

**ATTACHMENT 1****Background on USAID and Inclusive Development**

In September 1997, USAID adopted a groundbreaking policy with the goal of advancing a clear vision and framework for the Agency's efforts in the area of disability and inclusive development. The policy states that **USAID will not discriminate against people with disabilities and will work to ensure the inclusion of people with disabilities in USAID-funded programs and activities**. The policy also calls on USAID missions to reach out to partners, host country counterparts, and other donors to lead a collaborative effort to end discrimination against, and promote equal opportunity for, persons with disabilities.

USAID further institutionalized its commitment when it passed two policy directives in 2003/04 mandating that all new construction and major renovations be made accessible and that all requests or solicitations for funding clearly state how the programs promote and support the 1997 policy.

USAID's three-person Disability Team, located in DCHA/DG Bureau, works to ensure people with disabilities in developing countries have greater access to opportunities and quality of life. The two main objectives supporting this vision are to develop and strengthen USAID's involvement in disability-related actions and to increase Disabled People's Organizations access to USAID funds, partners and information.

In addition to policy development described above, USAID has: appointed a Disability Coordinator responsible for providing technical support in incorporating disability-related concerns into Agency programs; developed, with the disability community, an e-learning course on inclusive development; conducted trainings for Democracy and Governance Office staff and specific technical offices; provided technical assistance to missions and offices on how to better include people with disabilities in solicitations for funding and developed annual work plans that guides the work of the USAID Disability Team.

In 2005, Congress established a Disability Fund to compliment USAID's commitment to including people with disabilities in development programs and to empowering people with disabilities to advocate for their own rights. The Fund is approximately 4 million a year to serve as an additional resource to encourage disability and inclusive programming pilot programs. The Disability Fund currently supports programs in over thirty countries with a strong emphasis on raising the awareness on issues concerning people with disabilities; advocating for rights and services for people with disabilities; building the organizational capacities of local DPOs and supporting traditional development programs (such as education, health, HIV/AIDS, employment, humanitarian relief, etc) to integrate people with disabilities and ensure full access to participation.

The tables on the following pages highlight USAID's achievements related to disability inclusion.

## USAID's Involvement in Promoting Disability Inclusion

This document provides an overview of multiple USAID initiatives promoting an inclusive development environment for Persons With Disabilities (PWDs). Six main areas of intervention are:

- Policy Guidelines/Directives
- Training Activities
- Staffing / People Engaged with Disability
- Funding
- Monitoring
- Additional actions

Though this list is not exhaustive and is not focused on the details of the different initiatives, it provides information on what USAID has been engaged with to date and serves to stimulate discussion with other countries interested in promoting a more inclusive environment for persons with disability.

<b>Initiatives</b>	<b>Description</b>
<b>Policy Guidelines/Directives (<a href="http://www.usaid.gov/about_usaid/disability/policies.html">http://www.usaid.gov/about_usaid/disability/policies.html</a>)</b>	
USAID Policy Paper on Disability (Sept 12, 1997)	Avoid discrimination against PWDs in programs which USAID funds. Promote a climate of non-discrimination against and equal opportunity for PWDs. Promote the inclusion of PWDs both within USAID programs and in host countries where USAID has programs.
Acquisition & Assistance Policy Directive (AAPD) 04-17 Supporting USAID's Disability Policy Paper (Dec 17, 2004)	Supports USAID's disability policy in contracts, grants, and cooperative agreements. Must include standard provision in RFA/RFP that restates USAID Disability Policy and requires non-discrimination against and inclusion of PWDs.
Acquisition & Assistance Policy Directive (AAPD) 05-07 on Accessible Infrastructure (June 16, 2005)	Supports USAID's standards for disability access in contracts, grants & cooperative agreements. Ensure disability access in USAID-funded construction/renovations. Emergency or temporary construction not included. Waiver process is available.
<b>Training Activities</b>	
USAID E-learning course titled "Inclusive Development" (2004)	Self-paced, learner controlled online course focused on ways to include PWDs in USAID's programs and Missions. It has 5 modules, exams, extensive reference documents. Modules include: Foundations of Inclusion; Barriers to Inclusion; The Inclusive Development Program; Leading Examples of Inclusive Development; Inclusive HR Management
New staff orientation and training in DC.	Integrate disability inclusion concepts in other trainings given to new staff. The intent is to stimulate thinking on the topic and provide specific contact information within the Agency.
<b>Staffing / People Engaged in Disability</b>	
USAID's Disability Coordinator 2004	Appointed as the primary point of contact for disability-related issues and activities, promoting the full implementation of the Disability Policy, and managing the Disability Fund.
Disability Team	3-4 individuals working with the Disability Coordinator to further USAID's Disability Policy, monitor funded programs, and compile reports.
External Advisory Committee 2004	No more than 11 US Citizens with 8 being appointed by the Secretary of State in collaboration with the Administrator of USAID. Provides guidance to USAID/State Dept on how to make programs more inclusive.

<b>Initiatives</b>	<b>Description</b>
<b>Monitoring / Reporting</b>	
AAPD Compliance	For infrastructure, compliance could be monitored by in-country organizations and Disabled Peoples Organizations (DPOs).
Annual Reports from Missions	All USAID offices, missions and bureaus are required to report on 4 disability questions: 1. Disability Inclusion Plan? 2. Removed barriers to inclusion? 3. PWD inclusion in planning, implementation, & evaluation of USAID supported programs? 4. Activities to increase DPO capacity?
Bi Annual Disability Report (5 <sup>th</sup> report released December 2008)	Captures and disseminates available information on USAID's inclusive programs and disability-related activities. Provides forum for Disability Team to report on progress and recommend future work.
USAID Website "Disability and Development"	<a href="http://www.usaid.gov/about_usaid/disability/">http://www.usaid.gov/about_usaid/disability/</a> Provides information on funded programs, USAID policies and publications.
<b>Funding</b>	
Disability Earmark 2005: \$2.5M 2006-09:\$4M/year	Congress appropriated funds to address the needs and protect the rights of PWDs in developing countries.
Small Grants to USAID Missions	Provide funds directly to USAID Missions who oversee the programs (\$300,000 maximum). Encourage increased Mission engagement in the issue; may lead to additional resources. Target empowerment of local DPOs.
US-Based Pilot Programs for Inclusive Development	Mobility International USA (MIUSA) provides field support to 4 Missions for inclusion. American Institute for Research (AIR) pilots inclusion activities (Education, HIV/AIDS, and governance) in three countries.
<b>Other Initiatives</b>	
Disability Action Plans	Encourage missions to develop/implement a disability action plan stating how they will proactively promote the inclusion of PWDs.
Disability focal points	Identify an individual within the USAID Mission who serves as the focal point for disability and inclusive development. Individual should take e-learning course.
Disability Recognition Awards	Award for USAID partner and also USAID Mission that demonstrates exemplary work in inclusive development programming.

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