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WID's International Partnerships, Programs & Practices **Institutional Capacity & Core Competencies**

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Introduction:

This document provides information about WID's strengths as an organization and its institutional capacity to manage complex projects in domestic as well as international settings. WID provides worldwide technical assistance (TA) embedded with required training - enabling its clients, staff, and partners to be effective in implementing reforms and managing multifaceted projects internationally. WID maintains a reservoir of talented, experienced, and highly qualified consultants that are available to join WID's efforts providing expert advice, guidance, and leadership roles as needed. This has enhanced WID's institutional capacity by adding required competencies beyond its own staff and at times its partners; especially in international settings.

History:

WID is a 501(c)(3) organization founded in 1983 by leaders of the Independent Living Movement. It promotes long-term systems change, and past achievements include groundbreaking research, far-reaching legislation, and public policy changes to improve the lives of persons with disabilities in the areas of human rights, education, information technology, employment, economic security, and international development. Over 50% of WID's Board and staff are persons with disabilities.

WID Mission:

WID's mission is to eliminate barriers to full social integration and increase employment, economic security, and health care for persons with disabilities.

WID develops innovative programs and tools; conducts research, public education, training, and advocacy campaigns; and provides technical assistance.

Vision Statement:

WID's vision is to achieve full employment at the same rate as the general population; for the barriers to asset building to be removed; for people with disabilities to have the tools, information, and resources to achieve economic security and build wealth; and for people with disabilities to have seamless, continuous access to affordable, quality health care and support services. WID envisions a world in which people with disabilities worldwide have equal access .

WID is the only international organization that promotes long term systems change to improve the lives of persons with disabilities in the areas of human rights, education, information technology, employment, and economic security in developing and post conflict countries.

Core Values:

WID is dedicated to achieving equality for people with disabilities around the globe.

WID believes that:

- Disability is a natural part of the human condition.
- People with disabilities deserve equal rights to their own self-determination.
- People with disabilities should drive public policy issues and priorities.
- Disability is ubiquitous and a global issue that requires accessibility at all levels.
- People with disabilities have the right to make informed choices.
- Information and education promote employment for all.
- People with disabilities have the right to earn a living and live independently.
- Accessible, affordable health care and community supports are essential rights that support employment and well-being.
- The disability experience needs representation in the arts, media, and wider culture.
- Information technologies need to be accessible to all people with disabilities.

Major Accomplishments:

WID is proud to have made substantial contributions towards achieving its mission, vision, and goals by participating in the following projects. These activities represent executive summaries of WID's major international accomplishments.



Post Soviet/Russian Federation

1992-2006: During the traumatic transition from Soviet Communism to post-Soviet capitalism, WID achieved significant policy and program outcomes in Russia from State Department and USAID funded disability leadership and advocacy training programs.

Uzbekistan

2004-2006: WID achieved significant policy and quantifiable outcomes in Uzbekistan of a USAID funded inclusive education project, even after the government officially banned civil society advocacy activities conducted by Uzbekistan NGOs with American government funding.

Azerbaijan, Armenia, Georgia, Abkhazia, Russia and the US

2004-2006: WID achieved significant policy and quantifiable outcomes while implementing a USAID funded disability advocacy training network between countries in conflict.

Iraq

2008-2009: WID achieved successful and quantifiable results in Iraq by collaborating with Mercy Corps and the Iraqi National Disability Coalition to adapt, train and implement our community advocacy training model with youth disability leaders from Sunni, Shia and Kurdish disability NGOs and across multiple regions during active Iraqi civil, religious and military conflict.

Iraq and Post-Soviet Muslim countries

WID pioneered the mainstream broadcasting and local screening of international and domestic movies and videos, as well as locally produced disability awareness videos featuring positive images of PWD as a successful disability awareness and education strategy.

Syria

WID staff have innovated the use of cartoon animation in the creation of a disability superhero as a disability youth empowerment program.



Lebanon

WID has developed a partnership with a coalition of Lebanese and Palestinian disability NGOs to increase their skills and collaboration in the monitoring and enforcement of national PWD employment laws; and to implement physical accessibility laws regarding public and government buildings in Beirut and UN-managed Palestinian refugee camps.

Iraq, the Caucasus Region, Central Asia and Russia

WID has successfully transferred and culturally adapted American legal and community advocacy knowledge, skills and methodologies for training disability advocates, building community, advancing national public education, and advocacy campaigns.

WID's Institutional Capacity and Core Competencies:

WID has demonstrated with evidence its capacity to transfer and culturally adapt American legal and community advocacy knowledge, skills, and methodologies for training disability advocates, as well as for building community and national public education and advocacy campaigns worldwide.

Participation in the following projects has contributed greatly in enhancing and sustaining WID's institutional capacity and imbedded project management competencies. These experiences also taught WID how to develop and sustain partnerships with varied organizations in different cultures - including the United States.

Training:

WID has designed and implemented more than 20 international collaborative projects providing training and technical assistance on strengthening the capacity of disability NGOs and the skills of disabled men, women, and youth leaders in conflict and post-conflict countries. WID has designed and implemented collaborative projects in very complex political environments.

WID has designed culturally appropriate training and activities on how to: organize national coalitions of PWD and National Advisory Councils; design, implement and evaluate national policy and legislation; and organize and support national and community coalitions.

In addition, WID provided disability awareness and inclusion training to government authorities, civil society NGOs, lawyers, and media professionals. conduct legal advocacy to enforce PWD human rights.

WID has learned how to adapt and implement training activities based on lessons learned from previous WID projects, disability leaders from other countries, and from current international best practices in terms of knowledge, skills, methodologies and models.

WID has learned that youth leaders with disabilities in all countries are the ideal recipients of human and legal rights training, leadership development activities, community advocacy training, and the implementation of public education and disability awareness activities.

Project Management:

Georgia Project

Funded for five years by the U.S. Agency for International Development (USAID) and working in partnership with Whirlwind Wheelchair International (WWI), the Coalition for Independent Living in Georgia, along with their regional member organizations, the Association of Disabled Women and Mothers of Disabled Children in Zugdidi and the Association of Gori Disabled Club, and The Treatment and Educational Center of Child Neurology and Neurorehabilitation (CCNNR), WID's five year project in the Republic of Georgia set up a sustainable wheelchair production and repair facility, as well as a postural support seating/cushion service in Tbilisi. Developed a mobility, self-care, and advocacy skills training system for men and women who use wheelchairs; conducted advocacy, public education, and community accessibility/barrier removal activities in Georgia. The majority of the factory workers and advocacy team members are people with disabilities, and almost all are wheelchair users.

Conflict Management: Tension Reduction

Worldwide, WID has formed multi-year partnerships with tactically selected national coalitions of disability NGOs or national disability NGOs in conflict and post-conflict countries. WID has worked peer-to-peer in collaboration with their ongoing efforts to learn new leadership and organizational skills and to help build national and local organizational capacity.



Service Above Self

WID's model provides service above self to constituents, partners, and intended beneficiaries of the project. WID is committed to helping disabled persons organizations (DPOs) and governments in developing and post conflict countries create public policies, programs, and services that promote the full inclusion of PWDs in all aspects of their societies.

Advocacy

WID's advocacy efforts are an integral part of the organization, directly linked to our mission, goals, and values. WID's vigorous advocacy efforts resulted in the adoption by the State Department and USAID of inclusive development policies to promote the full integration of people with disabilities as participants and beneficiaries of U.S. programming in the countries served.

United Nations Focus

The General Assembly of the United Nations adopted the Convention on the Protection and Promotion of Rights and Dignity of Persons with Disabilities (UNCRPD), the first human rights treaty to be adopted in the 21st century. Containing 50 articles, the UNCRPD provides a recognized international standard for the human rights of persons with disabilities (Article 11 requires State Parties "to ensure the protection and safety of persons with disabilities in situations of risk, including situations of armed conflict, humanitarian emergencies, and the occurrence of natural disasters"). WID wholeheartedly supports the ratification of the Convention on the Rights of Disabilities (CRPD), an international treaty inspired by U.S. leadership in recognizing the rights of people with disabilities.

Article 27 Work and Employment is the primary focus of WID's international initiatives for full inclusion of people with disabilities in civil society.

WID will be seated at the 12th Session of the Conference of State parties CRPD in June 10-13, 2019 in New York. Full accreditation to the Conference of State Parties, Convention on the Rights of Persons with Disabilities (CRPD) is anticipated.



International Fellows

WID engages internationally with people who have disabilities to exchange best practices and to support each other in advancing disability rights worldwide. WID has had the incredible honor of working with some of the world's most innovative young leaders in the disability rights arena. Over the years, we have accepted fellows from both the Young African Leadership Initiative (specifically, the Mandela Washington Fellowship Civic Leadership Institute) and the Community Solutions Program.

For many of these international fellows, this is their first time to the United States. We introduce them to disability-focused activities and services that are often brand new to them; we tour them around our beautiful, universally designed building and introduce them to other tenants who also focus on disability rights. From Goalball and adaptive cycling to hiking and sightseeing, WID involves our fellows in all the Bay Area has to offer to ensure that our fellows' limited time here is enjoyed and utilized to the fullest. It is a pleasure and delight to work with these young leaders.

Future Initiatives:

Trends are emerging in the research arena in understanding, managing and facilitating conflict resolution in conflict-heavy parts of the world such as Iraq, Syria, Egypt, Pakistan, Afghanistan, Sudan, and Turkey. Field-based research and data collection needs to be conducted from indigenous groups who are part of and affected by the conflict. The current research data suggests that most conflicts are religious based, tribal based, or financially motivated.

WID's research identified the disconnect between advocacy, network, and capacity building and empowerment solutions. To better equip Disabled Peoples' Organizations (DPOs) to drive global disability inclusion, WID developed and designed a DPO leadership certification curriculum. This course has been designed and adapted for use by individuals around the world engaged in forming and operating Disabled Persons Organizations (DPO) in accordance with non-profit organization standards, regulations, and practices.

WID's International Partnerships, Programs and Practices will create an enabling environment of close collaboration with private donors, corporate foundations, and U.S. government entities such as: The U.S. Institute of Peace, USAID Office of Democracy, Governance and Human Rights, and the Department of State Bureau of Democracy, Human Rights and Labor and the United States Peace Corps.



WID is expanding its reach, collaboration, and partnerships with internationally focused organizations; such as, International Disability Alliance, humanity&inclusion (US and France), Women Enabled International, International Research and Exchanges Board (IREX) Community Inclusion Program and Leonard Cheshire Disability (UK).

Governance Structure:

WID is a non-profit organization governed by seventeen Board Members, including four officers. The Board meets with the Executive Director annually in Berkeley, CA and quarterly meetings are held via telephone conference calls. The Board determines WID's mission, strategic future directions, oversees finances, and approves and monitors programs and services. The Board also evaluates all international collaboration, cooperative agreements, and project management.

Governing Board and Officers:

Kevin Foster - Chair

Inclusion & Diversity/Human Resources Consultant

Eli Gelardin, Vice Chair

Marin Center for Independent Living

Sheridan Gates, MED, PCC, Treasurer

Debra Ruh - Secretary

Ruh Global Communications

Board Members:

Zachary Bastian

Verizon

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Darlene Hemerka

Equal Justice Works Fellow
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Kiran Kaja

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AT&T

Julie McCarthy

HR Professional

Neil Milliken

Atos Distinguished Expert

Michael Palmer

Dropbox

Brian Scarpelli

ACT

Frances West

FrancesWestCo

Rachel S. Wolkowitz, J.D.

Wilkinson Barker Knauer LLP

Meet Our Team:

Read about our staff here:

<https://wid.org/about/team/>

