process.

### PARTICIPANTS

- The balance of 2:1 was compromised, from reasons independent from this pilot and already explained in this report. This balance should be ensured with humanitarian participants distant from a disability specific background or position, but in a role to influence positive changes,
- A briefing kit related to Bridge Module 3 should be prepared and available for participants in advance of the training, including aspects relating to inclusive facilitation, learning outcomes, "do's and don'ts".

### SUBSTANCE

- Relook at case studies and practical exercises with participant feedback towards ensuring their relevance to both sets of participants (DPOs humanitarians),
- Include session on the Sustainable Development Goals and leveraging the processes around it towards achieving Article 11, and
- Include a session on gender and intersectionalities.

### **POST BRIDGE MODULE 3**

- Link Bridge Module 3 alumni to regional DRR organizations as potential resources,
- Build capacity of activist with disabilities for presentation at side events and panels of the major events concerned with the Art 11, for instance, the Global DRR Platform, CBR World Congress, Conference of States Parties to the CRPD, the CRPD Committee, among others.

## Facilitation team

**Abner Manlapaz** (Life Haven Center for Independent Living, Philippines): Bridge co-lead trainer in process. Extensively engaged in the disability movement and also involved in different post-disaster projects targeting persons with disabilities. As co-facilitator to the Article 11 training Abner will support in delivery of sessions linking both CRPD and humanitarian/DRR.

**Agnes Abukito:** Bridge ToT in process. A DeafBlind leader currently working with the National Association of the DeafBlind Uganda. In Article 11 training Agnes shall give support to participants with deafblindness, as well as to the facilitation team and participants to become more inclusive of people with deafblindness.

**Betty Najjemba:** Bridge co-lead trainer in process. Betty is a Deaf lady currently working as the African Disability Forum (ADF) Training and Learning Coordinator. She is passionate about humanitarian activities and is one of the core group member for the National Union of Persons with Disabilities of Uganda (NUDIPU)'s Disability Inclusive Risk Reduction (DiRR) project and former advocate on rights of persons specifically children with disabilities in Nakivale Refugee settlement camp, in western Uganda under the United Nation High Commission for Refugee (UNHCR) programmes. In Article 11 training Betty shall also give support to Deaf participants as well as to the facilitation team and participants to become more inclusive of deaf people.

**Elizabeth Ombati** (World Network of Users and Survivors of Psychiatry (WNUSP) and Bridge CRPD-SDGs Fellow): Bridge co-lead trainer in process. Elizabeth is a disability rights advocate and a Programs Officer at Users and Survivors of Psychiatry in Kenya and currently the IDA-IDDC Bridge CRPD SDGs Fellow. With a journalism/communications background Elizabeth continues to use her talents and skills to create awareness on the rights of persons with disabilities. To the Article 11 training, as co-facilitator she will support in the delivery of sessions on the CRPD.

**Gordon Rattray** (CBM's Emergency Response Unit, Belgium): Bridge co-lead trainer in process. Gordon comes from a background of adventure travel, having been an overland driver then writer from the mid-1990s until 2009. In 2010, he joined the world of international development, in a communications role, and since 2014 his work has been focused on humanitarian action and DRR. He has experience of advocacy and training, and is passionate about accessibility and the use of technology in building a world inclusive of all. As co-facilitator to the Article 11 training Gordon will support in delivery of sessions linking both CRPD and humanitarian/DRR.

**Imed Ouertani** (Bridge CRPD-SDGs facilitator, Tunisia): To the Article 11 training, as co-facilitator Imed will support in the delivery of sessions on the CRPD.

**Jane Akinyi:** Bridge ToT in process; and a self-advocate who is vocal in advocacy on rights of persons with disabilities, specifically those with intellectual disabilities, Jane shall, in Article 11 training, Jane shall provide support to the facilitation team and participants to become more inclusive of people with intellectual disabilities and support the adaptation in the methodology.

**Kathy Al Ju'beh:** Bridge lead trainer. Senior Advisor for Inclusive Development, CBM International, Bridge CRDP SDGs Steering committee member, IDDC. Kathy has over 30 years' experience working in both the humanitarian and development sectors, in the Middle East, Asia and Africa having worked with a wide range of stakeholders across the fields of

health, education and disability with local and national governments, grassroots community-based organisations, NGOs, DPOs, academic institutions as well as UN and donor agencies. Kathy has been involved in the development of Bridge since its inception as a member of IDDC DPO task group. Her main role has been in curriculum design and development of the Article 11 Bridge training and in mentoring Bridge alumni in inclusive facilitation and delivery of Bridge CRPD SDG training.

**Ricardo Cordero:** Ricardo Pla Cordero works at the International Rescue Committee as Risk Mitigation and Inclusion Advisor. As development and humanitarian worker, he has over 10 years of experience in gender, protection mainstreaming and disability rights. Ricardo has collaborated in the development of key policy, standards and guidance on humanitarian action, aiming always at strengthening a rights-based approach to disability. As co-facilitator in the Article 11 training, Ricardo will support in the delivery of sessions on humanitarian/DRR.

**Rosario Galarza:** Bridge co-lead trainer in process. Rosario is directly linked to the project of Inclusive Risk and Disaster Management developed by Humanity & Inclusion. She is also extensively involved in other projects related to art 11, from writing reports and revision workshop of the IASC guidelines in Ecuador; with extensive experience in the disability movement and in Article 11 training shall support the team of participants who are Spanish speakers.

**Tchaurea Fleury** (Bridge CRPD-SDGs Coordinator, Brazil): IDA's Senior Advisor and Bridge lead trainer. Tchaurea has extensive experience on the human rights and development, with working experiences in Latin America, Europe and Africa; both within Civil Society Organisations and UN agencies. Tchaurea is involved in the design of Bridge's curriculum and its development from the beginning.