



Bridge CRPD-SDGs Training Initiative

Training of Trainers Module A French and Portuguese Geneva 2019

Summary

The Bridge CRPD-SDGs Training of Trainers 2019 - Module A took place in Geneva, from 8 to 15 March 2019, during the 21st session of the CRPD Committee. The ToT was organized by the International Disability Alliance (IDA), in collaboration with the African Disability Forum (ADF) and its sub-regional members, and the Latin American Network of non-Governmental Organizations of Persons with Disabilities and their Families (RIADIS), with financial support from DFID, MOFA, DFAT, DPOD, Light for the World, DRAF; with support from the Centre d'Accueil de la Genève Internationale (CAGI).

This ToT Module A comprised the participation of different advocates with disabilities French and Portuguese speakers from Algeria, Brazil, Burkina Faso, Chad, Haiti, Mali, Mozambique, Niger, Rwanda and Tunisia. It included under-represented groups, such as persons with albinism, hard of hearing and deaf participants. The training also succeeded in ensuring a relevant presence of women with disabilities (44%).

The Module was instrumental to consolidate a team of Bridge French speaking facilitators and to strengthen the West African Federation of the Disabled (WAFOD), thus, of African Disability Forum as an indirect result.

The week covered topics such as CRPD compliance, equality and non-discrimination, equal recognition before the law and inclusive facilitation, among others. During the week, Bridge trainees also followed an official session of the CRPD Committee during the review of two states parties (Niger and Rwanda).

This Bridge CRPD-SDGs ToT was realised with the support from DPOD, LFTW, DFAT, MOFA, DFID, DRAF and CAGI.



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Background

In 2015, the International Disability Alliance (IDA) and the International Disability and Development Consortium (IDDC), developed the Bridge CRPD-SDGs Training Initiative, which is a quite unique inclusive capacity development initiative, aimed to respond to the growing demand to equip organisations of persons with disabilities (DPOs) to make the most of the 2030 Agenda and its SDGs.

Such an initiative is critical to ensure that persons with disabilities engage adequately with governments and development actors to frame both policies and programs in line with the CRPD, as well as to build stronger ties with other social movements to tackle macro issues, such as public resource allocation.

The Bridge CRPD-SDGs Initiative is developed as an integrated, continuous and coordinated approach, which aims to:

- Advocate for ‘all human rights for all persons with disabilities’ with emphasis on gender equality, intersectionality and most marginalized groups. As reported by IDDC members, “there is no other training like the Bridge CRPD-SDG Initiative that has purposely placed equality and inclusion for all groups of persons with disabilities as a central aim”,
- Build a critical mass of skilled activists with disabilities from diverse constituencies, and regions, which were often left out of the system and denied access to education, and as such, may lack relevant skills to engage in actions to challenge large-scale systemic discrimination,
- Strengthen national and regional DPO coalitions in their advocacy to make governments, bilateral and donor agencies accountable to respect and promote rights of persons with disabilities and make development policies inclusive in line with the CRPD.

The Training of Trainers

Overall, while very successful and responsive to DPO activists’ needs, the program appeared to be more challenging for trainers and facilitators, requiring a higher level of expertise and complementarity among them. A significant effort is currently being put on the ‘training the trainers’ process to ensure that there are, in each region, a critical number of disability activists skilled to lead and co-facilitate the Bridge CRPD-SDGs cycle.

This global and regional Training of Trainers (ToT) process also directly contributes to increasing the capacity of DPOs in low and middle-income countries to better tackle national and regional advocacy issues while growing cohesion and coordination within the movement.

Furthermore, trainees become vital actors to support advocacy in their countries and regions, and would be able to:

- Engage with other civil society actors to ensure mainstreaming of rights of persons with disabilities,
- Engage in further capacity development of DPOs, using an inclusive methodology for cross-disability movement building and joining advocacy,
- Support DPOs to influence public policies inclusive of persons with disabilities, including in direct engagement with high-level public officers and development actors,
- Use the UN accountability mechanisms on human rights and sustainable development.

Overview of the content, training approach and methodology

Bridge CRPD-SDGs, including its ToT, is an intensive training programme that aims to support DPO and disability rights advocates to develop an inclusive (all persons with disabilities) and comprehensive (all human rights) CRPD perspective on development, including the post-2015 agenda and Sustainable Development Goals (SDGs), to reinforce their advocacy for inclusion and realisation of rights of persons with disabilities.

This Module A Training of Trainers was organized in 3 different parts:

1. Reinforce the knowledge of participants on CRPD and SDGs,
2. Practice facilitation sessions,
3. Participate in the CRPD Committee review.

To accommodate the two languages in the training, the sessions were adapted in order to allow enough time for translation. This adaptation impacted the streamline of some sessions and a significant need for flexibility and adaptation, which affected the group work on inclusive facilitation. Therefore, the inclusive facilitation perspective crossed over the entire week and in practical exercises, with only 1 specific session dedicated to this topic. In any case, this overall adaptation was appreciated by participants considering that all sessions presented discussions, methods or tips on inclusive facilitation.

	08/03 VENDREDI SEXTA	09/03 SAMEDI SABADO	10/03 DIMANCHE DOMINGO	11/03 LUNDI SEGUNDA	12/03 MARDI TERÇA	13/03 MERCREDI QUARTA	14/03 JEUDI QUINTA	15/03 VENDREDI SEXTA
09:00 - 10:30	INTRODUCTION Introdução	2 MIN. 1 ART	2 MIN. 1 ART	2 MIN. 1 ART	RÉUNION PRIVE CDPH Reunião informal CDPH	2 MIN. 1 ART	ART 12 ETUDE DE CAS Estudo de caso	2 MIN. 1 ART
11:00 - 12:30	INTRODUCTION (suite) Introdução (cont.)		CONFORMITÉ A CDPH ? Conformidade com a CDPH ?	PRINCIPES principios	Suite/cont.	ACCESSIBILITÉ acessibilidade	ART 14	FEEDBACK CDPH NIGER CDPH niger
14:00 - 15:30	CATALINA DEVANDAS	CRPD	2 MIN. 1 ART	ÉGALITÉ ET NON-DISCRIMINATION igualdade e não-discriminação	CONFÉRENCE A CDPH (suite) conferência com a CDPH (cont.)	ODD 10 ODS 10	2 MIN. 1 ART	FEEDBACK CDPH RWANDA CDPH Ruanda
16:00 - 17:30	INTRODUCTION (suite) Introdução (cont.)	FACILITATION INCLUSIVE facilitação inclusiva	LIBRE livre	PRÉPARATION COMITE preparação Comité PRÉPARATION ETUDE DE CAS preparação estudo de caso	CDPH NIGER	FACILITATION INCLUSIVE facilitação inclusiva	CDPH RWANDA CDPH Ruanda	CONFORMITÉ A CDPH conformidade com a CDPH
17:30 - 18:00	ÉVALUATION avaliação	ÉVALUATION avaliação		ÉVALUATION avaliação	CDPH NIGER	ÉVALUATION avaliação		CONCLUSION conclusão

Detailed programme

8 March - Day 1

Introductory session

The training of trainers started with a welcoming message from the facilitation team, followed by a roundtable presentation of the participants and a group exercise of agreed rules that all participants, support persons and facilitators had to respect.

Agreed rules were:

- Respect of time
- Respect of different opinions
- Laptops and other devices are used only to take notes during the trainings
- Put phones in silent mode
- All questions are valuable questions
- The use of “yellow” and “red” cards
- Respect of the requirement of inclusion of others
- Repetition of ideas must be for more clarification
- Only one speaker at a time



The Bridge coordinator then presented the context of the Bridge ToT highlighting that it was the first one in French and Portuguese and called upon the commitment of all participants to the process and reviewed the criteria to become facilitators and trainers.

The second part of the morning was allocated to present IDA, IDDC and DRAF. The Bridge coordinator presented the different organizations through a power point presentation and presented their members and their different contribution in the Bridge initiative. The session was highly appreciated by participants who asked many questions regarding these organizations.

Presentation of the training tools such as the traffic cards, the Moodometer, the daily feedback team, the parking questions and the ranking chart was then made. Finally, the 2 minutes/1 article exercise was explained and participants were invited to pick-up their correspondent articles and to choose the day of presentation.



Meeting with Special Rapporteur on the Rights of Persons with Disabilities, Ms Catalina Devandas

The first part of the afternoon allowed participants to have an informal meeting with Catalina Devandas. The session was divided in two parts:

During the first part

Catalina presented her role and mandate, including on ensuring that the rights of persons with disabilities are included at the UN agenda. Furthermore, the Special Rapporteur has the duty to prepare and present thematic reports, conduct country visits (two a year) and send official communication to states in case of violations reported. Devandas also highlighted how she interacts with different stakeholders such as other special rapporteurs, states, the CRPD Committee and DPOs.

The second part

The Special Rapporteur gave the opportunity to participants to ask questions. Main interaction included issues regarding CRPD compliant practices, country-visits, and how the Rapporteur daily engages with DPOs. Catalina explained details of her mandate and heard from the participants' experiences.



Evaluation and feedback

Each evening, a group of participants evaluated the day; providing feedback on the content, the methodology and the logistics.

Feedback team

The first ToT day was evaluated by the 'feedback team' as follows:

- Participants were happy to be present, and appreciated how the introduction of each participant was made. It ensured inclusion of everyone,
- The introduction on Bridge, IDA, IDDC and DRAF, despite long, was strongly appreciated,
- A relevant moment was the exchange with the Special Rapporteur. It was relevant to understand about her mandate and challenges after reading her report. It brought a practical sense,
- The training is heavy, but diversified. Importance of reviewing key concepts in the first day,
- Very participatory methodology, inclusive of even the most quiet and reserved participants. Time and space was ensured to all,
- Relevant day to understand the importance of the inclusive facilitation and how often the group lacks in including 'all persons with disabilities',
- Applauded logistics, with great support for all participants,
- Lunch has to be improved; the Maison des Associations is too far from the hotel; which is difficult in commuting, and the toilet is very often wet, being dangerous to persons using crutches.

EQUIPE D'ÉVALUATION (choisissez un jour)				EQUIPE DE ANÁLISE (escolha um dia)			
08/03 Jour 1 DIA 1		09/03 Jour 2 DIA 2		11/03 Jour 4 DIA 4		13/03 Jour 6 DIA 6	
VENDREDI	SEXTA	SABEDI	DOMINGO	LUNDI	SECONDA	MERCREDI	QUARTA
Jamel	ELIE			MANEL		Emile	
Carel	CHRISTOPHE			MAH DI		Manig. Ghent	
Dominique	DOSISAVOITE			MAHAMADOU			
Rono	EMILIO						
Stéphane							

Moodometer

Top

- It was very good. I understood very well IDA and the objectives of this training (smiley face)
- It was a very interesting day with lots of learnings and participation. Very good
- Super perfect (smiley face)
- Presentation about IDA and IDDC very well understood. Exchange with Catalina permitted to understand the work of the Special Rapporteur on the rights of persons with disabilities and its links with the CRPD Cttee, as well as its important to the civil society
- Good presentation of Bridge. Fruitful exchanges with Catalina. Good facilitation during the day (really inclusive)
- Very good day: Well done. Animated and participative
- It was very good. Cool (smiley face)
- (Image of a flower on the top with a smile)
- (Image of a flower on the top with a smile)
- (smiley face)
- Methodology + +
- (smiley face with two hearts as eyes)
- (a signature on the middle top)

At the middle

- The content in the morning was too long, even if very interesting and important, but it impacted the content in the afternoon.



9 March - Day 2

Recap Day 1

Highlights from the first day:

- The presentation of Bridge, IDA, IDDC and DRAF,
- Recall of the participants' engagement as future facilitators,
- The exchange with the Special Rapporteur,
- The training rules.

2 minutes 1 article

As is the practice in the Bridge ToT, each participant presents an article in two minutes.

Article 16 - Freedom from Exploitation, Violence and Abuse

Key elements enshrined:

- The States obligations to **protect** persons with disabilities from exploitation, violence and abuse,
- The States Obligations to **prevent** all forms of violence by providing the required and adapted support,
- States shall ensure **access to information** that allow persons with disabilities to identify the cases of violence as well as the existing ways to report,
- The States obligations to **control** and **monitor** the facilities and programs that target persons with disabilities,
- Ensure the **rehabilitation and social inclusion** of persons with disabilities victims of violence by providing **protection services**,
- States shall have **laws and policies** allowing authorities to identify abuse cases,
- This article is directly linked to articles 8, 12, 13, 19, 21.

Art 6 - Women with disabilities

The focus was made on understanding that women with disabilities are subject of a combined discrimination based on both disability and being a female. The main outcome of this presentation was that article 6 has two pillars:

- 1) The (legal) **recognition** of the discrimination against women and that girls and women should enjoy ALL human rights, including sexual and reproductive rights;
- 2) States shall take the **necessary measures** to ensure that girls and women enjoy their rights.

Art 23 - Respect for Home and Family

This article is directly linked to articles 4, 5, 6, 12, 19, 21, 22, 27 and 28. During the presentation, the multiple rights associated with the respect for home and family were stressed, including the right to marriage, the right to benefit from support to exercise the parent role, the right to choose the number of children.

How to explain difficult elements of the CRPD

Trainees were divided into four groups. The assignment was to identify two elements of the CRPD that are difficult to explain and to suggest an explanation for each.

Participants listed the main challenges elements and compared results with other groups.

The session was concluded with the importance of the role of lead trainers and co-facilitators in a Bridge cycle.



CRPD basic concepts

The session on the CRPD continued through discussing the objective of the CRPD, and the non-definition of disability, considering that the Convention does not present a definition of persons with disabilities rather it recognizes the disability as an evolving concept and an identity.

People with intellectual disabilities and people with psychosocial disabilities

Considering a general misunderstanding regarding persons with intellectual disabilities and psychosocial disabilities, the facilitation team decided to dedicate time to present both groups and the difference between them. Further time was dedicated to deconstructing concepts such as “positive discrimination, special needs” (sic).

Inclusive Facilitation

After an introduction on the learning styles, an assignment was given to participants to identify their learning style individually.

In plenary, the group discussed their individual learning styles and jointly concluded that:

- Learning styles are different from a person to another,
- Importance of working with diverse learning tools during the trainings,
- All learning styles are not accommodated at once. Some people will benefit from a session while others will not, because they may not be totally comfortable with a particular style. Thus, the importance to use different tools throughout the entire training making sure people with different styles will be embraced and included.

Evaluation and feedback

Feedback team

The second day was evaluated by the 'feedback team' as follows:

- The methodology was inclusive of all, diverse and well structured. We observed there is a clear flow on the way the week is built,
- Feedback on 2 min 1 art was too long. We must have a time limit not only for the presentation, but also for the feedback,
- The facilitation team was great and the explanation on disability was really helpful,
- The last exercise on learning styles was really good. Participants recalled themselves in schools and how their learning styles were accommodated or not,
- Time keeping is still an issue. A participant was not able to present his article during the '2 min 1 art',
- Participants also used too much of legal language, when it would be preferable to use more 'easy to understand' language,
- It would be important that at the end of the day, there is an information on what will happen the following day,
- We left the room dirty yesterday, but today we understood that it is also our responsibility,
- Food was improved, but we would prefer more meat and fish, and less vegetarian,
- It was quite disturbing when a group in the other room was making noise, but we are happy we were able to finish our exercise.

Moodometer

Top

- Happy with the methodology
- Happy and well understood
- Very good day (happy face)
- (smiley face)
- (a signature on the top)
- (a signature on the top)
- (smiley face)
- Tiring day but very positive with several learnings, in particular during the feedback of the "2 min 1 art"
- More practice (with a heart)
- (a face with hearts seeming happy)
- Very well done (smiley face)
- (a face with closed eyes. Seemed tired)
- Good, but we have to be more objective in our discussions
- Good. Time keeping to improve
- Well done, but we need to better control the time allowed to each session, and recall the daily agenda



10 March - Day 3

Recap Day 2

A representative from the evaluation team of the previous day presented the main points they had given feedback on.

2 minutes 1 article

Article 1- Object

Key elements enshrined:

- We must distinguish between the recognition, the enjoyment and the exercise of a right,
- The respect of the inherent dignity,
- Relevance of all rights for all persons with disabilities,
- The Convention through this article does not provide a definition of persons with disabilities rather it provides an explanation that “persons with disabilities include ...” at least all groups listed,
- Considering the differences in the French translation of the CRPD, the English version should be prioritised.

Article 7 – Children with Disabilities

Other articles particularly linked are the preamble, article 3, 4.3, 8, 19, 21, 23, 24 and 29, with relation to close consultation of children with disabilities through their representative organizations and to ensure their participation.

This article brings strongly the provision of enjoyment of all human rights by children with disabilities on an equal basis with other children. The concluding observations and General Comments of the CRPD Committee are particularly of interest regarding this article.

Article 13- Access to Justice

The highlights and feedbacks were:

- The strong link between articles 13 and 12, then with articles 4, 8 and 16,
- Ensuring the effective access to justice,
- The provision of procedural accommodations which are different from reasonable accommodations. It is important here to know what these accommodations mean,
- Considering the conservatism of the judicial field, it is important when presenting or explaining this article to provide examples.

Article 12- Equal Recognition before the law

The key messages discussed were:

- Recognition of the legal personality and distinction from the legal to the mental capacity,
- This article is linked to all articles of the CRPD,
- Importance of ensuring the provision of support and safeguard to exercise the right,
- These rights include the right to own and inherit properties,
- This article refers to the supported decision-making schemes as a replacement to the substitute decision making,
- The safeguards mentioned by the CRPD are not guardians or tutorship models rather it is about support in decision-making processes,
- Respect of the will and preferences of the person.

What does it mean CRPD compliant?

A case was shared with participants and debated in the plenary. Participants had diverse opinions and based those with references to the CRPD. The debate was followed by a group activity focused on CRPD compliance.

Evaluation and feedback

This day had a free afternoon, as it was Sunday, so, neither the daily evaluation team nor the moodometer were requested of participants.

11 March – Day 4

Introduction

The day started with a program review and the agreement on some adjustments due to the delay with discussions, and also due to more time requested by the group on basic concepts.

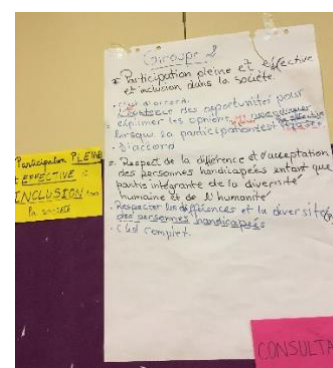
CRPD General Principles

This session was based on a group activity. Participants were divided into 4 groups and each group received two principles of the CRPD Article 3. Then, the groups received the South Africa White Book and had the task to comment on how South Africa interprets the principles of the CRPD, discussing its compliance, its relevance and eventual gaps.

Key feedback messages by the groups were as follows:

Full and effective participation and inclusion in society

- Consultation and active participation of persons with disabilities at all levels: local, national, regional
- Empowerment of persons with disabilities and capacity building
- Recognize and provide support (human, animal, technology)
- Direct link with the CRPD Article 19.b
- Gender equality and participation of women
- Recognition of the legal capacity
- Identification and elimination of barriers and obstacles (including attitudinal, environment and on communication & information)
- Accessible communication and access to information

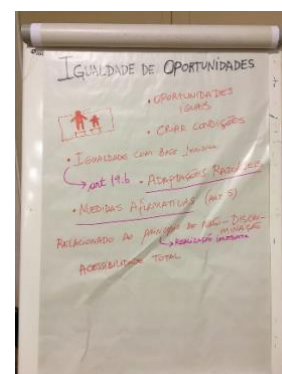


Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity

- Persons with disabilities are human beings and as such are part of humanity
- Persons with disabilities are different and diverse, like others
- As a group, persons with disabilities are not homogenous
- Persons with disabilities from the same constituency are different and the constituencies are heterogeneous. There are individual differences
- Key words: non-homogenous, diversity, difference, respect

Equality of opportunity

- All human beings are born free and equal in rights
- Access and participation on the equal basis with others
- Equity requires to consider the differences
- Reasonable accommodation must be provided
- Non-discrimination: it is necessary to identify, recognize and punish the original discrimination that persons with disabilities are subject of
- Reasonable accommodation and positive measures represent a way to encompass discrimination and inequality
- Distinction between: equality by law, equal opportunities, de facto equality



Accessibility

- Autonomy and independence
- Full and effective participation in society
- Universal design
- Consultation (articles 4.3 and 33.3)
- Identification and elimination of barriers and obstacles

Equality between men and women

- Recognition of all rights for all men and women on an equal basis, including for those with disabilities
- Require to adopt measures so women have the same opportunities to exercise their rights as men
- Intersectionality
- Importance of women with disabilities to get involved at the women's movement

Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities

- Full development without barriers
- Respect of the evolving capacities
- Recognition of the legal personality of children with disabilities
- Respect and protection of the children's identity
- Support to families to keep their children with disabilities
- Right to be consulted and fully participate in society on an equal basis with other children

Respect for inherent dignity, individual autonomy, including the freedom to make one's own choices, and independence of persons:

Respect for inherent dignity

- All human beings are born with dignity
- The dignity can neither be lost nor taken
- It is a pillar of the international law
- The dignity is for all persons because they are equal and they are rights holders
- The non-discrimination principle is strongly linked to the dignity

Individual autonomy

- It is linked to the object of the CRPD (Art 1)
- It refers to the social model of disability
- This principle, as such, exists only in the CRPD. It does not exist in any other treaty
- The principle of autonomy is part of the independence, and it may exist without independence
- It is part of both the civil and political rights and social, economic and cultural rights
- The individual autonomy is about making own choices



Independence of the person

- The right to make own choices
- The right to participate
- The principle of independence goes beyond the principle of autonomy
- Importance of support
- It relates to the exercise and exposure to participatory processes
- This principle is highlighted in Article 19
- It cannot exist without autonomy

Preparation of participation at the CRPD Committee's session

The last session of the day aimed to prepare the trainees to attend the CRPD Committee session planned to start from the following day at the UN headquarters. The facilitators presented the program and informed that participants would attend the informal meeting between the CRPD Committee and the civil society of Niger and Rwanda. In the afternoon, participants would follow the State's review of Niger. A list of questions was shared with participants to guide their observations and analysis of the CRPD Committee's work.

Evaluation and feedback

Feedback team

The feedback team congratulated the facilitators regarding the content of the day and the diversity of the facilitation technics, especially for the session on the principles.

- The day was highly appreciated,
- A participant raised the issue of not knowing how to tackle discussions regarding religion, and the importance to keep the human rights standards,
- Despite that day was very productive, participants presented a gap on basic concepts that had to be filled out by facilitators and it took too much time,
- Visual support was also very positive, while the explanation was oral, the facilitator was also presenting the key words visually. It was very appreciated,
- Announcements on logistics should not be during the day as it disturbs the flow of the content,
- The Maison des Associations is not a friendly space.

Moodometer

Top

- Very happy
- Fantastic! But the afternoon was difficult
- (the image of a tree)
- (a signature on the top)
- (a signature on the top)
- (a happy face saying T.I.M and a F)
- Amazing day (smiley face)
- I loved (heart image)
- Good participation
- Good (smiley face)
- Good
- (happy face)



12 March - Day 5

Informal briefing of DPOs from Niger and Rwanda

Trainees attended the informal discussions between the CRPD Committee and DPO representatives from Niger, which included some of the ToT participants. Then, they followed the informal session with the Rwandan delegation of DPO representatives.

Participants got exposure on how the civil society organisations address critical issues to members of the Committee.



CRPD Review on Niger

During the afternoon, the trainees observed the review of the State of Niger by the CRPD Committee and took notes analysing how members address Government representatives, key questions, points of interest, issues not presented, among others.

Evaluation and feedback

This day neither had the daily evaluation team nor the moodometer as participants were at the UN venue.



13 March- Day 6

2 minutes 1 article

The first part of the morning was dedicated to the presentations and discussions on articles worked under the '2 minutes 1 article' activity.

Article 4 - General Obligations

Key messages were:

- Article 4 obliges States parties to protect persons with disabilities, including in the private sector,
- States have the obligation to promote, protect and fulfil the rights of persons with disabilities,
- States should consult persons with disabilities and their organizations,
- The CRPD applies to the entire country, including the states in case of a federal State,
- It is a strong tool for advocacy.

Article 27 - Work and Employment

Key highlights were:

- Importance of equal pay for equal work,
- States must encourage the private companies to employ people with disabilities,
- People with disabilities must be able to benefit from a career advancement,
- 3 key words in this article: Access, equality, reasonable accommodation,
- Equality of opportunities is mentioned in this article as well as in articles 3 and 24,
- The right to take part and participate in Trade Unions,
- The importance to distinguish between the disability-related costs and reasonable accommodation or workplace adaptations which are necessary to ensure the facto equality.

Article 25 - Health

The participant presented using a visual support. Key points were:

- The right to health is present in several human rights instruments, including the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the Convention on the Rights of the Child, and the Convention on Elimination of Discrimination Against Women, among others,
- It has two pillars: the right of enjoy of a good level of health, and access to health services,
- The gender dimension and age adjustments must be considered and reasonable accommodation must be provided.



Equality and non-discrimination

This session was based on a PowerPoint, followed by an animated debate. Participants provided with contextualized examples of equality related concepts. The concept of non-discrimination was also observed.

By the end of the day, the big group was divided into two smaller groups. The group A received the CRPD Article 12, and the group B received the CRPD Article 14. Both groups would need to prepare a practical session to present to the other group, using inclusive facilitation tools.

Evaluation and feedback

Feedback team

- Very positive day,
- It was positive to have the “2 min 1 art” as a group. It encourages participants to better reflect the elements of each article and to learn from each other,
- The session on equality was very positive, but the concept is still not consolidated for the majority of the group,
- Time was an issue over the week, considering the diverse level of knowledge of participants. However, overall, participants appreciated that facilitators did not rush and took enough time to explain basic and critical concepts, and not only ‘covered the programme’, but made sure all participants were following the contents,
- The activity “2 min 1 art” was highly appreciated. Group work and peer learning were also commended,
- The group change of the venue and accessibility and food options were much better,
- The support among facilitators was also praised. Participants observed that nobody needs to know everything and that other co-facilitators are there to also support,
- The CRPD Committee’s session was a landmark moment of the week. We saw how the Committee impacts in our government. We know the Ministry was reading, but they will keep this moment back home and they understand that something has to change,
- The change in the shape of the room was also positive. Important to not stay all the time in U format, but also use “half-moon” format,
- Facilitators forgot to introduce new interpreters.

Moodometer

Top

- Well done
- Acceptable content. Methodology very well structured
- Super; (Signature on the top)
- Very positive day on knowledge acquired (smiley face)
- Well done; Good
- (Signature on the top)

Middle

- Very good
- It was very good, very understandable
- (a tree leaf)
- It was ok



14 March - Day 7

The day started with a presentation from the evaluation team of the previous day.

Recap session on equality and non-discrimination

The first part of the morning was dedicated to remind on the concepts of equality that had been presented the day before.

Access, accessibility and reasonable accommodation

The morning session continued with a plenary presentation of the concepts of access and accessibility assisted by a PowerPoint.

Access was explained through the 4 As & Q: Affordability, Availability, Acceptability, Accessibility, Quality.

SDGs 10 Reduced Inequalities - Niger example

The session started with a brief introduction of the Agenda 2030, followed by the presentation of the Niger experience to produce a national report on monitoring the SDGs' implementation. The presentation was followed by an open Q & A session.

State review of Rwanda

The group spent the afternoon following the CRPD Committees' review of Rwanda.

Evaluation and feedback

This day neither had the daily evaluation team nor the "moodometer" as participants were at the UN venue.

15 March - Day 8

CRPD Committee Session - CRPD Review on Rwanda

Participants started the day following the second part of the review of Rwanda by the CRPD Committee.

Work group - Articles 12 and 14

In the afternoon, each group presented respectively Article 14 and 12, in 30 minutes, each, followed by a Q&A session.



Both groups used inclusive and diverse facilitation methodologies, including PowerPoint, role play, coloured cards, and others. Moreover, all participants took part in the facilitation.

Closure of the training

The day ended by explaining the next steps and inviting participants to fill the ranking chart regarding CRPD, SDGs, inclusive facilitation, article 11 and cross disability knowledge.

Ranking chart

In the first day

CRPD - 9 participants indicated being comfortable with the CRPD, while 5 indicated to be more or less comfortable,

SDGs - 3 participants indicated be comfortable with the CRPD, 8 indicated to be more or less comfortable, and 1 indicated not being comfortable,

Inclusive facilitation - 1 participant indicated being very comfortable, while 6 specified being comfortable, 5 indicated to be more or less comfortable, and 1 indicated not being comfortable,

Humanitarian action - 1 participant indicated being very comfortable, while 4 specified being comfortable, 5 indicated to be more or less comfortable, and 1 indicated not being comfortable,

Inclusion of different groups - 1 participant indicated being very comfortable, while 3 specified being comfortable, 9 indicated to be more or less comfortable and 1 indicated not being comfortable.

	CRDPH CRPD	ODD SDGs	FACILITATION INCLUSIVE FACILITATION INCLUSIVE	ACTION HUMANITAIRE HUMANITARIAN ACTION	INCLUSION DE DIFFERENTS GROUPES INCLUSION OF DIFFERENT GROUPS
++					
+					
+-					
-					
--					

In the last day

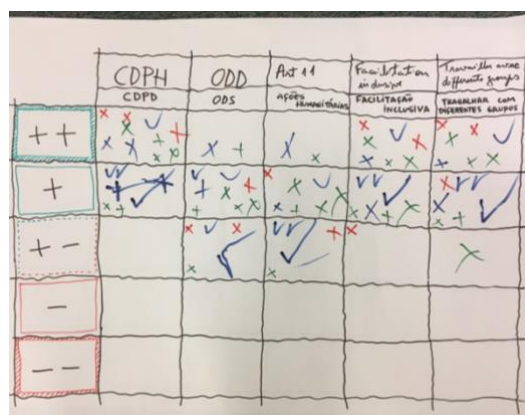
CRPD - 10 participants indicated being very comfortable with the CRPD, while 7 indicated to be comfortable,

SDGs - 2 participants indicated being very comfortable with the CRPD, 8 indicated to be comfortable, and 5 indicated to be more or less comfortable,

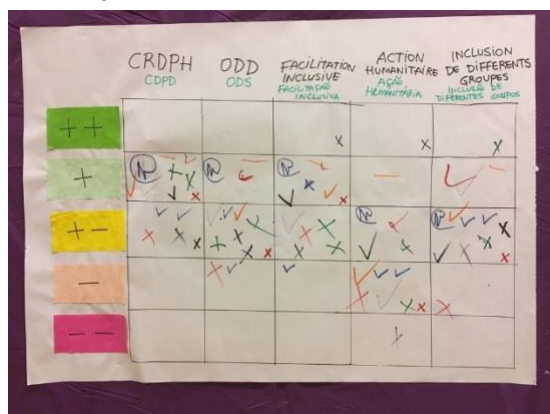
Inclusive facilitation - 7 participant indicated being very comfortable, while 7 specified being comfortable,

Humanitarian action - 2 participant indicated being very comfortable, while 7 specified being comfortable, 5 indicated to be more or less comfortable,

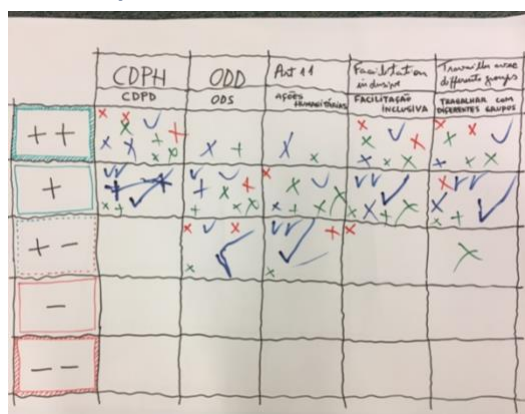
Inclusion of different groups - 7 participant indicated being very comfortable, while 7 specified being comfortable, 1 indicated to be more or less comfortable.



First day



Last day



The ranking chart in the **first day** showed that 31% of participants self-identified as being overall comfortable (+), while 44% self-identified as more or less comfortable (+ -) with the overall curriculum.

The self-evaluation tool showed in the **last day** that 37% of participants considering as being very comfortable with the curriculum (++), while 48% self-identified as comfortable (+).

The **ranking chart** clearly shows the evolution of the group in their self-confidence after passing through the ToT module A.

Challenges

- Delay in defining the participants list,
- The majority of participants did not experience a Bridge cycle as participant, hence, a relevant gap in the CRPD knowledge was evident, which impacted the development of the ToT in order to keep timing and to respect the program; as additional time was needed to review basic concepts,
- Increased complexity, lack of clarity and inaccessibility in the process to request Schengen visas, which made it impossible for participants from some countries including Cap Verde and RDC to participate in the ToT,
- Despite several reminders, a number of participants kept checking their emails and mobile phones during the training,
- Representatives from the LGBTIQ community do not necessarily feel the group was much inclusive in terms of sexual orientation and gender identities,
- Religion was also a point raised as it impacts the enjoyment of rights, in particular for women,
- The concentration of some participants was also impacted by delayed luggage delivery, and constant logistical arrangements on the training venue. Additionally, the Maison des Associations to be avoided,
- Simultaneous interpretation (French, Portuguese and sign language) impacted the time of exchange between participants and during group exercises.

Opportunities and lessons learned

- The first module of the Bridge ToT French and Portuguese offered a critical opportunity for participants to experience a UN monitoring mechanism in practice – the UN CRPD Committee,
- Diverse feedback from participants confirmed the training was greatly appreciated and has provided a valuable experience to national DPO and IDDC leaders,
- Participants also benefited from ‘an inside review process’ with ToT colleagues from Niger and Rwanda to learn and understand how DPOs present the parallel report and brief the CRPD Committee just before the State review,
- The training atmosphere, participatory and inclusive, created more confidence among the participants over the week, which was visible during participants’ presentations, discussions and comments,
- Another important identified point was the work among co-facilitators and their constant peer support,
- It is critical that all ToT participants pass through, at least, the Bridge CRPD-SDGs Module 1 training,
- It was important to have participants from different countries, which facilitated multi-countries exchanges, however, a global ToT, with participants from different regions, is preferable, in order to foster exchanges on laws, policies, experiences on data collection, budgeting, among others,
- Exchange of contact among DPO representatives facilitated the creation of a WhatsApp group, which is constantly used by participants themselves. The Bridge Coordination team also created a mailing list to share relevant information and documents with the participants.