

# 'Reaching Out' Workshop How to be More Inclusive



Capacity Building and Peace Working Group  
AIN  
July 1, 2009, Hotel Astoria, Lazimpat, Kathmandu

## Content

1. Summary of the Workshop.....	3
2. Introduction, Objectives of the Workshop.....	3
3 Workshop Output and Next Steps .....	5
4. Appendix -I Revisiting the last workshop .....	6
5. Appendix II Tree of Inclusion.....	8
6. Appendix III Sharing the Study Findings.....	11
7. Appendix IV Brief Introduction .....	15
8. Appendix V Presentation of Group Work .....	16
Ideas/Suggestions to include marginalized people in the organization.....	16
Ways to include marginalized people in programme activities.....	17
9 . Appendix –VI Schedule.....	18
10. Appendix –VII Participants List .....	19

# 'Reaching Out: how to be more inclusive'

## Workshop Summary

### I. Introduction and Objectives

AIN's Capacity Building and Peace Groups jointly organized a workshop on "Reaching out: how to be more inclusive". The workshop was organized with purpose of reviewing and encouraging social inclusion policies and practices within AIN member organizations.

The objectives were to revisit recommendations and actions committed to in August 2008 and share the progress we've made; to review the findings from a small study on the use of AIN partnership guidelines with a focus on how inclusive INGOs' and their partners are now; and to explore ways to address the specific needs of people who have been disadvantaged and marginalized.

Forty-six participants - AIN members, bi-lateral donors, and selected representatives of women living with HIV/AIDS, the Federation of the Deaf and Hard of Hearing, the Associations of Madhesi and Muslim women and the Network of Marginalized Youth – attended the half-day meeting. The selected representatives were invited to participate as resource persons to share their knowledge and views and provide input during the working group session.

### How Inclusive Are We?

Dale Davis, AIN Vice Chair and member of the Peace Group reviewed the recommendations made by the Social Inclusion Action Group (SIAG) of bilateral donors, the Federation of Dalit Women (FEDO), the Network of Indigenous Women (NNIW), and the Disability Human Rights Centre made during their presentations at the 2008 inclusion workshop, "How Inclusive Are We?" (Appendix 1)

She then shared the commitments made and action plans prepared by AIN members during the workshop last year and asked each organization to write up their inclusion achievements. These were displayed as *leaves of new growth* on the 'Inclusion Tree', as seen on the cover (Appendix 2).

Dale remarked that AIN can provide a sharing and learning platform for member organizations and advocate for policies based on best practices. The association can prepare a common/standard definition of social inclusion for all members, collect best practices and develop a policy framework as a guideline for all INGOs. It can also facilitate internship opportunities with member organizations by compiling a list of potential interns and their CVs from a wide and diverse range of people who have been marginalized and disadvantaged.

## What more can we do?

Tracey Martin, VSO Country Director shared the findings of the Study on the Effectiveness of AIN's Recommended Partnership Guidelines. Her presentation topic focused on the 'Commitment to Equity and Diversity in Staffing and NGO Governance' (Appendix 3). Based on the study findings, Tracy suggested that developing and amending staff policies to make our organizations more inclusive, giving priority to women and disadvantaged people in the recruitment process, and providing orientations to staff and partner organizations on gender and social inclusion are affirmative actions AIN members can take to become more inclusive.

Mindsets, attitudes that suggest a compromise on quality, political biases and lack of competency within disadvantaged groups have to be countered by policies for developing capacity, placement of interns, and building mutual trust if we are to address the issues of diversity within INGOs and NGOs.

Tracey's overall suggestions based on the study findings were that staff recruitment and capacity building for work force diversity required the development of policies and strategies for addressing diversity, giving priority to capacity building of local and grass root level people, providing equal opportunity to women, increasing awareness of gender and social inclusion issues and regular monitoring of the efforts made for social inclusion in the organization.



## Reaching Out

### *Group Work*

The participants then joined the four resource groups - women living with HIV/AIDS, people hard of hearing, Madhesi and Muslim women and the marginalized youth - where they discussed work force and work place issues. The groups asked questions, took suggestions and formulated actions for inclusive recruitment by INGOs, and bilateral agencies.

At agency recruitment level, special attention was given to language for people hard of hearing, awareness and capacity building of Madhesi and Muslim women, use of local

language during vacancy announcements, making announcements through federations of marginalized people, making vacancy announcements accessible through local media, and affirmative action for inclusion of marginalized people in each organization.

At program level they suggested partnerships with local organizations, social audits, providing interpreters at meetings, contacting deaf associations at district /local level and conducting deaf awareness programs in the community as some ways to include these groups in field level activities (Appendix 5).

## Workshop Output

- Affirmative action and the various approaches of AIN members were shared.
- The key steps/actions committed by AIN members and the progress made were revisited and shared.
- Joint and individual actions were recommended through the group work in the workshop to include the marginalized youth, Madhesi and Muslim women, people hard of hearing and women living with HIV/AIDS.
- Internalization of inclusion policy/guidelines as a first step towards INGO inclusiveness.
- SDC showed their interest to work in close coordination with AIN in this area and to initiate further the discussions on how we can move forward.

## Next Steps

- Compilation of organization diversity, inclusion, HIV/AIDS policy/guideline as a reference document to AIN members (upload in AIN website)
- Follow up of the workshop as an advocacy/lobby workshop to develop inclusion guidelines/policy.
- Develop a booklet on who is doing what on social inclusion and the suggestions recommendations of the different marginalized group in the workshop.
- Meet with SDC to discuss how AIN could work together in promoting inclusion in staffing and programming.
- Coordinate with the Gender and Social Inclusion group of donors (SDC, DFID, WB etc) AIN Strategic Plan 2008.
- Conduct a critical review of existing and new government plans/policies in relation to inclusion and empowerment of marginalized groups, including women. AIN Strategic Plan 2008.

## Conclusion

Overall the workshop provided a platform to explore and accelerate opportunities and practical steps for becoming more inclusive as organizations and in our programming.

The workshop provided an opportunity for sharing AIN members' and bilateral donors' initiatives and to learn more about what each organization is doing already and what they can do to become more inclusive in the future. It was also agreed that geographical remoteness is an important indicator for exclusion and must be considered by all organizations.

## Appendices

### Appendix I

#### Session I - Revisiting the 2008 workshop

Dale Davis, AIN Vice Chair and Country Director Cedpa reviewed and shared practices, action plan and the commitment made in the previous August 2008 workshop on “Social Inclusion among INGOs: How inclusive are we? She shortly briefed the practices that the participants shared in the workshop were:

#### Sharing on SIAG Survey: Jasmine Rajbhandary, Social Dev. Advisor DFID Areas of learning

- Challenges of managing diversity
- Commitment of leadership is crucial
- An organizational framework or policy – a “must”
- Recognize “managing workforce diversity” as a line management responsibility
- Inclusion-sensitive selection process

#### Step by step in the right direction: Tracey Martin, Country Director VSO

- Language policy – how can we communicate best?
- Inclusive workshop policy – global standards of practice
- Sign language lessons – opening worlds of wonder!
- Internships
- Disability symbol pilot
- Inclusion is everyone’s business

#### Representing All target groups: Advocate Shudarson Subedi: President Disability Human Rights Centre

- Vision - An inclusive society where a disabled person can live a dignified life and possess secured rights
- Make a accessible physical environment
- Develop a reservation system
- Provide on the job training
- Internship work
- Sponsor people with disabilities for new opportunities

#### Sharing workplace experience: Pemba Sherpa, Sponsorship Co. Save US

Pemba Sherpa is the sponsorship coordinator. He translates and acknowledges letters sent by the sponsors and the children’s letters to be sent back to the sponsors.

- Personal difficulties
- Difficulty while going for meetings and workshops in staircases
- Unfriendly toilet access
- Difficulty to reach office room when the elevators are not functioning

### Including Dalit women - what INGOs can do: Durga Sob, President of FEDO

Dalit women face multiple discrimination: a patriarchal system, a caste-embedded social structure and humiliation in State mechanisms. They constitute 10 % of total population and 20 % of the women population in Nepal and only 10% are literate.

### What can INGOs do? Role of INGOs

- Make donors and INGOs more inclusive (inclusion audit/review of agencies & inclusion promotion)
- Engage Dalit women at management level of your organizations.
- Prepare a roster of qualified Dalit women
- Make a policy for internships for Dalit women (at least for one year)
- Create an institution to provide knowledge and skills that will qualify Dalits for jobs.
- Improve access to services and assets for Dalit women groups
- Fulfill socio-economic rights of Dalit women
- Support equal control, access and participation of Dalit women at all levels of resources.
- Provide scholarships for higher education

### Issues & Concerns of Indigenous Peoples: Lucky Sherpa, President of National Network of Indigenous Women (NNIW)

- According to CBS 2002, Indigenous Nationalities in Nepal Consists 37.2 Percent of the Total Nepal Population
- 59 indigenous nationalities found in 70 out of 75 Districts in Nepal.
- They make up more than 50 percent in nearly all the hill districts of eastern and central Nepal.

### Way Forward

- Free Prior and Informed Consent
- Flow of Information
- Publicize the Donors Policies
- Consultation and Participation
- Staffing
- Accountability Ownership
- Strong Monitoring and Evaluation Mechanisms
- Public Auditing

### Role of AIN –Suggestions from the Group Work.

- Provide a sharing and learning platform
- Play an advocacy role  
Design Common/standard definition of Social Inclusion for all members, collect best practices and develop a Policy Framework for all INGOs
- Creating Internship opportunities – list of interns and CVs
- Revision of Recruitment policy

- Promotion of Social Inclusion policies:
- Disability Access
- Create awareness
- Internship practices and placement opportunities

## Appendix 2

### Session II. Tree of Inclusion

After the review session the participants were asked to share their initiatives in the organization to be inclusive. Practices of the individual organizations were presented and shared through the tree of Inclusion.

Organization	Initiatives on Being Inclusive
LWF	<ul style="list-style-type: none"> <li>▪ Active roster of dalit candidates</li> <li>▪ Positive discrimination</li> <li>▪ Inclusive recruitment practice</li> <li>▪ HIV and AIDS policy</li> <li>▪ Gender policy</li> <li>▪ Code of conduct( SEA, abuse of power, corruption)</li> <li>▪ Reservation for women</li> <li>▪ Complaints mechanisms</li> </ul>
Cedpa	<ul style="list-style-type: none"> <li>▪ Partner with local NGOs in marginalized communities</li> </ul>
Mission East	<ul style="list-style-type: none"> <li>▪ 60% women employees</li> <li>▪ Include indigenous people but only in 5%</li> <li>▪ Give opportunity to youths</li> </ul>
CCS Italy	<ul style="list-style-type: none"> <li>▪ Social inclusion/gender work.</li> <li>▪ Group to be activated for overall policy proposals</li> <li>▪ Internship program started (to be continued)</li> <li>▪ Social changer mobilizing local youth for development has started</li> <li>▪ New awareness/ focus on disability in all programs(cross cutting)</li> </ul>
Save the Children	<ul style="list-style-type: none"> <li>▪ 'Inclusive strategy development' process started.</li> <li>▪ Internship for ten youth from marginalized group rolling out very soon.</li> </ul>
Family Health International (FHI)	<ul style="list-style-type: none"> <li>▪ 'Gender balance' maintained</li> <li>▪ Inclusion of deprived group during recruitment process</li> <li>▪ Provided opportunity to beneficiary groups like FSW, IDUS, PLHA, MSM</li> </ul>
SPW Nepal	<ul style="list-style-type: none"> <li>▪ As per the present situation, SPW do not discriminate in any areas.</li> <li>▪ For future we are discussing with the management committee to make a concept paper for inclusion in staff structure and our work.</li> </ul>
United Mission To Nepal	<ul style="list-style-type: none"> <li>▪ Social inclusion policy</li> <li>▪ Vacancy announcement for local level in Nepalese language in local newspapers</li> <li>▪ Some work and plan are being done for accessibility of disabled staffs in conference hall.</li> <li>▪ Internship program for marginalized group of youths</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Developed competency framework</li> </ul>
WWF	<ul style="list-style-type: none"> <li>• Equal opportunity employer <ul style="list-style-type: none"> <li>- Positive discrimination (recruitment)</li> <li>- Regular monitoring of caste, gender, ethnicity mixed and finding gaps to be addressed.</li> <li>- WWF statement of principles on indigenous people and conservation (globally)</li> <li>- Favorable policies against harassment; proper mechanism</li> </ul> </li> </ul>
SHIA	<ul style="list-style-type: none"> <li>• Disable partners (deaf, blind,.....others) <ul style="list-style-type: none"> <li>-Staffing</li> <li>-Office accessibility</li> <li>-Advocacy and lobbying</li> </ul> </li> </ul>
Equal Access International	<ul style="list-style-type: none"> <li>• Inclusive recruitment policy <ul style="list-style-type: none"> <li>-To take positive steps to recruit disadvantage groups including women, disadvantage castes and ethnic minority</li> <li>-To reach out our program on more disadvantage groups(community level)</li> </ul> </li> </ul>
CECI	<ul style="list-style-type: none"> <li>• Have an advance diversity policy but unable to practice due to retrenchment</li> </ul>
IDE NEPAL	<ul style="list-style-type: none"> <li>▪ HR policy developed/revised to make diversified workplace</li> <li>▪ Strict implementation of policy <ul style="list-style-type: none"> <li>- Huge number of Janajati and madhesi staffs mostly females has been recruited</li> <li>- Dalits are given priority with special consideration</li> <li>- Coordination and networking with different organizations</li> </ul> </li> </ul>
VSO	<ul style="list-style-type: none"> <li>▪ Disability access – downstairs</li> <li>▪ Disability friendly toilet</li> <li>▪ Inclusive workshop policy <ul style="list-style-type: none"> <li>- As far as possible look for disabled friendly venue.</li> <li>- Inclusive workshop form sent to the participants before the workshops.</li> <li>- Sign language classes for staffs.</li> <li>- Internship and permanent employment for differently able people and dalit groups.</li> </ul> </li> <li>▪ HIV and AIDS workplace policy</li> </ul>
Isis/NEPAL	<ul style="list-style-type: none"> <li>• Recruiting staffs from dalits – socio-eco rights for equality from remote regions – through info accessible vacancies</li> </ul>
NRC	<ul style="list-style-type: none"> <li>• Gender balance</li> <li>• Local ethnicity covered</li> <li>• Recruitment of staffs</li> </ul>
CARE NEPAL	<ul style="list-style-type: none"> <li>• Internship <ul style="list-style-type: none"> <li>- Successfully taken forward dalits and women internship for FY 09'</li> <li>- Supported two women interns</li> </ul> </li> <li>• Social inclusion</li> </ul>

	<ul style="list-style-type: none"> <li>- Working on making gender and social inclusion policy</li> <li>• Recruitment</li> <li>- Affirmative action for women, Dalits and marginalized groups.</li> <li>- Also ensuring the same for partners</li> </ul>
Plan Nepal	<ul style="list-style-type: none"> <li>• Child rights</li> <li>• Capacity building</li> <li>• Diversity in workplace in terms of religion and castes</li> <li>• Health education</li> </ul>
Others	<ul style="list-style-type: none"> <li>• Ethnicity concerns</li> <li>• Staff policy <ul style="list-style-type: none"> <li>- Social protection</li> <li>- Disability</li> <li>- Discrimination</li> </ul> </li> <li>• Recruitment <ul style="list-style-type: none"> <li>- Different castes</li> </ul> </li> </ul>
SDC	<ul style="list-style-type: none"> <li>• Policy on Work Force Diversity(since 2005)</li> <li>• Internship</li> <li>• Yearly staff composition survey</li> <li>• DAG target</li> </ul>
GTZ	<p>Internship for dalit candidate</p> <p>Grace point in interview selection for marginalized group such as</p> <ul style="list-style-type: none"> <li>- dalit</li> <li>- tamang/rai/magar/terai/madhesi</li> </ul>
National Federation of women living with HIV/Aids(NFWLHA)	<ul style="list-style-type: none"> <li>• Inclusive approach: Participation and meaningful involvement of women, living with HIV and AIDS (WLHAS) where they work as staffs and run the organization. This has empowered and capacitated PLHA women to voice for their rights and issues.</li> </ul>
National Network of Marginalized youth.	<ul style="list-style-type: none"> <li>• Establishment of the Network Itself</li> <li>• Identification of marginalized group for future programs</li> <li>• Form an inclusive executive board within the marginalized youth network</li> <li>• Coordinate and approach donors for capacity enhancement</li> </ul>
National Federation of Deaf and Hard of Hearing in Nepal.	<ul style="list-style-type: none"> <li>• Inclusive executive board. Reservation of two seats to women.</li> <li>• For easy communication sign language is open for everyone.</li> <li>• Equality in men and women.</li> <li>• No discrimination among deaf people.</li> <li>• Strengthen the coverage of NSL in 75 districts.</li> <li>• Promote Sign Language translator.</li> </ul>
Association of Madhesi and Muslim Women.	<ul style="list-style-type: none"> <li>• Awareness program on Madhesi issue for example against discrimination, dowry system veil system.</li> <li>• Skill development of Madhesi women.</li> <li>• Free legal counseling</li> </ul>

### Appendix 3

#### Session III.

#### Sharing the finding study on “Effectiveness of AIN recommended Partnership Guidelines Especially on Commitment to Equity and Diversity in Staffing and NGO Governance”

Tracey Martin, VSO Country Director shared the findings of the Study on Effectiveness of AIN Recommended Partnership Guidelines Especially on Commitment to Equity and Diversity in Staffing and NGO Governance. She started her presentation sharing the objectives of the Capacity Building and Peace working group followed with the finding of the study.

She shared that objectives of working groups are to encourage and facilitate AIN members to help partners to work in ways that encourages good governance and gender equality in partners and in greater civil society, as well as government and to recommend pressing issues (social inclusion) that AIN can work on so that it remains an accountable and responsive advocate for peace building. She presented the rationale of the study and highlighted that representation of community diversity is a key aspect of development programming and social inclusion is a key component for peace building and sustainable development. This gives opportunities to many different groups with many different abilities.

#### Study Purpose

- identify how the partnership guidelines (PG) have helped AIN members to strengthen partnership with NGOs
- identify the effective implementation practices of AIN members on the use of AIN recommended partnership guidelines in the following three areas:
  - Selection of partners
  - Participation of community stakeholders
  - Representation of community diversity in staffing and NGOs.

#### Study Findings

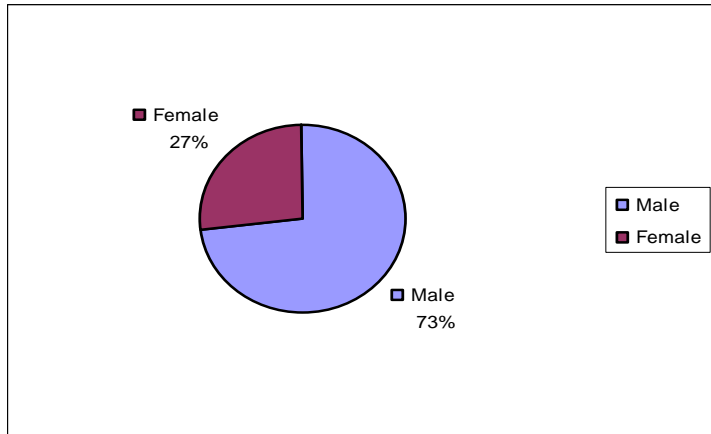
##### **AIN Members:**

- are sensitive towards following an inclusive staff policy in terms of gender, caste and ethnicity.
- have started disaggregating their staff profile by position, gender, caste and ethnicity so that the staff compositions can be periodically reviewed
- have taken necessary actions to ensure that the organizations are composed of a proportionate representation.
- have taken organizations' efforts to address diversity began with the inclusion of women as members of staff.
- have made provisions for internship to provide opportunities to develop the capacity of people from disadvantaged groups
- Assessment takes place to establish the potential partners' commitment towards inclusion at the time of partner selection.

### Staff Composition by Gender

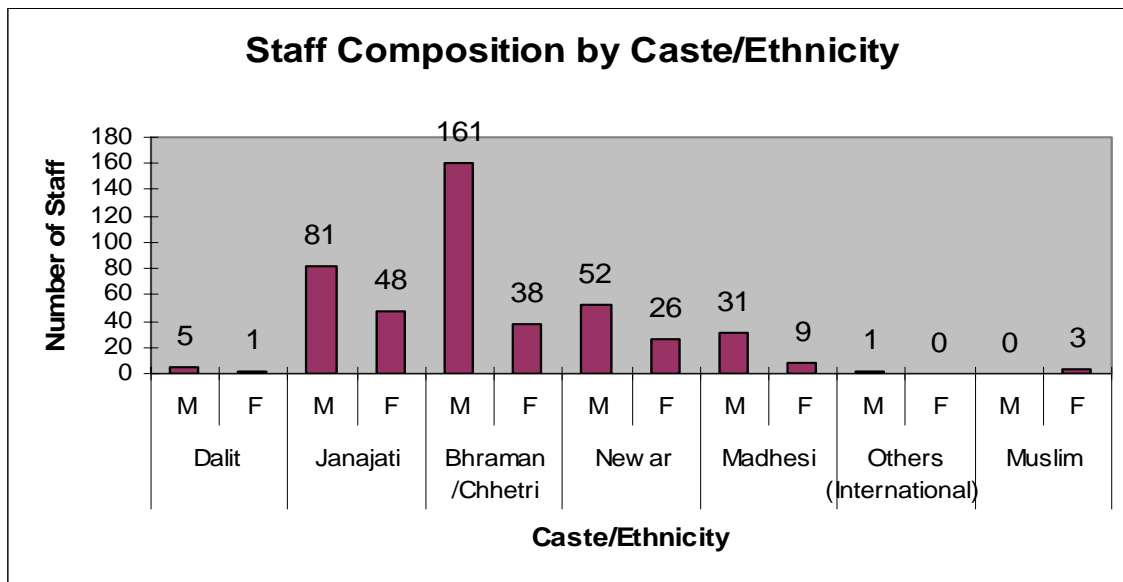
Total staff: 480 (of 5 AIN Members)

Female: 129 Male: 351

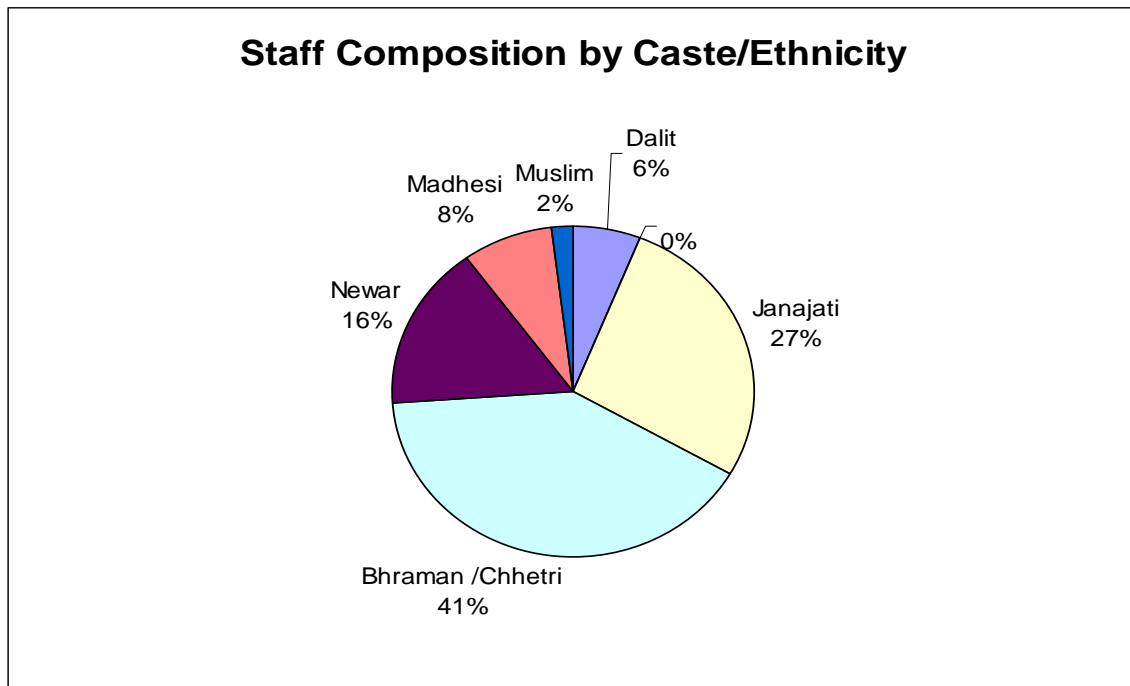


### Staff Composition by Caste/Ethnicity

Total Staff: 480 (of 5 AIN Members)



## Staff Composition by Caste/Ethnicity



## Good Practices in addressing diversity

### - INGO

- developing new as well as amending their staffing policies to make them more inclusive
- giving priority to women and disadvantaged people in the recruitment process
- providing orientation to staff on gender and social inclusion issues as well as to their partner organizations.

### - Partner Organization

- amended their existing policies (and constitutions) to make their Board and staff composition more inclusive
- formulated and implemented policies for capacity building to recruit and promote staff belonging to the disadvantaged groups

## Addressing the issues of diversity

### Attitude

- exists an attitude that there is no problem or that it is someone else's problem.
- attitude is that the Government should take action and organizations must wait for this to happen.
- lack of acceptance of the issue of inclusion amongst the staff and members

### **Compromise in quality**

-- there is a fear that there has to be a compromise with the objectives of the organization and outputs of their programs whilst addressing the diversity of their staffing.

Political bias

--there can often be political pressure regarding recruitment, make up of board etc

### **Competency of disadvantaged groups**

-very difficult to get competent, professional and skilled people

-do not have sufficient chance to improve their skills and thereby compete

### **Policy for developing leadership capacity**

-concrete policy for developing the leadership capacity of women, dalit, janajati at a local level would address the issue of lack of competency

### **Placement of Intern**

-it is beneficial if an intern in the organization can be provided with a job at the end of their internship.

ADRA makes every effort to ensure that they appoint interns sometimes into different sections from the ones that they may have been working

### **Mutual Trust**

-In the communities where the majority of local people belong to janajati it has been found to be difficult to successfully involve other non-janajati led NGOs as partner organizations

### **Suggestions for addressing organizational diversity**

- Priorities in staff recruitment and capacity building for work force diversity
- Develop policies and strategies for addressing diversity
- Prioritize capacity building of local and grass root level people
- Equal opportunity to women
- Increased awareness of gender and social inclusion issues
- Regular Monitoring of the efforts made for social inclusion of the organization.

## **Appendix 4**

### **Session IV Brief Introduction and Group Work –Session III**

The representative of Association of Women living with HIV and AIDS, National Federation of Deaf and Hard of Hearing-Nepal, Association of Madhesi and Muslim Women, and Marginalized Youth Network, were asked to give a brief introduction of their organizations. Sanu Lal Maharjan, coordinator of the Peace Working Group facilitated the session.

#### **a) Association of Women living with HIV and AIDS**

- A loose network was formed in 2007
- Action Aid was the only organization that supported them
- Now they've established a National Federation of HIV positive women
- They have 29 organizations covering 17 districts
- Advocating for HIV and AIDS in the formation of policies

#### **b) National Federation of Deaf and Hard of Hearing-Nepal**

- The Organization for Deaf and Hard of Hearing is in Pokhara and several other districts.
- They have 24 organizations and 15 schools.
- They expressed concern that society discriminates against them because it is very difficult for them to prove themselves and show what they can do.
- Give importance to sign language since they have difficulties going to school.
- Separate schools for deaf and hearing impaired people are necessary.
- Their organization is inclusive of all deaf and hearing impaired people, without discrimination.
- They provide vocational training for women and provide seats for inclusion of women.

#### **c) Association of Madhesi and Muslim Women**

##### **Madhesi Women's Association:**

- They don't have any donor and are managing to run the organization by themselves.
- They are trying to eradicate the dowry system which is still active in the Terai region.
- They feel education is highly needed. There is no education at all since the Madhesi Dalits are severely left behind in Terai.
- There are many health issues because women still cannot open up with their intimate partners so even male members need to be included.
- They are supporting and empowering these women.

**Muslim Women's Association:**

- The association was established 3 years ago.
- It's supported by UNDP for training.
- Supported by UNICEF for women's rights programs.
- Muslim women are participation in advocacy programs.

**d) Marginalized Youth Network**

- This is a new network that was formed when young people from marginalized communities were invited to a program organized by AIN in March 2009.
- This network was established to advocate for marginalized youth.
- They need support from NGOs as they are having difficulty to unite youth.
- They are working together to raise their voices of youth.

**Appendix 5 Presentation of the group work recommendations**

**Ideas/suggestions for including marginalized people in our organizations**

Association/Federation/ Network	Ways
Association of Women living with HIV and AIDS	Participation in policy making positive action strategy(PAS) Job rights to HIV positive women
National Federation of Deaf and Hard of Hearing-Nepal	Provide them with interpreter and no written test during interviews No interpreter is needed for long term but required at initial stage Hearing staffs must be committed to learn sign language INGOs can identify job position for deaf people. (Need interpreters for meetings etc...) Roster of qualified deaf people Design alternative assessment focused on strength/skills deaf people already have Provide on-job-trainings for deaf people to build on skills
Association of Madhesi and Muslim Women	Awareness to Association of Madhesi and Muslim Women re policies/program plans of INGOs Provide skill development and training/ internship. INGOs criteria for selection should apply affirmative action/consideration

		<p>Vacancy announcement should be accessible to them through local media.</p> <p>Use of local language increases accessibility and participation. AIN could do 'local organization/contact person' mapping</p>
Marginalized Youth Network		<p>Identification of marginalized youths</p> <p>Policy/guidelines to include marginalized youth with specific reservation system</p>

### Ways to include marginalized people in program activities

Association/Networks	Ways
Association of women living with HIV and AIDS	<p>Beneficiaries' participation in the entire project cycle</p> <p>Program and sustainability should go hand in hand right from the program design stage</p>
National Federation of Deaf and Hard of Hearing-Nepal	<p>Providing interpreter for meetings</p> <p>Contact deaf association at district /local level</p> <p>Deaf awareness (Mainstreaming) programs in our communities and program area</p> <p><b>“NOW WE ARE IN DISABLED GROUP BUT IN FUTURE WE CAN BE DIFFERENT LANGUAGE GROUPS”</b></p>
Association of Madhesi and Muslim Women	<p>Establish direct partnership with local organizations</p> <p>Support awareness program to specific target group/remote areas</p> <p>Presence of INGOs in community/ remote areas (VDCs)</p> <p>INGOs should be sensitive about transactional cost and compensate cash/livelihood)</p> <p>Establish market for income-generation product/ indigenous skills</p> <p>Involve male-member in awareness program on women empowerment</p>
Marginalized Youth Network	<p>Involve in the project planning, implementation cycle</p> <p>Involve marginalize youth to facilitate the Programme</p> <p>Social awareness and unity among youth should go together</p>

## Appendix 6

### AGENDA

'Reaching Out'  
Workshop on How to be More Inclusive  
AIN's Capacity Building and Peace Working Group  
1 July 2009, Hotel Astoria, Lazimpat, Kathmandu

#### Schedule:

10:00-10:10 a.m :	Context Setting, Introduction & Sharing of Workshop's Objectives
10:10-10:10:40 a.m	Review of the last workshop on Social Inclusion - Tree of Inclusion –Dale Davis, AIN Vice Chair and Country Director –Cedpa
10:40-11:120 a.m	Sharing the finding of the study report on “Study on Effectiveness of AIN recommended Partnership Guidelines especially on commitment to equity and diversity in staffing and NGO governance” –Tracey Martin, VSO Country Director
11:20-11:35 a.m	Tea Break
11:35-12:00 p.m	Brief Introduction of the Associations/Federation/Network  1) Association of Women with living with HIV & AIDS 2) National Federation of Deaf and Hard of Hearing - Nepal 3) Association of Madhesi and Muslim Women 4) Marginalized Youth Network
12:00-12:30 p.m	Group work on the way to include these groups of people- Facilitator Sanu Lal Maharjan-Coordinator Peace Working Group <ul style="list-style-type: none"><li>• What are the two things that INGOs/AIN members could do in the organizations to include those people in our organizations?</li><li>• What should be done to make sure to include those groups of people in our program activities?</li></ul>
12:30-12:50p.m	Presentations of the group work and discussion
12:50-1:00 p.m	Summary and Way forward

## **Appendix 7**

### Participant List

S.N	Name	Organization	Email
1	Chhing Sherpa	NFWLHA	<a href="mailto:nfwlha@enet.com.np">nfwlha@enet.com.np</a>
2	Aruna Bajracharya	FHI	aruna@fhi.org.np
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6	Indra Dahit	NNMY	Dahit-clinic2006@ahro.com
7	Jeyran Shirinova	UMN	Jeyran.shirinova@umn.org.np
8	GS Prasad	SPW	gaureeshankarprasad@spwnepal.org.np
9	Roshani Subedi	Mission East	<a href="mailto:admin.nepal@missioneast.org">admin.nepal@missioneast.org</a> roshani.subedi@miseast.org
10	Shradha Joshi	CCS Italy	shradha.joshi@ccsitaly.org
11	Chandi P Chapagain	Plan Nepal	chandi.chapagain@plan-international.org
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