



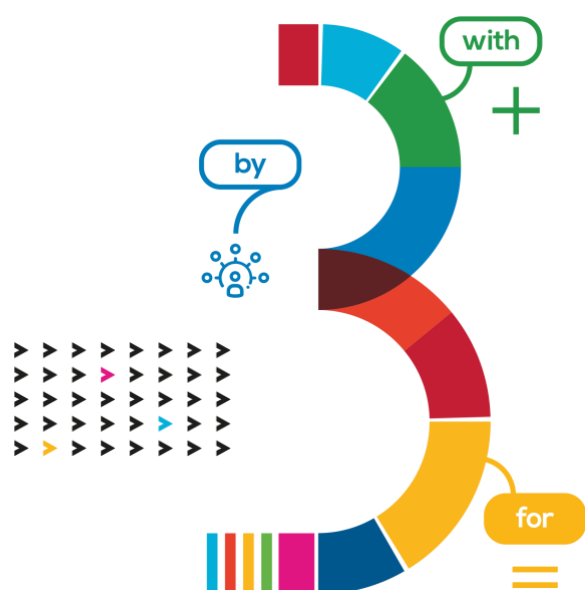
International
Disability
Alliance



International Disability
and Development Consortium

Impact of the Bridge CRPD-SDGs Initiative on the use of the CRPD and the SDGs to influence public policies and reinforce DPO activists' capacities

Bridge CRPD-SDGs Alumni Survey 2020



Geneva, May 2020



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EXECUTIVE SUMMARY



“I changed as a human being. I am now more aware, respectful and supporter of the diversity of humanity.”



From October 2015 to March 2020, **905 people have been involved** in the [Bridge CRPD-SDGs initiative](#), across **103 countries**, with a significant participation of women and people from underrepresented groups.

In order to promote continuous learning about the Bridge CRPD-SDGs Initiative, a first survey was conducted in October 2018, and this second survey was commissioned in **early 2020**.

The **2020 survey collected**

- **145** responses
- representing **28%** of all Bridge Alumni
- covering Bridge cycles **from 2015 to December 2019**
- **40%** of respondents are persons from underrepresented groups

The overall picture of the respondents' experience is **overwhelmingly positive**, with the impressive majority demonstrating the **practical usefulness** of the Bridge CRPD-SDGs Initiative to their daily advocacy activities.

Completion of Bridge CRPD-SDGs trajectories has contributed to the development of the respondents on both professional and personal levels. Bridge Alumni have reported to be:

- Better at influencing a wide range of national and international public policies from **humanitarian emergency responses to disability inclusive budgeting**, with notable mentions of **inclusive education** and **work and employment**;
- **More self-confident about their own expertise**, helped them understand their **value as advocates** and **leaders of the disability movement** and enabled the creation of **friendships and networks**;
- Carrying forward the **multiplying effect of the Bridge CRPD-SDGs**, whereby most Alumni went on to train/ mentor others in the DPO movement and beyond.

The employment of the **inclusive facilitation tools and methodologies** has shown to be crucial in reaching those in the disability rights movement who are otherwise not often included. Reflecting the **Bridge CRPD-SDGs Quality Criteria**,¹ over **40%** of the survey respondents are persons with disabilities who belong to underrepresented groups.

¹ See at [Bit.ly/BridgeCRPD-SDGs](https://bit.ly/BridgeCRPD-SDGs)

The use of **inclusive facilitation tools and methodologies** has enabled the Bridge Alumni to share the knowledge with the widest possible target populations that include:

- ✓ Organisations of persons with disabilities (DPOs),
- ✓ Mainstream NGOs, including IDDC members,
- ✓ Groups of self-advocates (that may or may not be formally established and governed), and
- ✓ Disability Rights Fund (DRF) & allies, agencies of cooperation, UN agencies and others.

The overall **improvement of the visibility of the DPO demands in public policy debates**, including in key questions relating to humanitarian response, is another important outcome of the Initiative. The **increased representation of women with disabilities** in policy influencing platforms and the **recognition of the Bridge Alumni as high-level experts** is noteworthy.

The **recommendations** received for **improvement of the Bridge CRPD-SDGs Initiative** point at the need to:

- Hold trainings in **more diverse world regions** and in **different languages** (not English focused),
- Further invest in **accessible materials**, including videos with Sign Languages and material in Easy to read format, as well as to produce **online courses**,
- Have a **well-funded core secretariat** that can **ensure learning** and follow up across all Bridge networks for **national and regional advocacy events** that could be aligned with **major development** or **Agenda 2030** or **UN monitoring processes**.

I. BACKGROUND OF THE SURVEY



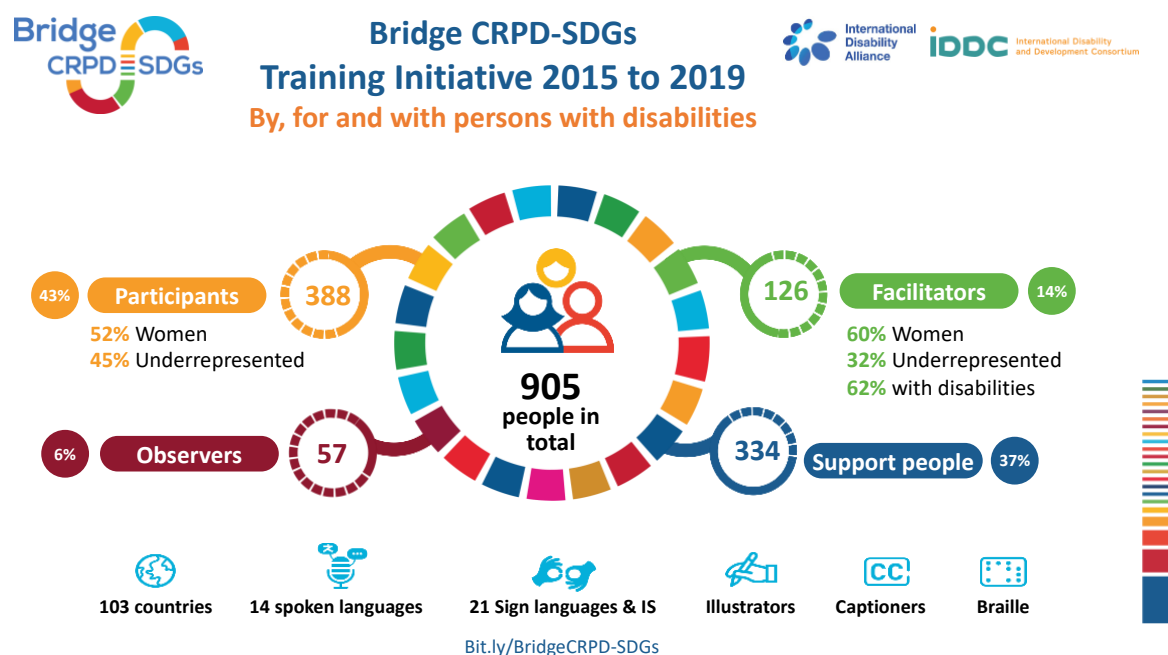
"I am now using the CRPD every day in my work and life from using general comments to guide policies, to using CRPD concluding observations to guide teams to shape priorities plans."

"Having an intense experience with colleagues with different disabilities – it's not just meeting people, but connecting with them, share peer support and learn together in an inclusive and respectful environment."



From October 2015 to March 2020, 905 people have been involved in the Bridge CRPD-SDGs Initiative in various capacities,² with 388 participants, from 103 countries, with a significant participation from women (52%) and people from underrepresented groups (45%). Bridge facilitators were similarly diverse, with 62% of facilitators being persons with disabilities themselves, 60% women and 33% from underrepresented groups.

A team of support people, which worked out to 37% of the overall number of people involved in the Bridge Initiative, has ensured the meaningful and effective participation of participants and facilitators (57%) prior and during the training. Observers (6%) from partner organisations also join some modules. This information is displayed in the following infographic:



² Detailed information on the roles of each involved person in the Bridge CRPD-SDGs, see the Bridge Quality Criteria.

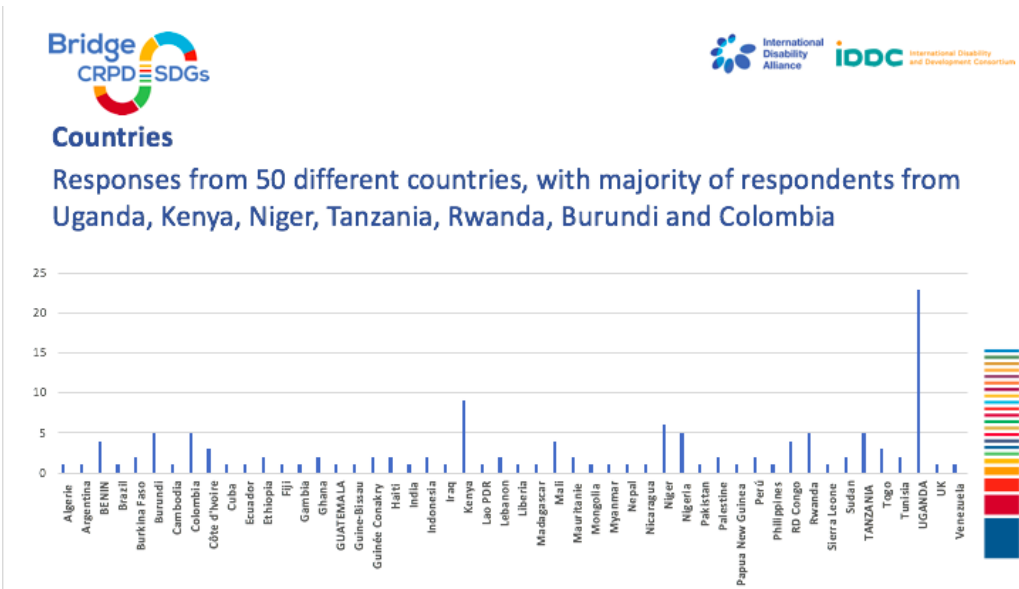
The survey aims to continuously build on the learning from each Bridge cycle, thus on the experiences of Bridge Alumni and on how the Bridge CRPD-SDGs Initiative has impacted the use of the CRPD and the SDGs into their daily work and life after the training.

The survey was conducted between 20th February to 20th March 2020. It was circulated among all Bridge CRPD-SDGs Training Alumni using Bridge list serves and WhatsApp groups. Offered on the Survey Monkey platform in English, French and Spanish, the survey received 145 responses, which represents 28% of all Bridge Alumni.

Over a half of the answers (79) were in English, followed by French (53) and Spanish (11). In addition to the original survey languages, the Alumni had the opportunity to submit their responses in Arabic³ (2). Out of 145 respondents, 52% were women, 47% were male, and 1% responded as identifying as having another gender identity.

Countries

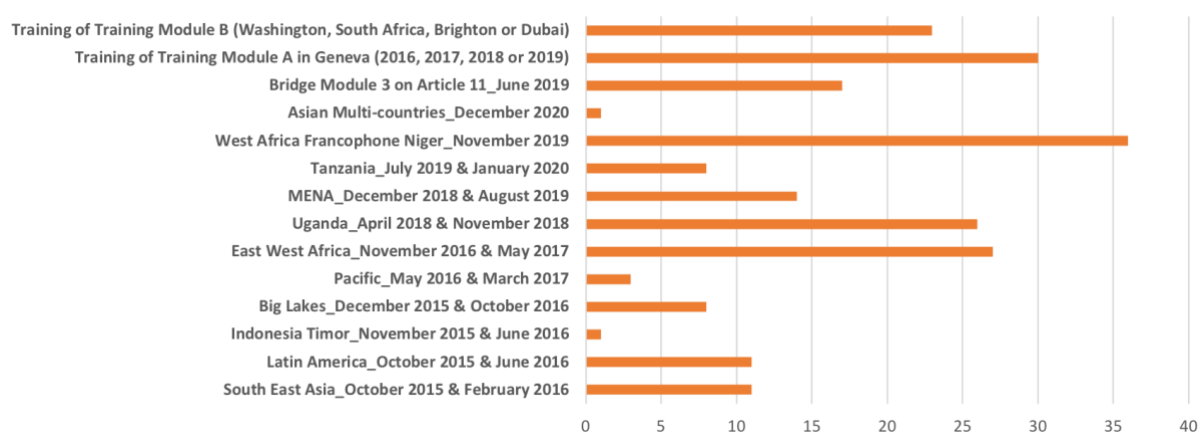
Responses were received from 50 countries, with most respondents being from Uganda, Kenya, Niger, Tanzania, Rwanda, Burundi and Colombia.



Bridge CRPD-SDGs cycles

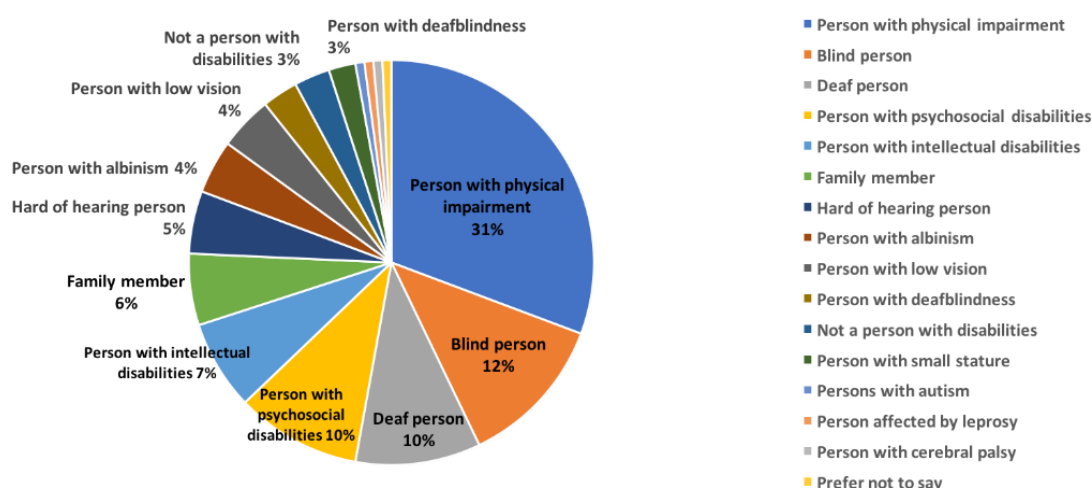
Analysing the Alumni's participation in Bridge cycles, it was noted that the participants of the most recent cycle for francophone West Africa, in November 2019, were the most active with 36 responses, followed by 27 responses from the Alumni of the 2016-2017 East and West Africa cycle and 26 responses from the 2018 Uganda cycle. Notably, the graduates of the Training-of-Trainers (ToT) trajectory were also active, submitting a combined number of 53 responses.

³ Although the language of the response is somewhat indicative of the geographical location of the respondents, it must be noted that some participants chose to respond in the language that is not dominant in their geographical area (i.e some MENA participants or some Latin American participants chose to respond in English).



Impairment

Over 40% of Bridge respondents came from underrepresented groups,⁴ including people with psychosocial disability, people who are deafblind, persons with intellectual disabilities, and persons with autism. This figure is both higher than required by the Bridge CRPD-SDG Quality Criteria and a significant achievement in itself against the historical backdrop of barriers in reaching out to underrepresented groups.



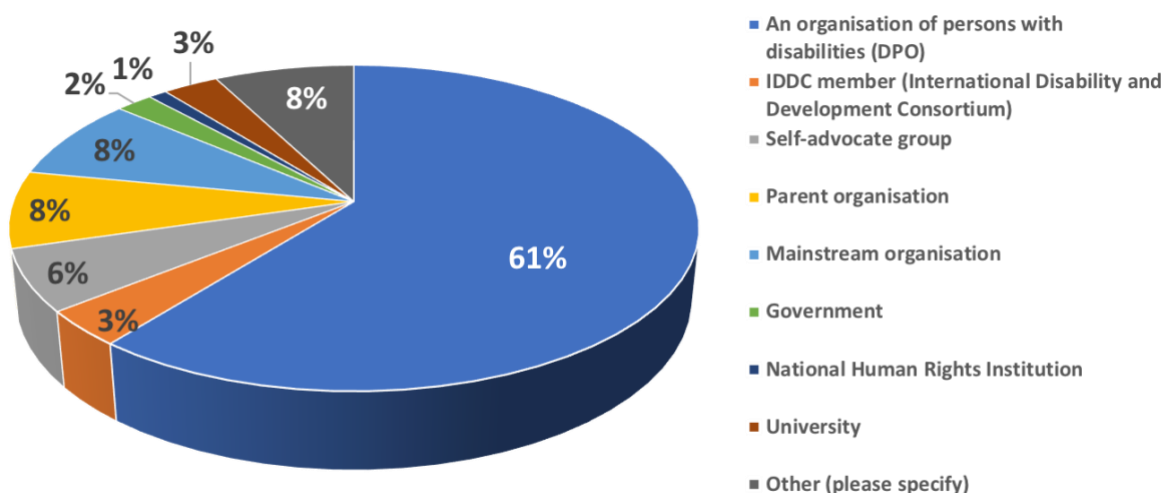
⁴ The Bridge CRPD-SDGs Initiative understands that under-represented groups are generally persons with less visibility in decision making processes. The disability movement, like other social movements, is not homogenous. There are some groups that have traditionally been less included or harder to reach such as: persons who are deafblind, persons with intellectual disabilities, persons with psychosocial disabilities, persons with autism. It can also include women, children, older people and indigenous persons, as well as faith, ethnicity, caste, class, sexual orientation or gender identity minorities. This will be different in different countries and contexts. For the purpose of this survey, underrepresented groups comprise persons with psychosocial, intellectual and hearing disabilities as well as persons with albinism, deafblindness, small stature, autism, cerebral palsy and those affected by leprosy.

Other identities

A significant number of respondents identified as belonging to a specific group, such as youth, or coming from rural or remote area, or from an ethnic minority, or others.⁵

Organisational status

The majority of respondents (61%) belong – either as a member, staff, volunteer or other - to an organisation of persons with disabilities (DPO), followed by 11% from the International Disability and Development Consortium and 6% from self-advocacy groups. The remaining respondents belong to parents' organisations, academic institutions, governments, national human rights institutions, Disability Rights Fund (DRF/DRAF), CRPD Committee and others.



⁵ The category 'other' includes identities such as refugee, linguistic minority or person with high support requirements.

II. THE MOST IMPACTFUL OUTCOMES OF THE BRIDGE CRPD-SDGS INITIATIVE



“I now advocate from an informed point of view quoting the laws and making reference to SDGs.”

“After Bridge Art 11, I have participated in two consultations for the IASC's guidelines for inclusion of persons with disabilities in humanitarian action”



The respondents agreed that

- a **better understanding of the relationship between the CRPD and the SDGs, and how to use and relate** these frameworks, and
- the **increase of DPOs' capacities to influence public policies and involvement by governments**

were the **most important outcomes** of their participation in the Bridge CRPD-SDGs Initiative.

Respondents also identified as key outcomes:

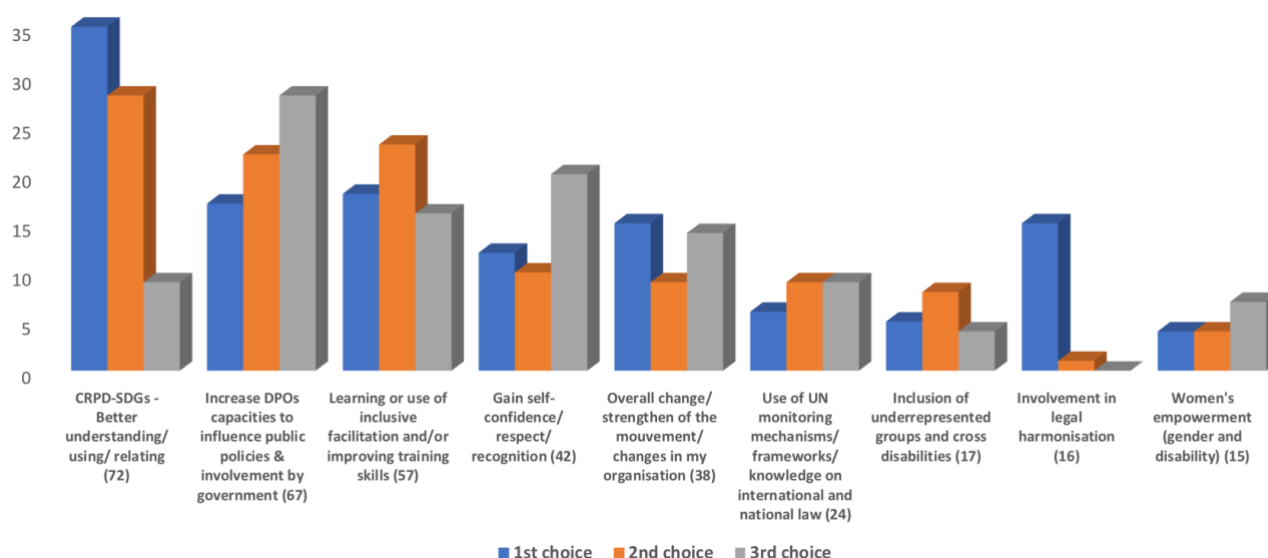
- Learning or use of **inclusive facilitation** and/or improving training skills,
- Overall change/ **strengthening of the movement**, including changes within their own organisation, and
- Involvement in **legal harmonisation**
- Improved **self-confidence**, respect and/or recognition.

The participants noted the Initiative's success in **including and empowering women, underrepresented groups and diverse groups of persons with disabilities**, and serving as a catalyst to **use the UN monitoring mechanisms or frameworks** and increase knowledge on international and national laws.

When asked to identify the three most impactful outcomes of the Bridge CRPD-SDGs Initiative, **better understanding of the CRPD and the SDG process and ability to use these instruments in practice** is the most important takeaway for the majority of the participants. Some of them emphasized improved understanding of both the CRPD general principles and the specific rights, such as inclusive education, work and employment, and situations of risk and humanitarian emergency.

In addition, the respondents also highlighted a range of practical, organisational and social skills that they gained thanks to the Bridge CRPD-SDGs Initiative, such as **learning to use inclusive facilitation and training skills, improving research and writing skills, gaining self-confidence and the ability to bring about changes within their organisation**.

The steady **increase in the DPOs' capacities to influence public policies of their respective governments** has also been identified as an important direct outcome of the Initiative. A large majority of respondents invoked a **strong correlation between the Bridge CRPD-SDGs Initiative and the growing professionalization of the DPO activities** exemplified by active, strategic and continuous involvement in public policies resulting in measurable policy changes.



Importantly, some Bridge Alumni's expertise has now been recognised by third parties, such as DPOs or governments, that invited them to serve as consultants, trainers or mentors. This is an important outcome both for the participants personally and for the sustainability and growth of the disability community.

Respondents also recognised the Bridge CRPD-SDGs Initiative as a catalyst of **knowledge sharing, exchanging and networking**.



"I believe the Bridge initiative improved the capacity of DPOs leaders in different countries."

"I learnt that when identifying advocacy issue, I need facts to back up my advocacy."

"My involvement in Bridge training opened many other doors opportunity for further development in the same area. For example, I am now attending an International Training Programme at a European University."



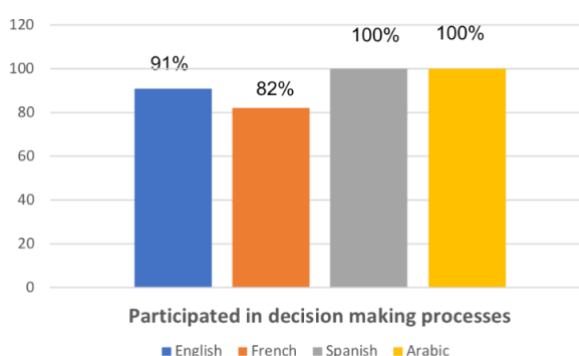
DECISION-MAKING PROCESSES⁶



“Strengthen[ing] my capacities and the ability to advocate within the human rights-based approaches highly impacted how I do my advocacy as a journalist with disability.”



The overwhelming majority of respondents across languages reported that they participated in some forms of decision-making processes after Bridge. The highest proportion of Alumni having taken part in post-Bridge decision-making processes is among the Spanish and Arabic respondents (100 %), and the lowest – among the French respondents (82%).



Accordingly, many Alumni reported that the Bridge CRPD-SDGs Initiative has **considerably strengthened their capacity to advocate using the human rights-based approach and to link the SDGs to the CRPD principles and other international human rights instruments**. As the result of Bridge, **they use the CRPD and SDGs arguments in their daily advocacy activities**, including in the design and implementation of projects, and make them cornerstones of strategic development of their organisations.

For many respondents, participation in the Bridge CRPD-SDGs Initiative has served as **a push to create awareness about the intersections between the CRPD and SDGs among the national decision-makers**, and to advocate for strong CRPD/SDGs components in both the national disability rights legislation and development strategies.

In addition to the improved participation in the external decision-making processes (i.e influencing the decision-makers), the Alumni reported **gaining confidence in advocating for better understanding of and compliance with the CRPD within their own organisations**.

Graduation from the Bridge cycle allowed them to be **recognised and consulted for their expertise** and led to their **mentoring of young self-advocates, students** and others in the CRPD approach and empowerment of persons with disabilities. **Some organisations reported to have become more inclusive of all persons with disabilities** as the result of having a Bridge alumnus as staff or member.

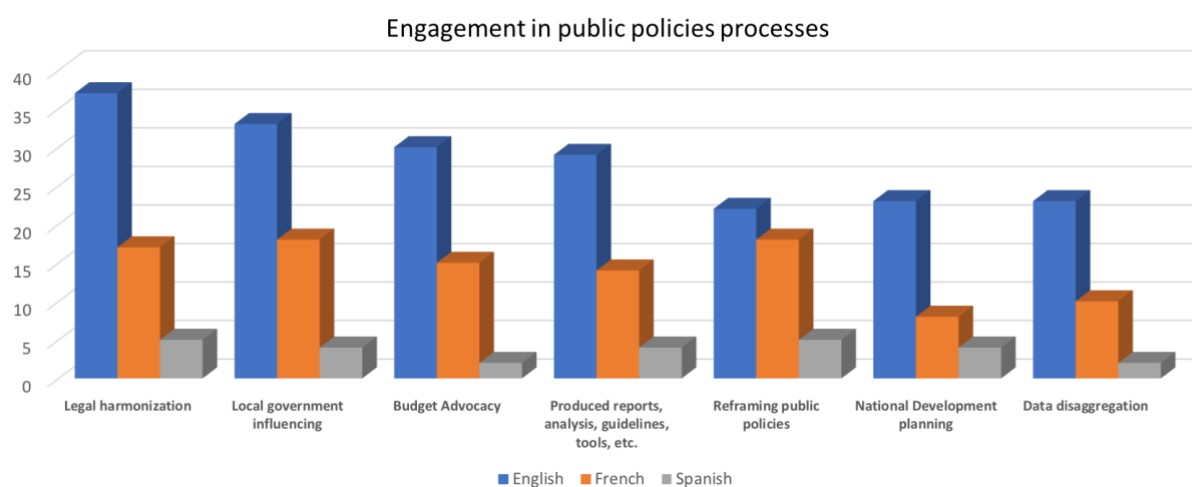
⁶ Decision making processes is used here in its broader sense, being both related to organisational, public or personal levels.



“Following Bridge, we have made key decisions such as ensuring that the underrepresented groups are involved in all our advocacy work, we have formed key decision making inter agency committees in our country on key areas [...]. DPOs are represented in all these committees. We have also developed projects that are in line with CRPD and that aim at monitoring the implementation by government and strengthening the role of DPOs in pushing for accountability.”



A critical majority of respondents across languages⁷, between 80 and 100%, reported that they have worked on influencing public policy after the Bridge training. The **direct engagement in public policy processes** appears to be one of the most significant and concrete results of Bridge CRPD-SDGs for the majority of Alumni, most of whom emphasised their involvement in legal harmonisation work, engagement with the local government, advocacy on disability-inclusive budgets and policies, including development policy, and data disaggregation.



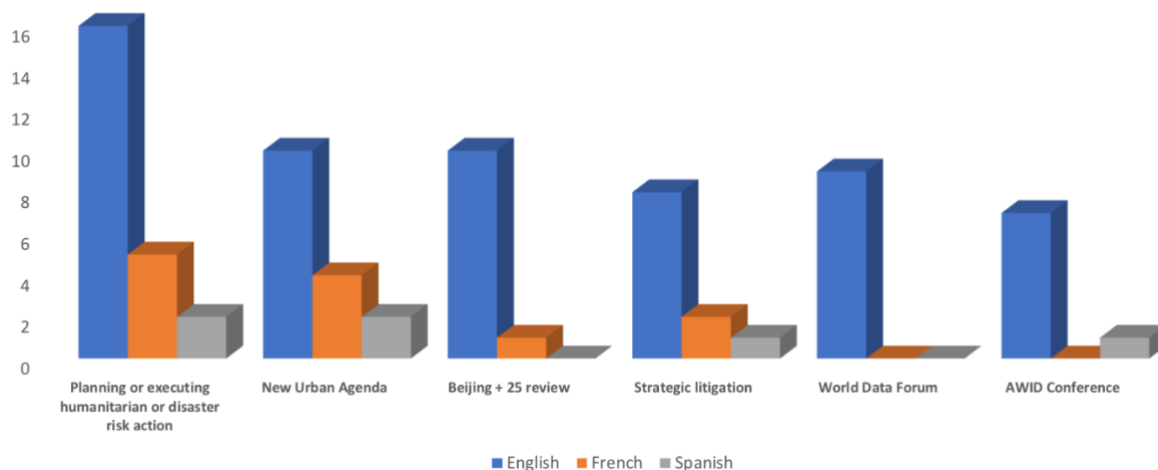
For example, on budgeting, the knowledge learnt from Bridge was **used to analyse budgets and to implement projects on budget allocation**, including on issues related to influencing health or education rights and community development offices.

Some of the more concrete Alumni achievements in this area include contribution to the establishment of national, provincial and municipal committees of people with disabilities to effectively implement the CRPD, a multiannual National Development Plan and the Draft Inclusive Educational Policy.

⁷ Except Arabic language respondents who did not provide a response to this question.

Respondents also indicated successfully leading coalitions that influenced the enactment of disability acts, social protection frameworks as also influenced technical public officers to consider reasonable accommodation, inclusive planning and budgeting,

The Bridge Alumni were also active in influencing international public policies on humanitarian action/disaster risk reduction, [New Urban Agenda](#), [Beijing +25 review](#), [World Data Forum](#) and [AWID](#) (Association of Women's Rights in Development) Forum. Some also participated in strategic litigation.



The Alumni emphasised the **increased professionalism of their involvement in public policy influencing**, characterised by reliance on facts, data, evidence and the ability to formulate arguments with clarity and precision.

Finally, the Alumni informed that as the result of their completion of the Bridge cycle, they have **successfully managed to emphasise the importance of disability rights mainstreaming in key public processes**, for example, anti-discrimination frameworks, population census processes, media, elections and investment in physical infrastructures.



“Participating on the bill regarding persons with disabilities gave me experience that must be shared with DPOs before tabled to the government. This gave me something to help the community on understanding processes in the government and hence build awareness to the community I serve.”



THE USE OF THE UN MONITORING MECHANISMS

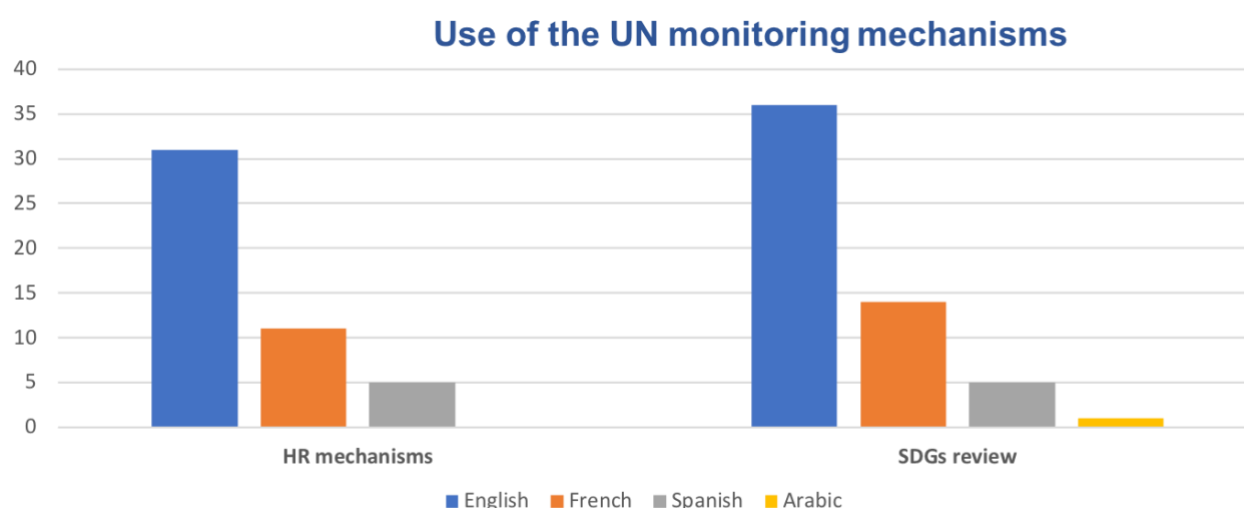


“As a result of Bridge, I was able to create and make linkages with other groups and one of them is a network of organisations that work with women and girls with disabilities. When my country came up for review, the Network worked together to draft a parallel report which was key in influencing the recommendations to our country, especially as regards women and girls with disabilities. We use these recommendations for advocacy.”



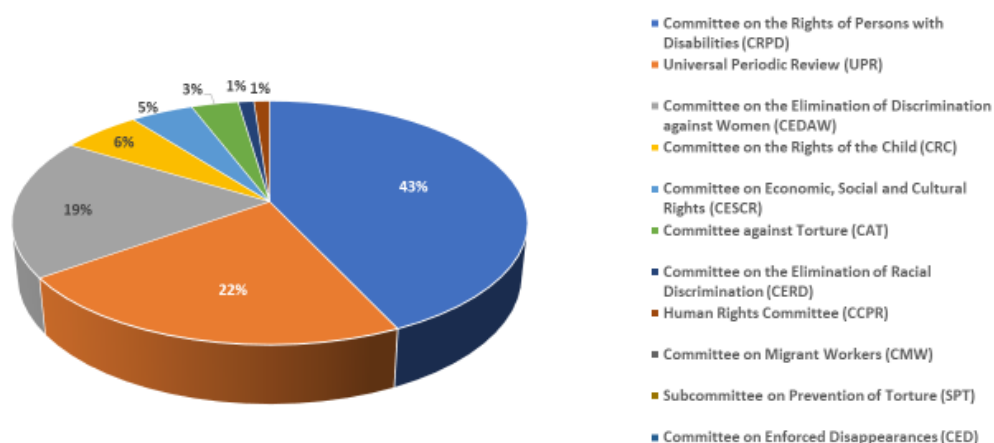
Almost half of the respondents (42%) have been involved with UN human rights or SDGs monitoring mechanisms after Bridge.

Responses showed that the **Bridge Alumni engagement with the SDGs review process is more immediate after the Bridge training than with the UN human rights reporting mechanisms.** This is possibly due to the fact that the SDGs processes are continuous whereas UN human rights reporting is cyclical. For instance, many national Bridge CRPD-SDGs training courses took place soon after their country went through UPR or CRPD reporting process, and the next possibility to get involved in the process is not for another 2 or 3 years.



Respondents who reported having used the UN human rights mechanisms have mainly engaged with the CRPD Committee. This is followed by the Human Rights Council Universal Periodic Review process and the CEDAW Committee. The CRC and CESCRC Committees received also some attention from Bridge Alumni. Other treaty bodies have received minimal engagement from the Alumni, either due to lack of opportunity (no national review coming up) or limited possibilities to mainstream disability rights in these instruments.

Respondents reporting to the UN human rights mechanisms, mainly engaged with the CRPD, UPR, CEDAW and CRC:



Overall, the Alumni reported a **better understanding of the UN work** and the opportunities to engaged with it for civil society actors as well as with human rights organisations such as National Human Rights Institutions, an **improved involvement in the process of monitoring** and evaluation of regional SDGs and the CSOs Forum and **using the UN reporting processes** to advocate for the ratification and implementation of the CRPD.



“Bridge’s most impactful outcome is the empowerment for women with disabilities network”



According to the Alumni who participated in the survey, one of the most impactful outcomes of Bridge CRPD-SDGs is the empowerment of the networks of women with disabilities. Women with disabilities reported **having gained confidence and technical capacity to take on leadership roles and to participate in decision-making processes**, both at national, regional and global levels, as well as in **legal harmonization**.

Women with disabilities reported better inclusion in **high-level meetings** where they were asked to present research on gender-related discrimination against women and girls with disabilities, and they have even succeeded in having their suggestions incorporated in legislative proposals. A respondent shared that they “... wrote a petition to the Gender Committee of parliament on including issues of women and girls with disabilities in the 2018 Persons with Disabilities Bill. It was then incorporated all our suggestions into the Bill [sic].”

Following participation in Bridge, **visibility of women with disabilities is reported to have improved at both national, regional and international levels**, even with their inclusion in the mainstream **women’s rights movement** and the **UN family** of organisations (particularly UN Women). Some Alumni even succeeded in becoming **members of parliament** or of the **CRPD Committee**.



“While I chaired a UN Women regional meeting, I informed them about the relevance of prioritising disability inclusion in their planning, policy making and budgeting. I also reminded them that they will not meet the fifty targets on gender equality if women and girls with disabilities are left behind. The first decision that was made by the regional director was to conduct a study on gender related discrimination among women and girls with disabilities in East and Southern Africa in which I was heavily involved in the review of the available literature and the interviews among women and girls with disabilities. Secondly, UN Women agreed to fund organizations of women with disabilities in order to promote inclusion.”





“As a result of Bridge, we had influenced the Government to open inclusive schools in Agago, Budaka. There are now 70 Deaf pupils in the mainstream schools there.”



Though inclusive education was not part of the first Bridge CRPD-SDGs survey in 2018, in this survey (2020) a significant number of Alumni presented strong observations regarding their specific work around education in line with the CRPD Article 24 and SDGs Goal 4.

Following Bridge, many Alumni influenced their governments to open mainstream inclusive schools, or to successfully advocate that children from the most underrepresented groups such as deaf people, people with cerebral palsy or people with intellectual disabilities be accepted in mainstream primary schools.

This was as the result of actions such as awareness raising campaigns targeting school authorities on specific requirements of people with disabilities in terms of accessibility of infrastructure and supporting teachers with disabilities. For example, some Alumni reported having formed a group of deaf women teachers to demand equality and non-discrimination, including regarding salary and work conditions.

Another respondent informed that after Bridge, they led their Technical Team on Inclusion Education on policy drafting and implementation of CRPD Art 24 and SDGs 4.



“[Bridge training] was very good and now the government and all community leaders are getting to understand Inclusive Education, which we are implementing in Uganda.”





“Bridge impact was the change that our community of refugees with disabilities experienced after sharing with them the knowledge that I got from the Bridge Uganda and talking with UNHCR, Office of the Prime Minister, Inter Aid Uganda as Implementing partner of UNHCR.

Refugees with disabilities started to be involved in different programs, projects and are being involved in decision making and consulted before all projects and programs regarding persons with disabilities and refugees.”



A significant number of respondents were involved in humanitarian and emergency situations after the Bridge CRPD-SDGs training. More than 60% of answers in Spanish, followed by 48% in English and 35% in French, reported having participated in activities linked to either humanitarian responses or disaster risk reduction soon after Bridge.

Participation in Bridge CRPD-SDGs has led to **increased knowledge of the respondents on the CRPD Article 11 and the SDGs** related to situations of risk and humanitarian emergencies such as refugee crisis, election violence, flooding, or fire. As the result, persons with disabilities feel **better equipped to advocate for inclusion of persons with disabilities in emergency responses** and to **support their national members’ organisations** to engage with humanitarian actors in their countries.

It appears that the Bridge Alumni are now more involved in consultative and decision making humanitarian processes, both national and regional, including participating in advisory committees at humanitarian organisation, on the drafting of the [2019 IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action](#), delivering statements at Ministerial Conferences and assessing social protection on livelihoods projects.

Respondents also reported becoming resource persons, advisors and trainers of humanitarian actors, DPOs, governments, private actors and UN agencies on various aspects of Article 11 of the CRPD, including on Plan of Action for Disaster Risk Reduction 2016-2021, and the Action Plan on Disabilities and Rehabilitation approved by WHO, as well as on gender-based violence related to food and cash management in humanitarian emergencies.



“Humanitarian action was already my area of work, but participating in Bridge Article 11 allowed me to connect DPO members with multiple projects my organization is implementing, from accountability to affected populations to early childhood development and family violence.”



⁸ There were no responses from participants who responded in Arabic.

SHARING OF KNOWLEDGE AND FACILITATION SKILLS



"I am a Disability Inclusive Development Technical Advisor and this is a very unique experience for me to be the only expert in DID and I am currently training and mentoring others [...]"

"I am coaching DPOs & local authorities"

"I trained local government"

"I trained 24 youths on Introduction to CRPD"

"I'm training now self-advocacy groups"

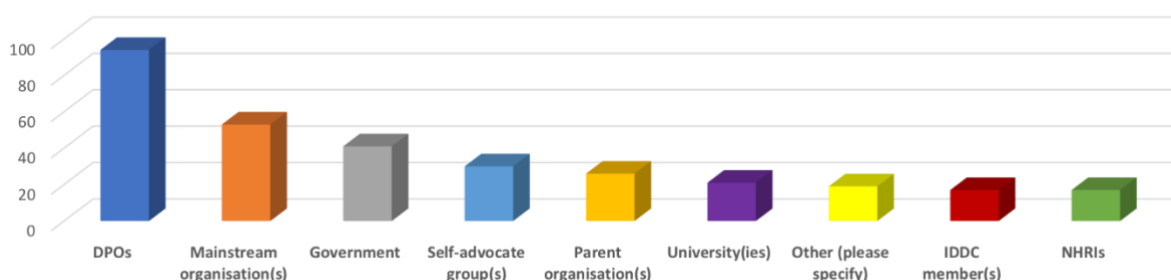


It is extremely positive that nearly all Alumni (98%) reported **having shared knowledge acquired during Bridge with others**. Out of these, 77% **used inclusive facilitation⁹ tools or methodology** during their own training activities.

While 119 out of 145 survey respondents named DPOs as the primary targets of knowledge and facilitation skills sharing, other important beneficiaries were mainstream NGOs, including IDDC members, self-advocates networks, parent organisations, national human rights institutions and universities, among others.

The **use of inclusive facilitations skills** meant that **more Alumni trained groups of self-advocates** (30) when compared to **groups of parents** (26) demonstrating the key importance of accessible and inclusive training tools and methodologies.

Post-Bridge trainings with inclusive facilitation tools benefited:



⁹ The Bridge CRPD-SDGs Initiative understands inclusive facilitation as an approach that creates conducive environments, spaces, and opportunities for all people to participate and contribute to learning, dialogue and knowledge development. It is based on valuing diversity and creating accessible spaces so that all persons can contribute, co-produce and enrich learning processes; using a diverse range of accessible feedback mechanisms to ensure constant learning and adaptation to support all learners throughout the learning process. Practitioners of inclusive facilitation are committed to a rights-based approach that values the voice, agency, and participation of all, especially those traditionally left behind.

Furthermore, 72% of all respondents (95), **have been involved in mentoring or coaching others**, providing their mentees with continuous support to effective learning. Again, DPOs were the leading beneficiaries of mentoring or coaching by a Bridge Alumni, followed by self-advocate groups (including youth groups).

This demonstrates the **significant multiplying effect of the Bridge CRPD-SDGs Initiative**, whereby several actors benefit from training in addition to the primary Bridge Alumni. The survey response showed consistent relation between the use of inclusive facilitation tools and the ability to reach out self-advocate groups that are often underserved by training or mentoring activities that do not employ such tools.

As such, the Alumni reported that Bridge CRPD-SDGs was an eye opener to inclusiveness. It **supported better knowledge of various inclusive facilitation methods and techniques** to ensure all human rights for all persons with disabilities. Others reported that the **exposure to a very diverse group of people with different impairments challenged them to find ways to not leave anyone behind**, increasing their abilities to use inclusive facilitation and mentoring skills, and then, supporting them on the transfer of knowledge to other persons with disabilities.

The emphasis on inclusive facilitation and the use of reasonable accommodation has been an important practice of making the learning environment accessible for persons with disabilities from the most underrepresented groups, such as persons with intellectual disabilities, enabling their full and effective participation.



“Bridge training was an eye opener and empowerment to me in the area of Human Rights of people with disabilities and inclusive facilitation skills. This has enhanced my work greatly.”

“Inclusive facilitation tools, examples sensory break, silent corner and use of voice first before using microphone.”

“I have been able to use the inclusive facilitation tools during the trainings we held.”

“Inclusive facilitation skills that have led to embracing of best practices.”



III. WAYS OF IMPROVING THE BRIDGE CRPD-SDGS INITIATIVE



“Continue consolidating Bridge as the most effective and inclusive learning methodology which can also be used by other entities working in the field of disability.”



On the current program and material

Recommendation 1: The training is too intense. The number of days of the training should be increased to spread out the learning process.

- **Clarification from the Bridge CRPD-SDGs Initiative:** Over the pilot phases, different set ups were essayed. It was observed that 6 (six) days were not enough, and 9 (nine) days or more were not healthy or sustainable, as it has a huge impact in the facilitation and support teams as well as in the budget. Therefore, a program of 7 (seven) days - 8 (eight) days if there is simultaneous or consecutive interpretation in different languages - is currently adopted, with sufficient breaks (including sensory breaks), to enable full and effective participation. Also, the methodology is very diverse with practical exercises, role plays, individual work and simulations, thus, embracing different learning styles over the week.

Recommendation 2: Need conclusive training on UN reporting mechanisms.

- **Clarification from the Bridge CRPD-SDGs Initiative:** While Bridge CRPD-SDGs training provides a general (and brief) overview of the UN monitoring mechanisms, a specific training on reporting is beyond the scope of Bridge CRPD-SDGs. However, as UN monitoring mechanisms, particularly the CRPD review process, are at the very heart of IDA, the Bridge Alumni are often invited to country- or regional-based IDA's training on monitoring mechanisms, either as participants or facilitators, when relevant – thanks to the synergies IDA creates among its projects and areas of work – with the aim to strengthen Bridge Alumni knowledge and facilitation skills as well as to benefit those trainings with the experiences acquired by Bridge Alumni of the Bridge cycle.

Recommendation 3: The training should also discuss in details the national laws on disability and analyse development instruments and frameworks for mainstreaming Disability Inclusive Development (DID) in developing countries and for monitoring and reporting.

- **Clarification from the Bridge CRPD-SDGs Initiative:** Discussing and analysing national laws and development frameworks are the focus of Module 2. Participants are equipped to analyse their national laws and advocate for amendments or implementation. As respondents from the French West African and the multi-countries

Asian cycles have not reached Module 2 by the time of this survey, it can explain the suggestion. Nevertheless, a Bridge CRPD-SDGs team is being hired and will be in charge, among other tasks, to finalise the training materials and will include more practical work of laws and programs, and online trainings.

Recommendation 4: Include more visual tools for Deaf participants and a pack of accessible materials including sign language videos, easy to read materials and a link to access them online with a secret code.

- **Clarification from the Bridge CRPD-SDGs Initiative:** Sign language videos and easy to read material will be produced jointly by the Bridge CRPD-SDGs team with IDA members - as a way to support their self-advocates' networks, and with IDDC members and their supported organisations.

Recommendation 5: Developing training modules that are more adapted to the types of roles that trainees have in their previous (and upcoming) experiences: from leadership to more operational or technical roles.

- **Clarification from the Bridge CRPD-SDGs Initiative:** While Bridge CRPD-SDGs uses differentiated methodology and techniques - which can strengthen capabilities on advocacy, leadership and/or technical roles, the core mandate of the Bridge CRPD-SDGs Initiative is to support DPOs 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). Beyond that, different specialisations of individual Alumni can be supported by the Bridge CRPD-SDGs as well as by IDA and IDDC members, but is beyond Bridge's scope.

Assignments

Recommendation 6: More support/guidance for participants for drafting policy papers in framework of Bridge Initiative.

- **Clarification from the Bridge CRPD-SDGs Initiative:** A team is being hired and will closely follow up and support all assignments.

National cycles & other regions

Recommendation 7: The training needs to be inclusive of all regions and more countries.

- **Clarification from the Bridge CRPD-SDGs Initiative:** Bridge already covered participants from 103 countries from Africa, Asia, Latin America, Middle East and North Africa and the Pacific, as well as Indonesia, Uganda and Tanzania individually. Nevertheless, only a few leaders from each country got the opportunity to participate in the training. Therefore, Bridge CRPD-SDGs is expanding to national context as well as to minority languages.
However, more support is needed from IDA and IDDC members as well as donors to strengthen the ToT process to expand the critical mass of facilitators with disabilities from different countries, regions, impairments and languages.

Further training to DPOs, and inclusion of Government & other stakeholders

Recommendation 8: All DPOs should be trained by Bridge CRPD-SDGs and it should be opened up to more persons with disabilities who are outside of the IDA network.

- **Clarification from the Bridge CRPD-SDGs Initiative:** The objective is to continue the expansion of the Bridge CRPD-SDGs Initiative and to train an increased number of DPOs. Furthermore, with national facilitators being prepared to train on the CRPD and SDGs - independently of Bridge - this will increase the possibilities to train further DPOs, IDDC staff, government and other stakeholders. While the focus of Bridge CRPD-SDGs is DPOs, other training activities targeting governments and key stakeholders are developed by IDA and IDDC.
- Furthermore, Bridge CRPD-SDGs is not only open to IDA members' members. The Bridge CRPD-SDGs selection criteria is not limited to IDA's network. The reality, and this is also reflected in the Bridge Quality Criteria, is that each Bridge cycle can only accommodate from 15 to 30 participants, depending on available resources, while in recent Bridge cycles we have received more than 170 applicants.

Recommendation 9: All participants should be selected.

- **Clarification from the Bridge CRPD-SDGs Initiative:** A transparent system of selection was established since the East-West Africa Bridge cycle (from 2017). All Bridge CRPD-SDGs cycles have a selection process organised by its correspondent Task Team and validated by the Bridge Steering Committee, based on an open call for participation. For further information, see the Bridge Quality Criteria.

Further attention to underrepresented groups

Recommendation 10: The most marginalized categories of persons with disabilities should be brought on board, including people with intellectual disabilities, people speaking languages other than English and people from rural areas.

- **Clarification from the Bridge CRPD-SDGs Initiative:** 44% of Bridge participants and 32% of facilitators are from the most underrepresented groups of persons with disabilities. From those, 14% are persons with intellectual disabilities. Bridge also covers a number of people from rural area, as the diversity of geographic location and inclusion of non-English speaking people are considered under the Bridge Quality Criteria. Over the years, Bridge CRPD-SDGs was delivered in 14 different spoken languages, including Swahili, French, Arabic, Bahasa, Portuguese, and 21 national sign languages.

The Training of Trainers (ToT) process

Recommendation 11: Include Alumni in future ToTs to not lose practice, with clear criteria on the selection process.

- **Clarification from the Bridge CRPD-SDGs Initiative:** There are clear criteria on the selection to the ToT process. See the Bridge Quality Criteria for further information. However, further communication can still be promoted at the end of each cycle to

inform participants on how to be included in the Bridge ToT process. The Bridge team will also circulate that information among the existing Listserv and WhatsApp groups.

Recommendation 12: All ToT Alumni should be given an opportunity to train.

- **Clarification from the Bridge CRPD-SDGs Initiative:** All ToT Alumni are given the opportunity to practice their training skills. Actually, this is a commitment made by all ToT Alumni, as they commit to revert back the acquired knowledge during the ToT process. If it was not yet the case, it is because the person in question may not have concluded the full ToT process yet.

Community of Practice

Recommendation 13: Having a platform to continue sharing their experiences and disseminating knowledge, updating their work and advocacy after Bridge where any Alumni could browse case studies that they can learn from, ask questions, make recommendations, rely on peer support and receive coaching/mentoring.

- **Clarification from the Bridge CRPD-SDGs Initiative:** Despite the List serves and WhatsApp groups of all Bridge cycle groups, these learning and sharing tools are still a bit informal. A team is being hired and will strategically follow up and implement these and other suggestions towards consolidating the community of practice.

Further support at country or regional levels

Recommendation 14: Set up a country or region desk or focal person to support and follow up closer with Bridge Alumni.

- **Clarification from the Bridge CRPD-SDGs Initiative:** The idea of Bridge Learning Coordinators at country or regional levels is being considered by the Bridge Steering Committee and will be further explored in the upcoming months.

Beyond Bridge CRPD-SDGs Initiative

Recommendation 15: Support trajectories and exposure after Bridge, for instance, with further training on human rights, development and/or humanitarian, by providing more practical assignments to deepen the understanding or inviting Bridge Alumni to international/regional conferences.

- **Clarification from the Bridge CRPD-SDGs Initiative:** A trajectory is proposed to and discussed with each Bridge Alumni. Despite Bridge efforts, more support is required from the leading agencies and allies both at country-level as well as towards the core Bridge Initiative. Bridge can strategize and coordinate trajectories of Alumni as it was eventually done, for instance, with CBM - supporting training on women's rights and Alumni attendance to the World Urban Forum, and with DPOD, Sightsavers, LFTW and Bridging the Gap to ToT participants attending the World Data Forum.

Recommendation 16: Ensure that national governments, UN Agencies and other international organizations employ Bridge Alumni, and support increasing the pool of DID experts that governments and development partners can draw on for DID as well as to support institutional strengthening of DPOs.

- **Clarification from the Bridge CRPD-SDGs Initiative:** Despite the relevant suggestion, it is far beyond the scope the Bridge Initiative can reach. The suggestion will be shared with IDA and IDDC for further consideration.

Overall support to the Bridge CRPD-SDGs Initiative

Recommendation 17: Have a well-funded core secretariat that can ensure learning and follow up across all Bridge networks for national and regional advocacy events that could be aligned with major development or Agenda 2030 or UN monitoring processes.

- **Clarification from the Bridge CRPD-SDGs Initiative:** A team is being hired and will closely follow up and support the Community of Practice, consolidate the training material of Bridge CRPD-SDGs and ToT – including in different languages - closely working on its adaptation with IDA members and IDDC supported organisations, and support follow up and mentoring of Bridge and ToT Alumni.
- However, a communication support person would still be welcome, as well as Learning Coordinators and fellows that can sustain the learning within umbrella DPOs at country- or regional-levels.

Recommendation 18: Having annual meetings among all Bridge Alumni to improve on partnership and collaboration.

- **Clarification from the Bridge CRPD-SDGs Initiative:** The idea was already considered by the Bridge Steering Committee. It has not yet been possible to implement it due to budget prioritisation to core trainings, but it is being considered and we hope to make it possible as soon as possible.