

MARCH 2022

# TRAINING REPORT

Mentorship and Capacity-building Training  
Program for Organizations Working on Disability  
Rights/Associations of Persons with Disabilities



Civil Society Support Programme  
Phase 2  
Partnerships supporting people



Embassy of Sweden  
Addis Abeba



Irish Aid  
Rialtas na hÉireann  
Government of Ireland



# TABLE OF CONTENTS

<u>COHORT 1 - Training Program</u>	3
<u>COHORT 2 - Training Program</u>	28
<u>COHORT 1 - Advocacy Campaign</u>	55
<u>COHORT 2 - Advocacy Campaign</u>	66
<u>Report on Evaluation Event</u>	70

# COHORT 1

January 24, 2022 - January 29, 2022  
Mado Hotel, Addis Ababa

## INTRODUCTION

This is a comprehensive training report on the first cohort of the mentorship and capacity-building training for associations/organizations working on disability rights. The CSRC, in partnership with CSSP2, held from January 24, 2022 - January 29, 2022, at Mado Hotel, Addis Ababa. This section includes an overview of each training session with key discussion points raised during such sessions.

## LIST OF TRAINEE ORGANIZATIONS

1. **VISION GLOBAL EMPOWERMENT ETHIOPIA (HAWASSA)**

Trainees: Amsalu Desie, Director and Mati Tekle, Teacher

2. **SALLU MEREDADAT (ADDIS ABABA)**

Trainees: Molla Mengiste, General Manager and Merkebu Wolde, Project Officer

3. **HOPE INTEGRATED SOCIAL DEVELOPMENT(SHASHEMENE)**

Trainees: Beka Ferede, Executive Director and Husen Make, Human Resource Manager

4. **HARRARI ASSOCIATION OF WOMEN WITH DISABILITY (HARRAR)**

Trainees: Hidayat Ali, President and Wubiye Tilahun Accountant

5. **THE TALKING BOOKS ( INFORMAL ASSOISITAION FROM ADDIS ABABA)**

Trainees: Melkite Paulos, Founder

6. **EMPOWER PERSONS WITH DISABILITIES ETHIOPIAN ASSOCIATION (ADDIS ABABA)**

Trainees: Fetiya Abduselam, Project Officer, and Mulugeta Mamo, Project Officer

# DAY 1

Monday, January 24th, 2022

## Introduction and Pre-Training Status Assessment and Introduction to the Ethiopian Civic Space (Morning Session)

Participants started arriving at 9:05 AM; they signed up on the provided sheets, and name tags were given out to them by the CSRC team to help identify each other throughout the week. It took around 40 minutes until all the participants arrived. After that, Eyerusalem Belay, the Program and Research Officer at CSRC, thanked the participants for coming and gave an overall introduction of the training and the organization. In addition, she also presented an overview of the week, including what each session will be about, and assigned trainers. The ground rules of the training were also described for the participants (**Learning by doing, active participation and output, and thinking about their advocacy roadmap until that part of the session begins**).

After an initial welcome speech, participants were given the platform to introduce themselves and give a brief overview of their organization. After the brief introduction, pre-training assessment sheets were given to the participants. This assessment contained various questions to assess the current status of each organization. Based on the results of the assessment, participants were asked various questions including what they found out about their organization while doing the assessment, such as what are the areas of their strength and weakness and what areas need improvement, and how they will improve them. Lack of funding, lack of sufficient human resources, and capacity were commonly mentioned as their major shortcomings, while most provided the passion they have towards the goal that their organization stands for as a key strength.





Following the tea break, the session focused on understanding the Ethiopian civic space. Freedom of association is one of the essential human rights recognized under various international human rights instruments and also in the 1995 FDRE constitution providing citizens with the right to organize for any lawful cause. However, in 2009 the then Ethiopian government issued a repressive law that limited CSOs to be active in the country. Participants were asked to mention rules under the former law that made it difficult for CSOs to operate. They pointed out a list of activities CSOs could engage in under the proclamation limited their freedom of association, the 90% rule that required NGOs that work on advocacy get 90% of their budget from local sources and only 10% from foreign sources, the 70/30 directive which made most program expenses as administrative costs and the artificial dichotomy between NGOs and CSOs as main points of the oppressive legal regime. And it was also mentioned how many CSOs were forced to close their organizations or abandon the cause they were established for. This law was overturned in 2019 and a new legal regime took over the place that reformed the shortcomings of the previous one and opened the space widely for CSOs to engage in any lawful activity. Following an overview of the legal regime, the training proceeded to discuss principles of CSO excellence.

To have an effective and exceptional organization, eleven principles of CSO excellence were discussed by the trainer. These include, **Accountability, Transparency and Disclosure, Advocacy and Public Policy, Communication, Evaluation, Financial Management, Fund Development, Governance and Leadership, Human Resources, Information and Technology, Planning, and Strategic Alliances**. These principles were discussed in detail and the participants were advised to employ these principles in their day-to-day operations to have a successful organization. Finally, the participants were asked various self-evaluation questions based on the eleven principles allowing them to identify areas they should improve upon.

That marked the end of the morning session.

## Network and Stakeholder Engagement (Afternoon Session)

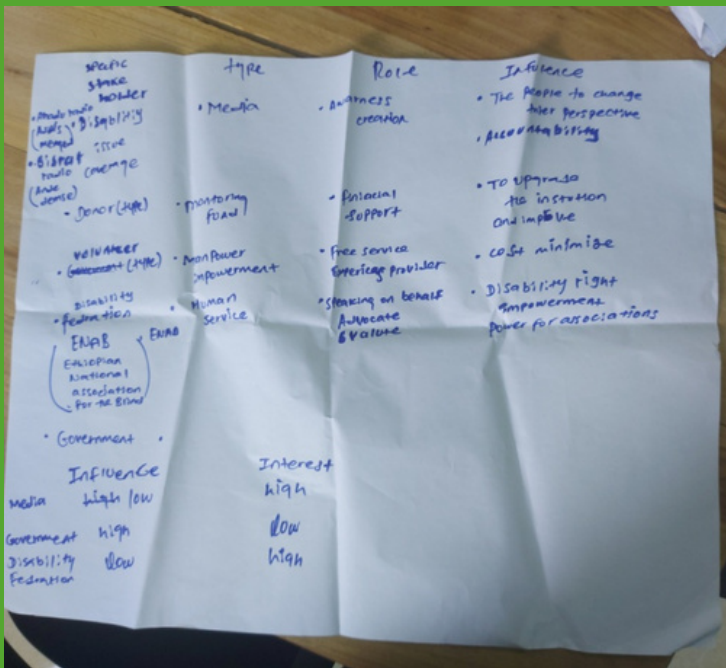
The afternoon session started at 1:45 PM after a lunch break. The trainer, Ms. Tsion Molla introduced herself and the topic of her training and then proceeded to ask the participants their names, the organization they came from, what their particular responsibility is in the organization, what they like most about their work, and their expectation from the training is. The participants took turns answering these questions.

The training started by defining what a stakeholder is; which is a person, group, or organization that is impacted and can impact or influence the organization or project as a whole. The trainer then asked the participants why they think networking and stakeholder engagement is important. They answered to get support, to get information, and to create a coalition with those organizations that have a similar stance. The trainer also listed down other important aspects of networking and stakeholder engagement, including strong advocacy, exchange of knowledge and information, and ending civil society competition. After that, a sample graph was provided for them with the list of possible stakeholders, and they were given a group exercise of identifying a specific stakeholder from the list, its type, its role, and how it is relevant to the work they do.



15 minutes later, they were asked to present what they had discussed. The media, government organizations, religious organizations, and other CSOs that work on similar objectives were mentioned as possible stakeholders by the participants.





The next topic of discussion was developing a power or interest grid of stakeholders which helps outline which stakeholders have high power and high interest in the project organization. Identifying these will help them focus on what areas they should work on. If a stakeholder has high power but low interest, it is advised to keep them informed and work towards increasing their interest, and if it is the other way around, it is advised to keep monitoring them and keep them on our side.

When stakeholders have both high power and interest, it is recommended to keep them satisfied and manage them closely.

Following that, stakeholder analysis was discussed by the trainer. Stakeholder analysis is understood as systematically gathering and analyzing information to determine whose interests should be taken into account when developing and implementing a policy or a program. Therefore, there are questions to be answered to consider them as stakeholders; these include who they are, what their priorities are, how they are relevant to the work at hand, what their influence and interest in, and the risk they bring. After analyzing a stakeholder, the next step is stakeholder engagement. It is the process of consultation, communication, dialog and exchange with the stakeholder. For the sake of engaging stakeholders, a communication plan shall be designed by an organization, answering a set of various questions like deciding on who, when and the communication shall happen. The tools for communicating may differ based on the type of stakeholder they are engaging with. A sample communication plan was shown to the participants and they were advised to have a plan similar to that.

Finally, trainees were advised to take the initiative in engaging with stakeholders rather than waiting on the other party, and having a stakeholder database is highly recommended. The stage was opened for questions and answers, which marked the end of day 1.

# DAY 2

Tuesday, January 25th, 2022

## Financial Management and Organizational Structure (Morning Session)

The trainer (Mr. Tibebu Bogale) introduced himself and opened the stage for introduction with the trainees. After a brief introduction, he proceeded to the training. He first started by defining what financial management means; a process of planning, organizing, controlling, and monitoring the financial resources of an organization to achieve the objectives of the organization. Then he asked the participants what the importance of financial management is for NGOs, and listed down the answers which included accountability for donors (keeping track of expenditure and submitting timely reports), eliminating fraud and theft (to prevent abuse of resources), enhancing credibility (with excellent finance management, NGOs enhance their image that enhances its value and making them more credible and earns a good reputation within the community), making productive decisions (good decision-making skill enables the right amount of funds to be invested at the right place) and strengthening fundraising efforts.

The trainer also asked the participants if they had encountered any problems while reporting for a donor. Our participant from Shashemene shared their experience. He told us how a donor asked them to write a day-to-day report. They were unable to do so because they did not have enough human resources, and as a result, the donor refused to give them a budget.

The next topic they discussed was on the four building blocks of financial management; accounting records, internal controls, budgeting, and financial reporting. The trainer provided them with ways of keeping accounting records: which include providing supporting documents and books of accounting, and he also noted that they should not necessarily know accounting to keep a record of their transactions. In internal control, the trainer provided the best ways of managing finance are budgetary control, physical control, cash control, bank reconciliation, the delegation of authorities, and separation of duties and annual audit.

The participants were advised to utilize all these methods to have effective financial management in their particular organizations. The trainer shared his experience of bank reconciliation, which is checking cash balance in the bank statement; otherwise how it is really easy to be deceived by some ill-intentioned people. The trainer then discussed the types of budgets like zero base budget, activity-based budget, capital budget, rolling budget, and master budget. Financial reporting was discussed by the trainer as a very important part of financial management and he asked the participants what the difficult part of reporting for donors is: Our participant from Gambella stated how it is very difficult to get receipts in the places they operate. The trainer followed with a question of what they do when this occurs; our participant from Hawassa answered by stating that they have prepared the form that they use vendors to sign in therefore making it easier for them to report for donors. Our participant from Sallu Meredadat told us that their donor gives them a document that requires vendors to sign on, so they use that document in financial reporting. In addition to that, the participants discussed how they report to the Authority and that the Authority has prepared a template for reporting making it easy for reporting. Concerning delegation of authorities and separation of duties, the trainer asked the participants who should sign on checks, they answered, and mostly it's the executive director (general manager) and finance officer that sign. The trainer suggested that it is very preferable if more than two persons could do the signing to avoid fraudulent activities.

Budget Worksheet

Project Title: Livelihood project for the local community youths  
 Budget Period: 1 January - 31 December 2022  
 Currency used: ETB  
 Total budget:

Budget Line Ref.	Item Description	Unit Type	No. Units	Unit Cost	Total Cost	Accounts Code
	Salary for project officer	monthly	1	50,000	50,000	✓
	Employer pension	10%			5,000	
	Medical cost for Employer	10%			5,000	
	Advertisement in news paper	2		2,000	4,000	
	Cost for trainer			10,000	10,000	
	Training hall	Five days			50,000	
	Vehicle for project officer	ETB	35		175,000	
	Startup capital for trainees	5 groups		50,000	250,000	
	Consultant fee	5 days			50,000	
	Total				1,122,000	
Total Budget						

After that he followed with a group exercise for the participants, a hypothetical project was given to them and the participants were asked to prepare an activity-based budget based on the budget worksheet they were given. This took around fifteen minutes and participants were asked to present what they have prepared.

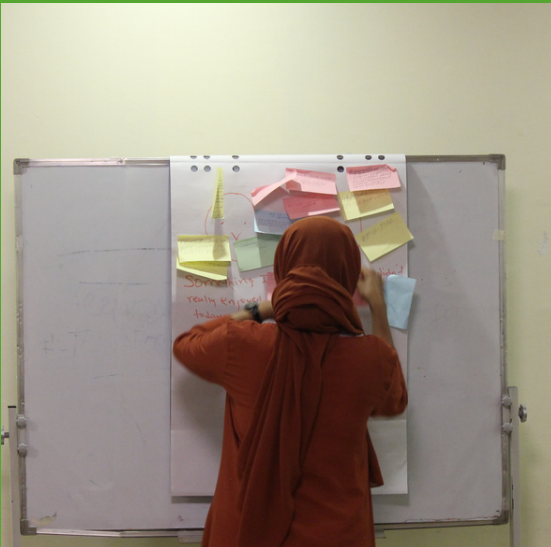
The next topic of discussion was responsible for financial management and as such the governing body of the organization, board members, and the day-to-day team of the organization was listed down as being responsible for financial management. Then, he proceeded to due diligence, which is a reviewing process of financial management of an organization. The trainer introduced the participants to Mango's Health Checklist which provided a list of assessments concerning different areas of financial management including planning & budgeting, basic accounting systems, financial reporting, internal controls, grant management, and staffing. Under each section different kinds of statements with a score are included that help the organization self-assess its activities. After seeing the scores, organizations are advised to improve on the ones they got a low score on and strengthen on the ones they got a good score on.

Statement of Best Practices

Ref	Score
J.1	5 4 1 0
S.2	5 4 1 0
S.3	5 4 1 0
S.4	5 4 1 0
S.5	5 4 1 0
S.6	5 4 1 0
S.7	5 4 1 0

After this, the participants were given a group exercise on grant management and to self-assess themselves and what remedial action they should take on the issues they got low scores on. The points raised on financial management were revised the morning session was concluded.





As a way to conclude, the trainer also distributed stickers for participants to write something they have learned from the presentation, comment on his presentation and if there is anything he could do to make it better in the afternoon session.

## Organizational Structure (Afternoon Session)

The afternoon session was on organizational structure. The importance of a well-prepared organizational structure was discussed, which includes: quicker decision making, establishing consistency in the organization, enhancing operating efficiency, reduction of duplication of work, reduction of conflict between co-workers, and good communication clearing out the confusion in the workplace. In addition, the importance of having well-defined job roles and job descriptions were discussed between the trainer and our participants.

Having a well-defined job description makes it easier for organizations to entail who is responsible and accountable for a particular activity by avoiding overloading and underutilization of employees. It also makes it easier to recruit, induct, train and review an employee.

The next discussion point was on types of organizational structures; centralized and decentralized. As their names indicate, in the former planning and decision making are concentrated to a specific leader or location while for the latter these tasks are delegated. Both of their advantages and disadvantages were discussed, the trainer highly suggested using both of these structures for various activities to have an effective and successful organization. Other organizational structures were also discussed (Functional, divisional, flat, and matrix). In addition to that factors should be taken into consideration before choosing a structure such as an environment and size of an organization.



The next topic was the organizational life cycle; it was mentioned that an organization has four stages of the life cycle, starting at the entrepreneurial level, growing at the collectivity stage, competing at the elaboration stage, and reaching the highest level at the formalization stage.



After the discussion a group exercise was given to the participants, they were asked to draft an organizational structure based on a hypothetical case study and also if there is a need for re-assigning of tasks in the organization. They were given 20 minutes and selected participants presented the group work.

Lastly, human resource management was discussed starting from job advertisement to training and development of an employee. The trainer discussed effective practices of employee retention which included; socialization, compensation and rewards, employee engagement, supervision, and a realistic job preview. He stated that to get the best out of an employee all these practices shall be done in combination. And that marked the end of Tuesday's training.

# DAY 3

Wednesday, January 26th, 2022

## Advocacy (Morning Session)



An introduction was conducted between the participants and the trainer Mr. Befekadu Hailu.

Proceeding with the description of the objectives of the training which include learning about the different techniques of advocacy, gaining knowledge on effective advocacy communication, and understanding the interconnectedness of advocacy communication and social mobilization.

The trainer then asked what advocacy is and participants answered but they couldn't find an Amharic definition that fits it. A definition was provided by the trainer as putting a problem on the agenda, providing a solution to the problem, and building support on both the problem and the solution. In addition to that, myths about advocacy were also discussed. To know what exactly advocacy is, it is good to know what it is not. It is mistaken to be lobbying (however the latter one mainly focuses on back door deals), notorious activism, fundraising, and solely political. All these have close traits with advocacy; however, it does not mean that they are definitions of advocacy.

The trainer asked the participants to take 5 minutes and use the "but why?" approach which is a way of identifying underlying reasons that affect an issue, the question but why the problem persists. After 5 minutes, participants were asked to describe a problem and ask the "but why?" question. One of our participants raised the problem of gender-based violence and when asked why it is persisting she answered the power relationship people have inside their home as the underlying cause.

The trainers suggested this approach as a method of getting into the root of the problem and tackling it.

The next point of discussion was visioning by which people ask themselves various questions to achieve what they want. It begins with the question of what kind of country or society we want, then proceeds to ask specific features that would be used as indicators of this ideal society, changes that need to be achieved, and obstacles that may stop it from happening. This helps people to focus on what they can do and provide what they can to achieve the society they envision. Self-assessment was the next subject, which is reviewing the organization's internal strengths and weaknesses and external opportunities and threats. Assessing what we have and lack and knowing the risk and prospect that awaits us on the outside help us in organizing and facilitating our activities.

Stakeholder assessment is the next topic; here entities that are considered as stakeholders were listed down (like politicians, religious leaders, media, CSOs, and so on). The next step is grouping these stakeholders into targets (decision-makers), constituents, allies, and opponents. Here a group exercise was given to participants to point out stakeholders with their role and whether or not these stakeholders actively support, passively support, neutral or actively or passively against the participants. One participant asked the trainer that as they work on disability rights they don't think there is anyone who is acting against their cause. The trainer answered by stating that the stakeholder need not be in opposition of the major cause that they stand for, however, the opposition may be against a day to day activity the organization engage in, for example, if they want to have a land to build a school but the administration refuses to give them land, in effect the administration is actively standing against them.

## Advocacy (Afternoon Session)

A stakeholder analysis was discussed which is the balance between power and interest of stakeholders. Knowing this will help organizations identify where to spend their energy to keep stakeholders interested.

The key point in advocacy is getting your voice heard by informing, organizing, mobilizing, and collaborating, and for that effective advocacy, communication is required. To effectively communicate raising the awareness of those who haven't decided to take a side, reaching out to people who are public figures to support our campaign, and constantly informing people who share our views is advised. Brochures, leaflets, petitions, competitions, active website and social media, training, letter campaigns, and so on are mentioned as a toolkit for effective advocacy communication. Selecting a medium of communication, focusing on the content, and creating a slogan will also strengthen the campaign.

The next topic on the agenda was the elevator pitch, which is an activity to exercise imagining that you meet someone important in an elevator and you have only some minutes to convince that person to be interested in what you have to say. The trainer gave the participants 10 minutes to prepare, and after that asked them to present what they have to say.



After their presentation, the other participants will decide whether or not they will support the cause of the presenter and comment on what it lacked or what's best about the presentation. The last part of the discussion was designing an advocacy strategy. The first step is defining the issue and then setting a clear advocacy goal for policy action, defining a communication strategy, defining the source of funding, and finally building a coalition that will make the advocacy campaign successful.

What will be the outcomes of the advocacy campaign you may conduct; there is policy gain, implementation gains, political gains, partnership gains, and organizational gains. With that, the session for Wednesday was concluded.

# DAY 4

Thursday, January 27th, 2022

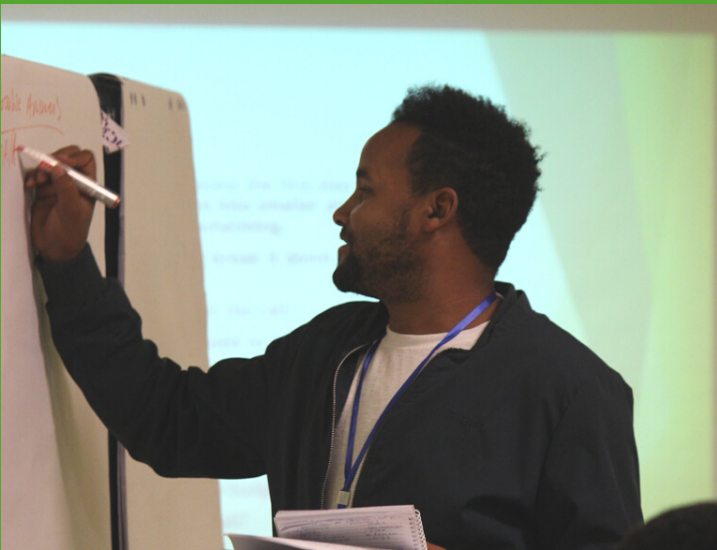
## Proposal Writing (Morning Session)

The session started with the description of the trainer about the topic of the training. The trainer, Eyerusalem Belay then proceeded to ask the participants some opening questions like why proposal writing is important for the work that they do, how do they get news of funding opportunities, who prepares proposals in their particular organization, and their success rate. They all have different answers; mainly they all agreed that their main source of funding is from external sources and to do so they need to write proposals for possible funders and supporters. Their success rate differed and they said that they hoped to get important points from the training that would help them get their success rate higher.

The next topic of discussion was the project life cycle; there is initiation, program design, deliberation and negotiation, implementation, evaluation, and reporting and at last, there is the wrap-up. At the project initiation stage, the challenge of access to funding was discussed and the easiest way of getting the news of funding opportunities is to look for them online on different websites of embassies, international agencies, or websites that solely work on distributing funding news. Key funding websites were given to the participants. After this, an exercise was given to them asking them of donors that they know of, and then they were asked to look for three funding opportunities that are relevant to their organization online, in addition to that some tips that they should use while looking for funding opportunities were given to them. The trainer stated that the best practice of looking for funding is developing an annual call tracker, by mapping out potential donors, looking out past dates of calls, and highlighting such dates for calling. CSRC's call tracker was shown to them as an example. Other alternative funding models like; heartfelt connector, beneficiary builders, membership motivated, founder based, public provider, and resource recyclers.



After getting the funding opportunity, the next step is proposal writing; a project proposal is a written document outlining everything a donor should know about a project. While each donor may have a specific theme for a proposal more often than not a proposal will have a format with organizational background relevance to the call, the statement of the problem proposed solutions in the form of activities, measurement indicators, timeline, and budget. Before diving into writing the proposal the first step is carefully reading the call and breaking it down into smaller pieces.



An exercise was given to participants, where a sample call was given to them and then they were asked to answer various questions from the call. Answering these questions will help them understand the call better and makes it easier for writing a well-planned proposal.

While planning to write a proposal, it's highly recommended to know more about the donor also know our strengths and weakness, and finally brainstorm the project idea. While brainstorming, it is always better to think outside the box and be creative as long as the donors already have listed a set of activities, in which case it is still good to find small ways to show creativity.

Once we have decided on what we want to work on and why the next step is writing the proposal. The most common proposal sections include the project background which is section organizations use to convince the donors that they are the best choice for the job, detailing out the need for the project and that you are the best choice to achieve the goals of the project, the objective and scope section detailing out what you need to achieve how you want to achieve it and who the main beneficiaries are, and then the next section will be activity breakdown, results, timeline, and budget.

## Proposal Writing (Afternoon Session)



After lunch, an exercise to brainstorm a project idea was given to the participants, and after a few minutes, they shared their ideas with the trainer and the other participants. The ideas they come up with include, advocating for a national disability framework, advocating for the recognition of sign language in the curriculum, advocating on the physical accessibility of buildings and services, access to reproductive health for women with physical disabilities, and advocating for tax-free braille. After that of writing a short proposal was given to the participants. They were advised to be as creative as possible in designing their project. They were given around 30 minutes to discuss and come up with a project idea, and they presented it. While they prepared the proposal, the main things they focused on were the statement of the problem, how they will tackle the problem (list of activities), timeline, and budget. When they did their presentation the trainer gave them supporting ideas like how they should focus on the sustainability of their projects even after the funding stops and how being creative always pays off. Every participant presented their proposal and feedback was given to them by the trainer in addition to questions that they need to answer in any particular proposal and the training session for day 4 was concluded.

# DAY 5

Friday, January 28th, 2022

## Gender and Disability (Morning Session)

Our trainer on this particular topic was Mihret Nigussie, she introduced herself and got introduced to the participants before proceeding to her presentation. The first part of the session was an awareness video, where a group of people was seen exchanging a ball, the trainer asked the participants to count how many times they are exchanging the ball. However, the catch is that while exchanging the ball, there were people who were dancing in the middle, therefore, more often than not, people forget what's in front of their eyes. When we analogize the video, people most of the time forget about gender while focusing on disability. The difference between gender and sex was discussed next, how sex is a biological difference and gender on the other hand is socially constructed rules of women and men.



After that, a game was played by participants. The game was called fact or belief, by which one statement will be shown to the participants and they will decide whether or not that statement is a fact or a belief. The statements include, "Men are the natural head of the household, men are better at financially providing for the family than women, Men are better community leaders than women.



When participants decide whether the statement is a belief or a fact, they were also required to give reasoning why they said that. Following the game, the trainer explained that almost all of the statements are beliefs that disadvantage women limiting their opportunity and benefit men. The same game was played based on the beliefs of persons with disability, like how they are not good community leaders, how they can't do the same jobs as people with disabilities, or how they can't generate income for their families. People with disability suffer because of these kinds of beliefs and are discriminated against. Women with a disability, therefore, face two sets of discrimination, one because of their gender and the other because of their disability. And therefore, due to this fact many women with disability are encountered difficult situations.



Article 6 of the Convention on the Rights of People with a disability provides that state parties have the responsibility to ensure the full and equal enjoyment by them of all human rights and fundamental freedoms. Women empowerment movements also shall include women with disabilities by allowing them to be part of the movement and to speak and lead too. The disability movement on the other hand shall also include women and shall take into consideration the needs and concerns of women with disability.

The next topic of discussion was the principles of CRPD which are; Non-discrimination, equality of opportunity, accessibility, and equality between men and women. After these points were discussed, the trainer asked the participants for questions for comments, and that marked the end of the morning session.

## Social Media Management (Afternoon Session)

The afternoon training session was led by Abebaye Asrat. First, the phrase social media was defined as a form of electronic communication through which users create online communities to share information, ideas, personal messages, and other content. Participants were asked what social media platforms they know of, what they use and why. They mentioned different platforms including Facebook, Twitter, Instagram, telegram, LinkedIn, and so on and they said they use these platforms to meet new people and get information. The next topic of discussion was social media usage in Ethiopia, where there are around 23 million internet users. Of these users, 97% use the internet through their phone, which is why a mobile-first approach works best in designing any sort of campaign on digital platforms. Data showing how many people use every social media platform was shown to the participants.

After that a group discussion was conducted, where the participants were asked to answer some questions about social media usage of organizations. The questions include: is using social media important for an organization? Why or why not? Which Social media platforms should an organization use?



The participants presented their discussion. They all agreed that social media is a very important tool that organizations should use for various purposes including promotion, creating influence, awareness creation, and so on.

Facebook, Twitter, LinkedIn, Instagram, telegram were the types the participants suggested that organizations should use. Proceeding to the presentation, the advantages of social media presence were discussed by the trainer, which includes: It is free, building organization's recognition, social education fundraising, volunteers or workers recruitment.

After this, the participants were asked if their organization has a social media account and if they do, how many followers they have. Almost all of them did not have it, therefore the next step was the creation of Facebook pages and telegram channels for each organization. The trainer with the help of the CSRC team assisted them in opening these. Following the creation, the social media strategy each organization shall implement was discussed. It is a summary of everything you plan on doing and accomplishing throughout social media platforms. It is a guide that takes you step-by-step on things that need to happen to succeed. Examples of CSOs that have a great social media engagement were shown to the participants. And then the components of social media strategy answer questions like why you are on social media? What platforms should you use? Doing a Social media audit listing down goals of using a social media platform, knowing your audience, Creating social media calendar and social media policy lead to having a good social media strategy. Each component has its detail and needs focus.

# DAY 6

Saturday, January 29th, 2022

## Online Advocacy Campaign Development

The last day of training was led by Eyerusalem Belay. The first point of discussion was coming up with ideas to use in their advocacy campaign. The participants were divided into two separate groups to brainstorm and two main themes were developed: (1) creating a network of organizations/associations that work on disability rights intending to create a strong voice for persons with disability. (2) Inclusivity. It was deliberated with participants on how to proceed to advocate within these themes. For networking, the group agreed to launch a network of organizations working on disability rights and for the second theme, the group agreed to hold an online advocacy sharing content about accessibility and inclusivity of schools, hotels, and hospitals for people with disability. To facilitate the campaign a telegram group was created.

The detailed plan is provided below\*:

\*For campaign outputs and activities please follow the links below

<https://t.me/civilsocietyresourcecenter>

<https://t.me/NEDOTELEGRAM>

[https://twitter.com/csrfc\\_et](https://twitter.com/csrfc_et)

<https://www.facebook.com/civilsocietyresourcecenter/>

<https://www.youtube.com/channel/UCCCY5sT9WEwpb8GKxrA5s7w/videos>

# ADVOCACY ACTIVITY AND TIMELINE

Cohort 1: Advocacy Roadmap  
 Advocacy Timeline: January 31, 2022- February 20, 2022  
 Selected Themes for Advocacy: Networking and Inclusivity

No	DATE	Activity	Responsible Person
1	Thursday, Feb 3, 2022	Collection of data on accessibility and sharing on telegram group for graphic development by CSRC team	Merkebu and Dr. Melikte
2	Friday, Feb 4, 2022	All cohort members will prepare their profiles and success stories for the network and share them on the telegram group for the CSRC team to develop  Cohort members will comment on draft bylaws and approve the document by 4-5pm	All Cohort Members
3	Monday, Feb 7, 2022	CSRC will launch the Network on Facebook, Telegram and Twitter  CSRC will post a call for organizations to join the network  Cohort members will share the network and the call and encourage members to join.	CSRC

No	DATE	Activity	Responsible Person
4	Monday, Feb 3 - Friday Feb 11, 2022	Content development: CSRC will develop accessibility campaign posters and organizational profiles for the network and share them with cohort members to use for campaigning	CSRC
5	Friday, Feb 11, 2022	CSRC will finalize & share the content design graphics on the telegram group for the inclusivity campaign	CSRC
6	Monday, Feb 14, 2022	Cohort members launch Inclusivity campaign	All Cohort Members
7	Feb 14 - Feb 15, 2022	The campaign will target Hotels	All Cohort Members
8	Feb 16 - Feb 17, 2022	The campaign will target Schools	All Cohort Members
9	Feb 18 - Feb 19, 2022	The campaign will target Hospitals	All Cohort Members



Before closing off the week, feedback was collected from participants. They all took a turn to describe what they have learned during the six-day long training and stated that the inputs they took during the training were extremely important and that they will utilize them towards improving their particular organization and or harder achieving their goals. And lastly, a photo session was conducted, and that marked the end of cohort-1 capacity building training.



# COHORT 2

January 31, 2022 -February 5, 2022  
Mado Hotel, Addis Ababa

## LIST OF TRAINEE ORGANIZATIONS

**1. HULEGEB PERSONS WITH DISABILITIES ( ADDIS ABABA)**

TRAINEES: HEBREWOK ASSEFA, MITIKU TEGEGN AND DERESE TEFERA

**2. DISABILITY DEVELOPMENT INITIATIVE ( ADDIS ABABA)**

TRANEES: YOSEF FEKADU

**3. SUPPORT AND CARE ( ADDIS ABABA AND BISHOFTU)**

TRAINEES: HANA ETANA AND MESERT TAMIRU

**4. BASIC ACCESS FOR THE IMPAIRED (ADDIS ABABA)**

TRAINEES: AMHA GEBREMARIAM, REDIET DEMISSIE, RAHEL ZEWDU AND MAHIDER

**5. ACCESSIBLE ETHIOPIA (ADDIS ABABA)**

TRAINEES: WASE WERETAW AND SEMERE MARE

**6. DERES FOR DEVELOPMENT**

TRAINEES: MAMO TESSEMA AND MEKDELAWIT ABEBE

**7. LIBE BIRHAN ( ADDIS ABABA)**

TRAINEES: IBRAHIM HASHIM AND SULEIMAN TAHA

**8. NEHEMIAH AUTISM CENTER ( ADDIS ABABA)**

TRAINEES: TEWODROSGETYE AND RAHEL ABAYNEH

**9. I YOUTH CHARITABLE ORGANIZATION ( ADDIS ABABA)**

TRAINEES: ZEBIB HADISH



# DAY 1

Monday, January 31st, 2022

## Introduction and Pre-Training Status Assessment, Introduction to the Ethiopian Civic Space (Morning Session)

Participants started to show up at 9:15 in the morning. Those who came early wrote their names and necessary information on the signup sheet. At 9:45 all the participants were present therefore, the training session officially started.

Eyerusalem Belay, the program officer introduced herself and CSRC.

After that, she gave an overview of what session will be conducted each day and introduced the CSRC staff that will assist in the training. Then, the floor was opened for the participants to introduce themselves and their organization. After the brief introduction, pre-training assessments were distributed to them, so that they could assess themselves and decided the current organizational status. After they filled the assessment they were asked different questions to answer including the specific areas of strength and weakness in their organization and areas that need improvement.

In addition to that, they were asked to have a vision board; asking them where they want to see their organization in 10, 5, and 1 years.



The participants answered different plans that they have for their organization ranging from having a well-structured organization to being financially independent and to be employing more employees.

After a quick break for tea, Eyerusalem presented about understanding the Ethiopian Civic Space. How freedom of association is an essential human right and governments are required to provide a supporting and conducive environment for CSOs. However, the previous law was very restrictive. She asked the participants why it was restrictive. Participants listed down the reasons, including the 10/90 rule, the 70/30 rule, the dichotomy between non-governmental organizations and Civil Society organizations. The 2019 new law reformed all these restrictions; however, even if the law changed the CSO space is not vibrant and active.

Pre-training Organizational Assessment

CSRC

**Mentorship and Capacity Building Boot Camp for Organizations Working on Disability Rights and Associations of Persons with Disability**

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Pre-training Organizational Assessment  
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Cohort 1: January 24, 2022-January 29, 2022  
Mado Hotel, Addis Ababa  
ቡድን 1: ጥር 16 2014 - ጥር 21 2014  
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Name of Organization(የተቋሙ ስም): Libe Birhan Disability Quantity Association

Name/s Person/s Filling out this Assessment(ይህን ግምገማ የሚሞላው/የምትሞላው ግለሰብ ስም) Tibranim hatim

Role of Person/s Filling out this Assessment(ይህን ግምገማ የሚሞላው/የምትሞላው ግለሰብ ባተቋሙ ውስጥ ያለው ሃላፊነት) General manager

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The trainer then followed presenting the essential principles of CSO excellence, which are:

- **Accountability, Transparency, and Disclosure:** Missions, activities, decision-making processes must be transparent to the public and it includes legal reporting and accessibility to the public.
- **Advocacy and Public Policy:** the key role of CSOs shall be bridging the gap between the government and the public and a successful CSO is the one that does advocacy.
- **Communication:** Divided into internal and external; while the former one is important to keep employees informed the latter one is important to attract and retain stakeholders and beneficiaries. It is very important to make sure that everyone is on the same page.
- **Evaluation:** the trainer asked the participants if they have any evaluation on the work that they do. Our participant from Nehemiah answered that they have a specific checklist for evaluating students that they teach. It was pointed out here, having regular evaluation and measurement tools is a very important tool in having an effective CSO.
- **Financial Management:** Using financial resources effectively, efficiently, and strategically is a very essential instrument in managing a CSO.
- **Fund Development:** Looking for opportunities to diversify their revenue resources.
- **Governance and Leadership:** They should have a clear leadership structure with a board of members that solely work towards the welfare of the CSO.
- **Human Resources:** Complying with employment laws while hiring employees and having a retention and success plan for its roles.
- **Information and technology:** How up to date are we? Using technology for its day-to-day activity increase the level of cyber security.
- **Planning:** Setting and defining short and long-term goals periodically.
- **Strategic Alliances:** Between competent, collaborative, and functioning organizations.

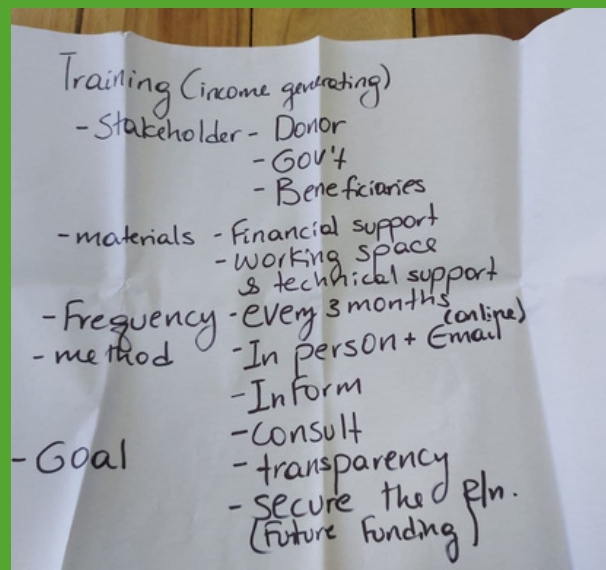
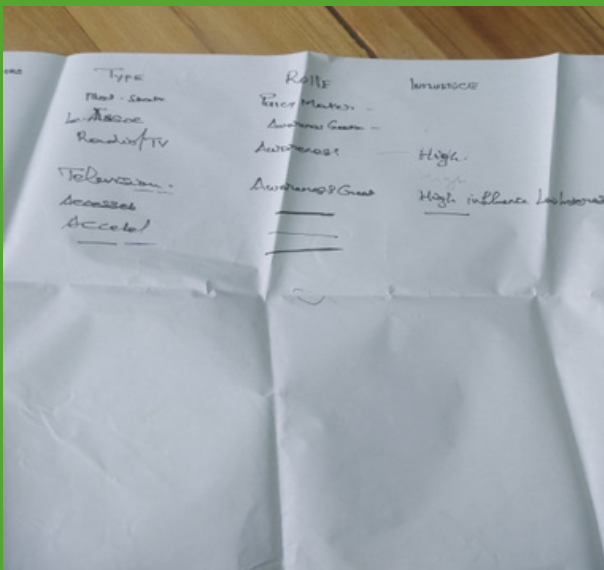


Based on these principles, the participants were asked to evaluate their organization to have a clear picture of where they stand.

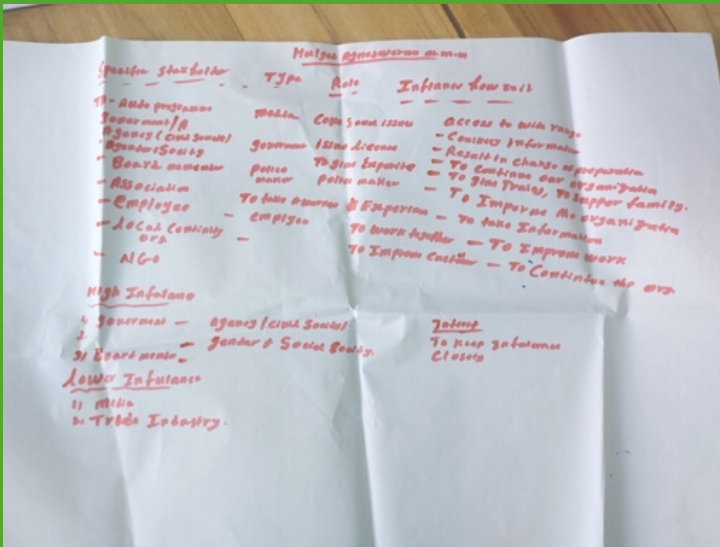
## Networking and Stakeholder Engagement (Afternoon Session)

The next session was on Networking and stakeholder engagement led by Tsion Molla. She introduced the topic and herself and opened the stage for an introduction to the participants. After the introduction, she proceeded to list down the expected outcomes of the training. At the end of the training, participants will be able to identify stakeholders, analyze stakeholders, be able to design a communication plan, and communicate effectively.

She defined what a stakeholder is and emphasized the point that stakeholders need not have only a positive impact but also a negative one too. The participants were asked why networking and stakeholder engagement is important, they answered: to get support, to get donors, to create an impact, and to cover gaps their organization may have. The trainer added on the list, organizing, lobbying, and advocating on social issues, mitigating risks, and effectively using resources. Following that, a chart of stakeholders was given to them and as a group exercise, they were asked to identify who their stakeholder is and its type, role, and influence.







In addition to that the power/interest grid of stakeholders, keeping satisfied by continuously communicating with them those with high power and interest and to increase the interest of those with high influence and low interest to make them come to our side.

The next subject of discussion was stakeholder analysis, by which organizations ask different questions to determine whether the individual/organization is to be taken as a stakeholder. These questions focus on the identity of the entity, its objectives, the level of influence and the interest it has, and the risk of having it as a stakeholder. A spectrum was presented to the participants depicting the line of supporter and opponent and in the middle, there is a middle supporter, neutral and moderate opponent. Drawing up this will help organizations identify who is with them and who is not.

Then, stakeholder engagement was discussed which is realizing the potential of a good stakeholder relationship and trying to provide tailored value to each key stakeholder. To regularly engage a stakeholder a communication plan is extremely important, that is a regular exchange of information. While doing so there are important points to consider, like who needs to be communicated, when communication should occur, why they should be communicated and the specific person that needs to be communicated. All these shall be answered before communicating. The tools to be used include meetings, emails, social media platforms, and so on. A sample of communication plan was provided for the participants, differentiating the entire necessary elements like knowing the audience, the material to be used in the communication, frequency, methods, and goal of the communication.

At last, the trainer advised the participants to be interested in others' work to create a mutual relationship and start the process of engaging stakeholders.

# DAY 2

Tuesday, February 1st, 2022

## Financial Management and Organizational Structure (Morning Session)

The second day of cohort-2 training on financial management and organizational structure was led by Mr. Tibebu Bogale. He introduced himself, and the topic he will be discussing for the day. Participants introduced themselves and the organization they came from. The first topic of discussion was the definition of financial management which is a procedure of arranging, regulating, and monitoring an organization's financial resources. The participants then were asked why they think that financial management is important for an organization. They answered to make a productive decision, to meet the goals of the organization, and to eliminate all forms of fraud and theft. The trainer added other benefits of having financial management which include enhancing credibility, accountability to donors, and strengthening fundraising efforts.

The next subject of the training was the four building blocks of financial management which namely are Accounting records (which can be kept by supporting documents and books of accounts and has the approaches of cash accounting and accrual accounting), Internal control (which is consisted of making sure the expenditures are within the agreed budget, keeping cash or checkbooks in a safe place in addition to keeping a fixed asset register for all fixed assets, depositing cash to the bank immediately and checking cash balance in the bank statement against the balance shown in the cashbook or ledger every month.), Budgeting (identifying what you hope to do and how you will do it.) and Financial Reporting (which includes financial statements, budget monitoring report and donor reports). On financial reporting the trainer asked the participants what they do when they can't get a receipt from vendors, one of our participants from Deres Development said that whenever they encounter this kind of difficulty they communicate it with donors.



Following this, a group exercise was given for the participants, by which a budget worksheet was provided to them and they were asked to prepare an activity based budget.

**Budget Worksheet**  
 Project Title: Livelihood project for the local community youths  
 Budget Period: 1 January - 31 December 2022  
 Currency used: ETB  
 Total budget: ETB

Budget Line Ref.	Item Description	Unit Type	No. Units	Unit Cost	Total Cost	Accounts Code
1.	Education project project office	Salary	per/m	600,000	600,000 ✓	6001
2.	project officer 10% pension	pension		66,000	66,000 ✓	
3.	10% medical	medical		60,000	726,000 ✓	
4.	2 news paper	news paper		4,000	730,000 ✓	
1.	Vocational training	W/T	per/m	50,000	50,000 ✓	
	Vocational training for hall	5 days	5 days	5,000	25,000 ✓	
	Vocational Train use car	5 seats/9	35 per	35,000	192,500 ✓	
	Trainer for five group	5			950,000 ✓	
	external evaluation				60,000 ✓	

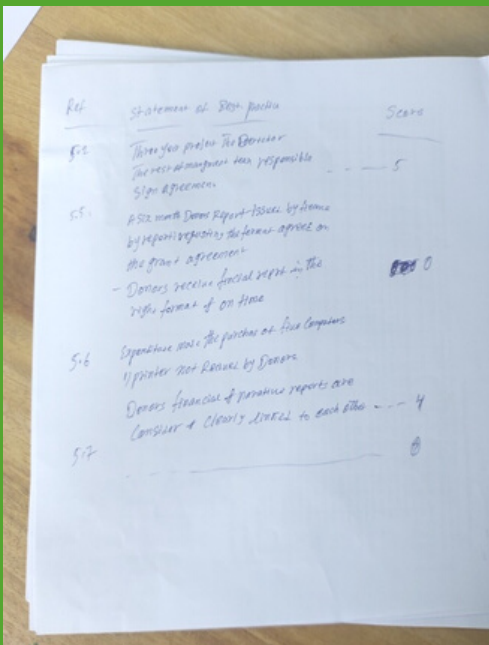
**Budget Worksheet**  
 Project Title: Livelihood project for the local community youths  
 Budget Period: 1 January - 31 December 2022  
 Currency used: ETB  
 Total budget: ETB

Budget Line Ref.	Item Description	Unit Type	No. Units	Frequency	Unit Cost	Total Cost	Accounts Code
	Salary		12	every mo	50K	600,000	
	Pension		12	every mo	5,500	66,000	
	medical cost		12	every mo	5K	60,000	
	News		2	1 time	2K	4,000	
	trainer		12	every mo	4K	48,000	
	community hall		12	every mo	4K	48,000	
	Vehicle		12	every mo	1,750	21,000	
	Start-up		5	once	50,000	250,000	
	External evaluation		1	once	60K	60,000	
						1,380,500	



The next topic of discussion was determining who is responsible for financial management. The first one is the governing body of an organization; which comprises members from different committees of the organization and takes the leading role in financial management. The other one is the board of members; whose main responsibility is to supervise implementations of all board decisions and sign legal undertakings and lastly the day-to-day responsibilities team; who share duties amongst themselves.

Due diligence was discussed after the above topic, which is a reviewing process of financial management of an organization. The trainer shared the “Mango health checklist” with the participants which sections of planning and budgeting, basic accounting system, financial reporting, internal controls, grant management, and staffing. Each section will have a degree of statements that help organizations assess themselves on each section. The score they give under each statement will let them know what they lack and as a result, they will be able to work on it and improve themselves in return. Following this, a group assignment was given for participants to rate their organization on the section of grant management.

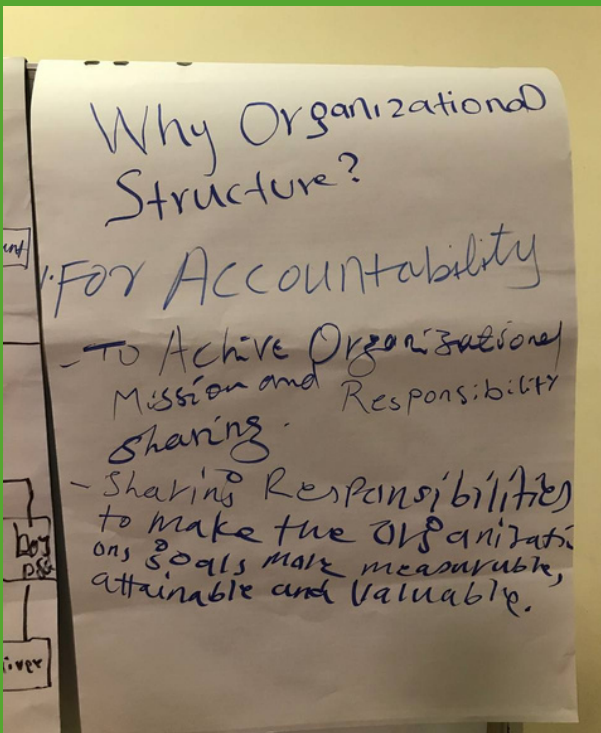


NO	SCORE
5.1	5
5.2	0
5.3	0
5.4	1
5.5	0
5.6	1
5.7	0

After reviewing the topics discussed above, the morning session ended.

## Organizational Structure (Afternoon Session)

The afternoon session was on an organizational structure which is a system that describes how organizational activities are delegated to achieve the goals of an organization defining roles and responsibilities of each employee. The trainer asked why an organizational structure is important, they listed down its importance including; accountability, facilitation, check and balance, communication, and reducing tension.



The trainer added some other benefits of having an organizational structure which included; quicker decision making, establishing consistency, enhancing efficiency, reducing duplication of the work, reducing conflict, and supporting growth and expansion.

Types of organizational structures were also discussed here which comprise of mainly centralized (where the major decision-making powers are retained in the head or main office) with the advantages of focused vision, reduced costs, and improved quality of work and decentralized (where the decision-making process is delegated) with the advantages of real-time decision making, employee engagement, greater employee morale, and reduced workload top managers. The trainer suggested that the best type of structure is combining both on specific decisions. Other types of organizational structures were also discussed like functional structure, divisional structure, flat structure, matrix structure, and examples were given for each type of structure. Factors that should be taken into account while choosing the type of structure were also discussed which are environment and organizational size.

Next, the four stages of the organizational structure were discussed. These are the Entrepreneurial stage, Collectivity stage, Formalization stage, and Elaboration stage. After which a group exercise was given to the participants to draft an organizational structure based on a hypothetical case and they presented what they have been working on.



The following topic was human resource management which is an organizational function accountable for maintaining qualified employees and a major contributor to an organization's success.

The five major functions of human resource management are recruitment and selection (Vacancy, job description, job advertisement, managing application, shortlisting, and interviews), orientation/induction, maintaining good working conditions, managing employee relations, and training and development. On the topic of employee retention, the trainer shared based practices that are useful to keep employees on the job. These include presenting applicants with realistic job previews, socialization practices, providing employees with opportunities to update their skills, compensation and rewards, supervision, and employee engagement. In addition to that transfer of knowledge is also important, on this point our participant from Hulegeb shared their experience of how they had to stop using one machine because the person managing it died suddenly, and emphasized the point of transfer of knowledge. The trainer asked participants if they have any questions after revising all the points discussed. They did not have any; therefore Tuesday's training session on financial management and organizational structure ended.

# DAY 3

Wednesday, February 2nd, 2022

## Proposal Writing (Morning Session)

The Wednesday session was led by Eyerusalem Belay. It started with an opening question; participants were asked why a proposal is important for the work that they do how they get news of funding opportunities, who prepares proposals in their respective organization, and the success rate of their proposals. After this, they deliberated upon the project life cycle which begins at initiation (access to funding opportunity through either an open call, through an open call, through your network, or direct approach by donors), program design(proposal writing, budgeting, and submission), deliberation and negotiation (where donors review the proposal, reach out for clarification or additional documents, will be selected or will fail), implementation (planned activities listed down in the proposal will be executed within the provided budget and timeline, evaluation and reporting and wrap-up.

Under project initiation it was discussed how funding is important to all CSOs as the main point they base their operation is on nonprofit and that access to funding is a challenge they all face because of various reasons including; unlimited needs with limited resources, the agenda of donors and limitations of expenses on grants. News of funding opportunities may reach CSOs across different sources but organizations shall have a planned and intentional approach towards finding funding calls. The most common way of getting news for calls of proposals is online on different websites of embassies, international organizations, or websites that exclusively post news of funding opportunities. Here various websites were given for the participants to use for their future endeavors.





A group exercise was given for the participants asking them donors they know of and also to look for three funding opportunities relevant to their specific organizations, while doing so they were also advised to include their thematic areas, whether or not they fulfill the pre-criteria requirements, whether or not they have enough time to apply and also they should at least have 50% or more chance before deciding to write the proposal otherwise not to waste their time).

The best practice of getting news of funding opportunities is developing an annual call tracker, which is mapping out potential donors looking for the past date and highlighting such dates for tracking, and as an example, CSRC's call tracker was shown to the participants. Besides this alternative funding opportunities were discussed by the trainer. These include a heartfelt connector (appealing to a cause close to everyone's heart and the public's income level), beneficiary builders (which relies on past beneficiaries to continue the circle of supporting the organization), membership motivated (relay on membership contributions to the common cause) and founder based (assisted with big philanthropist founders for funding).

The next step is proposal writing, which could be taken as a marketing pitch as an organization is selling its service and working in a competitive bid to the donor. Most of the time, it has a format of organizational background and relevance to the call, problem statement, activities to solve the mentioned problem, indicators, timeline, and budget. It is always advised to read a call carefully before directly going to writing. Here, a group exercise was given to the participants. A past call for proposal was given to them and they were asked to answer various questions. These questions help proposal writers to break down the call into bits and understand it better which in turn will make the writing process easy.



When planning to write a proposal, it is always recommended to be aware of our weaknesses and strengths in addition to knowing our possible donors very well to get accustomed to the kind of projects they prefer. Brainstorming a project is a necessity that the writer must do before writing the proposal which includes conceptualizing the problems of the proposal, listing down activities on how the problems will be addressed, linking the problem to the solution, and planning on how long it will take to complete and how much money it will take. While doing so, organizations are always advised to be creative enough to stand out from other competitors.

## Proposal Writing (Afternoon Session)

In the afternoon session, the trainer discussed tips for writing strong proposals. On how it should be compatible and have a logical flow and that it does not need to be long and complicated rather brief, readable, and clear. In addition to that putting a humanistic touch using persuasive writing technique is highly recommended, it should not be a last-minute thing, and the writer should have enough time to layout and write it. And lastly, presentation matter and focus shall be given to grammar and punctuation.

After that, the participants were given an exercise to write a proposal. They are told to state the problem, provide a solution to it by setting out activities, the timeline of activities, and the necessary amount of budget to carry out the activities. Emphasis was given on being creative.



The participants came with various ideas for projects and they presented them taking turns. The ideas include, digitally broadcasting job opportunities for people with disabilities, awareness creation, creating a call center that directs people to schools with education for people with disability, tailored life skill training for people with disability. The trainer and the other participants commented on the proposals and that marked the end of the session.

# DAY 4

Thursday, February 3rd, 2022

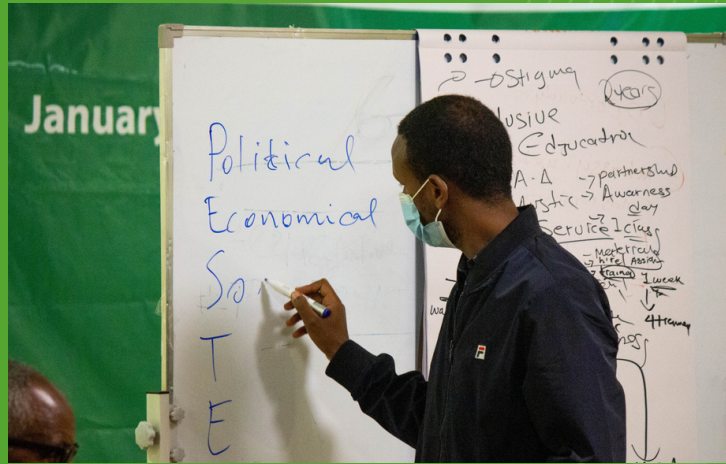
## Advocacy (Morning Session)

Thursday's session started with the introduction of our trainer Mr. Befekadu Hailu. The participants introduced themselves and their organization. Following that, the outline and objectives of the presentation were described by the trainer. It began by defining what advocacy is, one of our participants from Libe Birhan answered saying it is the process of advocating for the rights of one section of society or advocating for the rights of all people. The trainer shared with them a famous definition of advocacy by Ritu Sharma and included other accepted definitions of it like a social change process affecting attitudes, social relationships, and power relations, which strengthens civil society and opens up democratic spaces, the act or process of supporting a cause a proposal, public support for an idea, plan or way of doing something. Following that, myths about advocacy were discussed, which are things that are taken as advocacy but are not.



The “but why” approach, which is a technique used to identify the underlying reasons or root causes that affect an issue was described next by the trainer in addition to visioning which is an exercise where people vision the kind of society they want to live in and try to answer questions that will direct them to their vision, moreover it also help them know specifically the things they could offer to the achievement of their vision.

Self-assessment is an important activity for organizations to layout their internal strengths and weakness in addition to external opportunities and threats. These opportunities and threats could be political, economic, sociological technological, environmental, or legal.



Following that, a discussion started on stakeholder assessment. The trainer listed down who possible stakeholders could be religious leaders or organizations, famous people, big companies, media, regional and international institutions. One of our participants from Accessible Ethiopia pointed out that more often than not, advocating for the rights of people with disability is left to people with disability themselves and that more people without disabilities shall be able to participate in the movement and advocate for them. the trainer followed with grouping stakeholders, as targets (decision-makers, people with high influence), constituents (people you work with, people who are expected to benefit from your advocacy), allies (people who share your aims and help to influence decision-makers), and opponents (those opposed to what you want to achieve and who will try to block the changes we are trying to make). In stakeholder assessment pointing out a specific stakeholder, its type, describing its role, and also deciding whether it is an active supporter, passive supporter, neutral, or vice versa is an important activity for organizations. In stakeholder analysis evaluating the power and interest grid will also help organizations on where to focus and work.

## Advocacy (Morning Session)

Effective advocacy communication is the first topic in the afternoon session. By reaching out with awareness activities to neutral people we could make them stand with us, keep on informing those already supporting us, and also initiate communication that will also help us go further.

Different toolkits are used in advocacy communication and participants were asked what kind of toolkits they have used in the past. They mentioned meetings, TV, and radio programs. In addition to that leaflets, posters, petitions, competitions, active social media accounts, training and consultations could be used as toolkits.



Knowing our audience is also an important point in devising effective advocacy communication. Deciding who the target population is, what language do they use, their history and values help us determine the tendency of our audience and direct our communication based on that. The next topic was “the elevator pitch” which is an activity to exercise imagining that you meet someone important in an elevator and you have only some minutes to convince that person to be interested in what you have to say. The trainer gave the participants 10 minutes to prepare, and after that asked them to present what they have to say.

Following that, tips to design an advocacy strategy were discussed. First and foremost defining the issue is very important and then setting a clear advocacy goal and objectives makes it easy. Identifying the target audience, defining communication strategy, defining sources to fund the movement and building coalition were also discussed on this point. After this, participants were asked if they have any questions, they did not have any, so that marked the end of this session.

# DAY 5

Friday, February 4th, 2022

## Gender and Disability (Morning Session)

The trainer Mrs. Mihiret Nigusse got introduced to the participants. The session started by showing them an awareness video where it showed people exchanging a ball and participants were asked to count how many times they have exchanged, however, people were dancing in the middle of the exchange. The point of the video is that how it is easy to focus on something and forget the other, therefore while focusing on disability the issue of gender is forgotten.

The difference between gender and sex was discussed next and following that a game was played between participants where a statement was shown to them and they decide whether or not it was a fact or a belief. These statements include (Women are always better at taking care of children than men, men are the natural head of the household, men are better at financially providing for the family than women, men are better community leaders than women,) while deciding these statements as to beliefs or facts, participants were told to give their reasoning.



After this game, participants were asked who suffers from this. Women are the ones suffering from these views limiting their opportunities.

Next, this same game was played based on statements on disability, and participants were asked to decide whether the statements are belief or fact. The statements include: people with disabilities are not good community leaders; people with disabilities cannot do the type of jobs as people without disabilities and people with disabilities are not good at generating income for their families.



These statements when taken as beliefs will cause barriers that in turn create discrimination. Therefore, women with disability are faced with two sets of discrimination, one based on their gender and the other based on their disability creating a dangerous situation for them.

Following these, another game was played between the participants where they exchanged a ball of paper and when the paper reaches someone and the trainer said stop, that particular person will answer the question written on the paper. The questions were mainly on the convention on the rights of people with disabilities.



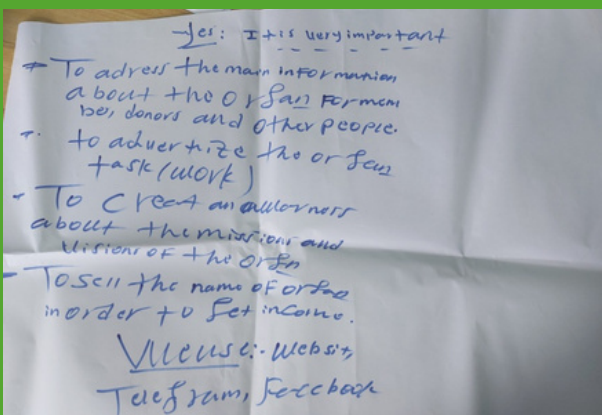
Article 6 of the convention was discussed where the rights of women with disabilities are to be respected and protected by member states. In addition to that, the trainer explained how the women's empower movement shall also include women with disability, and disability movements shall also let women come into the front and be part of the solution.

The last topic of the session was discussing the general principles of the CRPD which are respect for inherent dignity, individual autonomy, independence of persons, non-discrimination, full and effective participation and inclusion in society, respect for difference and acceptance of persons with disabilities, equality of opportunity accessibility, equality between men and women and respect for the evolving capacity of children with disabilities and respect for the right of children with disabilities. Participants were given a chance to ask any questions they may have on the topic discussed; they did not have any, therefore the morning session ended.

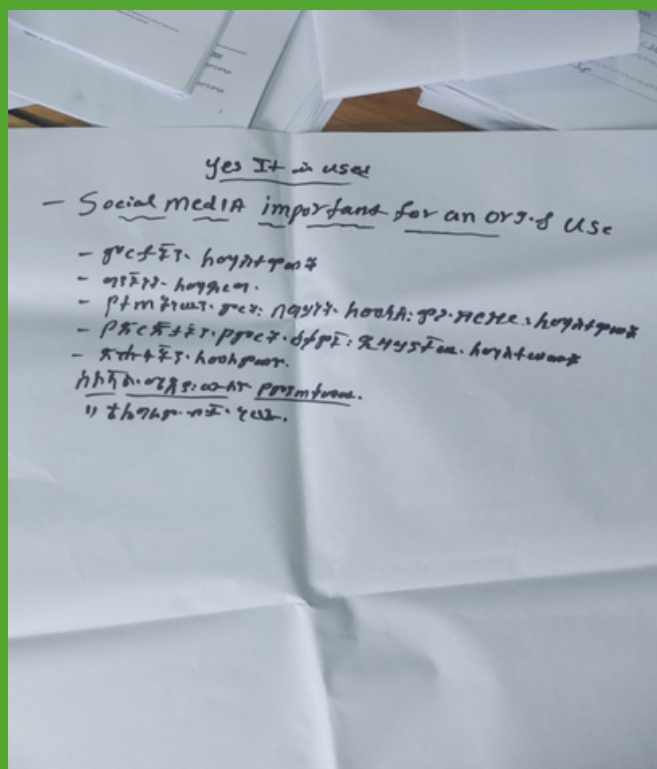
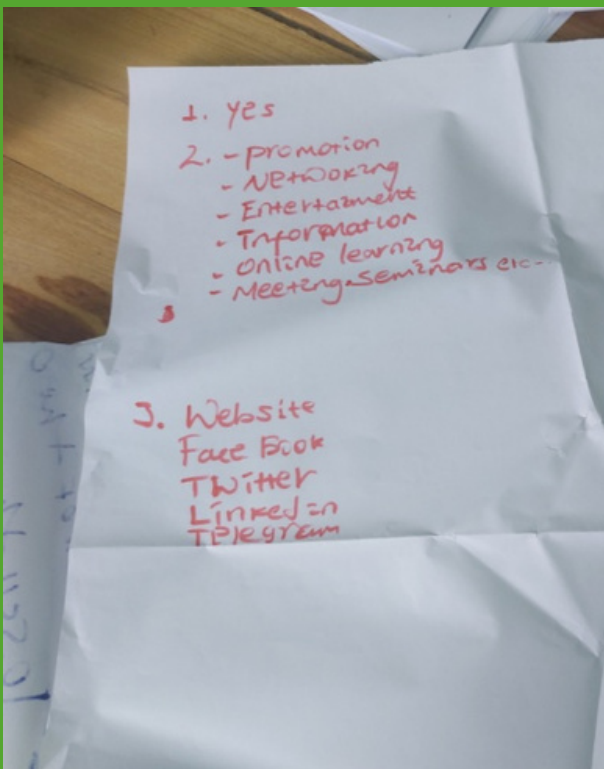
## Social Media Management (Afternoon Session)

The afternoon session was led by Ms. Abebaye Asrat. The phrase Social media was defined, as a form of electronic communication through which users create online communities to share information, ideas, personal messages, and other content. Following this the participants were asked what kind of social media platforms they know of and whether or not they use these platforms and why.

Social media in Ethiopia was the next point of discussion supported by various data on how many people are using the internet in Ethiopia in addition to different social media platforms were discussed by pointing out what they are used for.



After this, a group exercise was given to the participants asking them if using social media important for an organization? why or why not and which social media platforms should an organization use?



Advantages of social media were also discussed which include that it's free, builds recognition of the organization, social education, fundraising, and volunteers or workers recruitment. Following that a Facebook page and a Telegram channel was opened for organizations who did not already have one, and those who already have it were asked to do a social media audit, by asking them how many followers they have, how often they post, and the colors they use on their social media pages.

After opening a social media account, what follows is a social media strategy, which is a plan of how to maximize engagement and interactions across social media to achieve an organization's objective and goal. It is a guide that takes you to step by step on things that need to happen to succeed. Examples of CSOs with a good social media page were shared with the participants to show them how it is done.

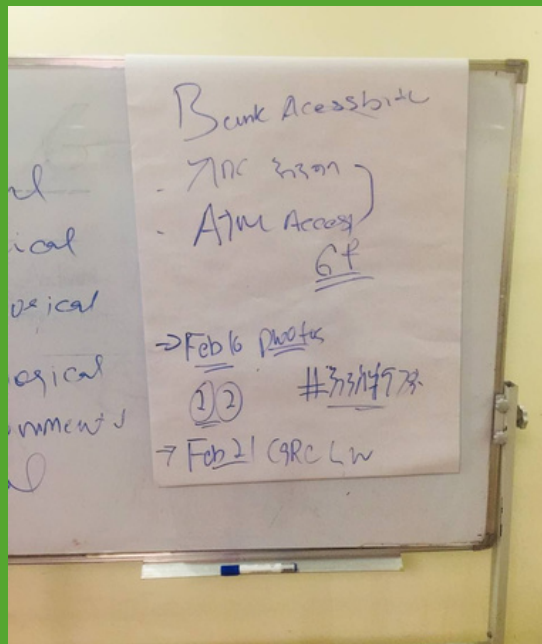
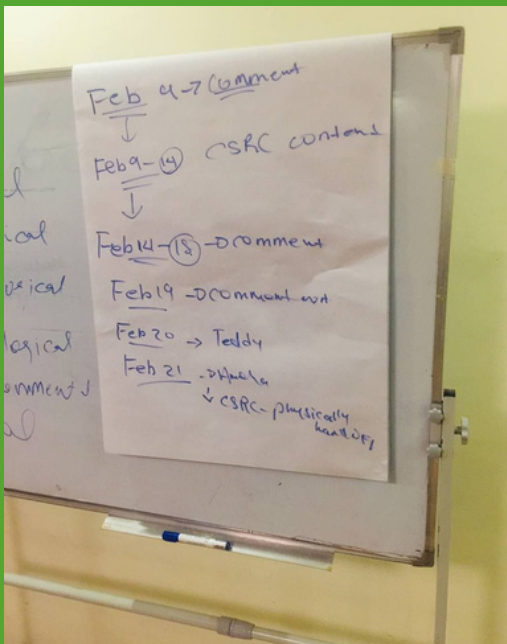
Components of a social media strategy were also discussed which include knowing why you are on social media, doing social media audits, knowing your audience, deciding what platforms you should use, having a social media calendar and policy. By detailing out these components organizations can design users design a social media strategy. Participants were given a chance for questions they may have, they did not have any, therefore Friday's afternoon session ended.

# DAY 6

Saturday, February 5th, 2022

## Advocacy Campaign

The last day of the training was led by Eyerusalem Belay. First and foremost the participants had to come up with ideas for advocacy campaigns, and as such, the first idea of campaigning is to gather comments on the draft proclamation on the rights of people with disabilities. The second one is on the accessibility of ATMs around the city. The participants divided the tasks between them and came up with a timeline to conduct the campaign and created a telegram group to coordinate efforts. The developed outline is provided below.



The developed outline is listed below\*

\*Advocacy outputs and activities can be accessed using the links provided below;  
<https://t.me/civilsocietyresourcecenter>  
<https://t.me/NEDOtelegram>  
<https://t.me/tikvahethiopia>  
[https://twitter.com/csrc\\_et](https://twitter.com/csrc_et)  
<https://www.facebook.com/civilsocietyresourcecenter/>  
<https://www.youtube.com/channel/UCCCY5sT9WEwpb8GKxrA5s7w/videos>

# ADVOCACY ACTIVITY AND TIMELINE

Cohort 2: Advocacy Roadmap

Advocacy Timeline: February 4th - February 21, 2022

Selected Themes for Advocacy: Comment on draft law and Accessibility of ATMs

Timetable for collecting comments on the draft law

No	DATE	Activity	Responsible Person
1	Monday - Wednesday Feb 7 - Feb 9	Prepare a comment on the disability act	All Cohort Memebers
2	Wednesday - Monday Feb 9 - Feb 14	Content will be developed by the CSRC	CSRC
3	Monday - Friday Feb 14 - Feb 18	All Members will share the content on their social media and collect the comments from the general public	All Cohort Members
4	Saturday, Feb 19	All group members will compile the comments they received and share with the group	All Cohort Members
5	Sunday, Feb 20	All the comments will be combined by Tewodors	Tewodros Getye



No	DATE	Activity	Responsible Person
6	Monday, Feb 21	The combined comments will be sent through email and all members will be used	Ameha Gebremariam
7	Monday, Feb 21	The hardcopy of the combined documents will be taken to the relevant Directorate	CSRC

Timetable for Advocacy on ATM Accessibility

No	DATE	Activity	Responsible Person
1	Wednesday, Feb 16	Members are required to send pictures of ATM services that are not accessible to people with disabilities	All Cohort Memebers
2	Wednesday, Feb 16	Make two short videos about the accessibility of ATM services	Zebib and Mamo
3	Monday, Feb 21	The contents and hashtag will be shared with the group	CSRC

Following this, the next part of the session was receiving comments and reviews from the participants. They stated that the training has been a great experience in getting a lot of input to build their capacity and by implementing what they learned here, they will achieve the goals of their respective organizations and make Ethiopia's CSO space more active.

Lastly, a photoshoot was conducted and the mentorship and training program came to an end.



# REPORT ON THE ADVOCACY CAMPAIGN

Cohort 1

## Introduction

This section is prepared on the advocacy campaigns that the trainees of cohort 1 conducted. It covers the content of the campaigns, its timeline and on what platforms they were communicated.

Campaign contents are available via the links below



<https://t.me/civilsocietyresourcecenter>

<https://t.me/NEDOtelegram>



<https://www.facebook.com/civilsocietyresourcecenter>



<https://www.youtube.com/channel/UCCCY5sT9WEwpb8GKxrA5s7w>



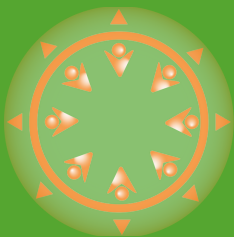
[https://twitter.com/csrc\\_et](https://twitter.com/csrc_et)

## Campaign 1 (Network Creation)

The first campaign theme selected by the trainees was to create a network where organizations/associations that work on disability rights could be able to create a common voice for people with disabilities and also to have a strong hand for advocacy purposes. Therefore, the first thing they did was come up with a name for the network, and after many suggestions “**Network of Ethiopian Disability Organizations (NEDO)**” was agreed upon. Following that, people were selected from the trainees to come up with bylaws for the network. As such, on February 3rd, the bylaws were shared on the telegram group for the other trainees to comment upon. The next step was preparing a profile for all trainees. They were told to send CSRC their profile with a success story for the network. They all shared that on the group.



**NETWORK OF ETHIOPIAN  
DISABILITY ORGANIZATIONS  
(NEDO)**



**NETWORK OF ETHIOPIAN  
DISABILITY ORGANIZATIONS**

On February 7th the network was officially launched and a new telegram, Facebook and twitter account was opened by its name.

<https://t.me/NEDOTELEGRAM>

<https://www.facebook.com/NEDO-Network-of-Ethiopian-Disability-Organizations-113403641257512>

[https://twitter.com/NEDO\\_et](https://twitter.com/NEDO_et)

In addition to that, an official call was broadcasted for other organizations working on disability rights to join the network and be part of it. A new email address was opened at mebershipnedo@gmail.com and organizations were told to send their basic information there. The password of the email was given to the trainees, allowing them to choose which organization is suitable for the network.



The call and launch of the network was shared by the Network’s social media accounts, by members’ social media accounts and by CSRC. As per the schedule, CSRC also designed profiles for the cohort member, which will make it easy for introduction with other organizations and also the general public. In the profiles, a short description of the organizations was included, what their vision and mission is with their success stories.

The following pages are samples of the profiles of the cohort members.



# HOPE INTEGRATED SOCIAL DEVELOPMENT ORGANIZATION (HISD)

## PROFILE

### CONTACT PERSON

**NAME:** Ato. Beka Ferede

**RESPONSIBILITY:** Executive Director

**CONTACT No:**+251462119351/

**0912348834**

**EMAIL:** bekaferede09@gmail.com/

**hisdethiopia@gmail.com**

**REGION:** Oromiya, Shashamane city

## ESTABLISHMENT

Hope Integrated Social Development Organization (HISD) was conceived by a group of visionary multidisciplinary professionals working towards establishing an indigenous non-governmental organization that works to promote and enhance the well being of disadvantaged community groups in general, and children and youth with disabilities in particular.

HISD was established in Shashemene City, on July 10, 2014, as a local organization and is re-registered in accordance with the civil society organization proclamation No. 1113/2019 and has certificate bearing number 3275.

## VISION

Envision to prevent poverty and provide relief to persons with disabilities (PWDs) as well as to see healthy innovative and empowered PWDs in Ethiopia and becoming one of the strong social serving organization in the country.

## MISSION

HISD strives to promote to prevent poverty and provide relief to PWDs and to see healthy, innovative and empowered people with disabilities in Ethiopia and to develop their leadership skill and life skills.

### ORGANIZATIONAL CORE VALUES

- TEAM WORK
- PROMOTING INNOVATION
- OWNERSHIP
- PROFESSIONALISM
- FAMILY VALUE
- COMMITMENT
- IMPARTIALITY
- EXCELLENCE

### TARGET GROUP

- VULENRABLE CHILDREN
- CHILDREN WITH DISABILITIES (CWD)
- YOUTH AND FAMILIES OF CWD
- HOMELESS WOMEN WITH DISABILITIES

### PROGRAMMATIC INTERVENTION AREAS

- PERSON WITH DISABILITIES AID PROGRAM
- YOUTH DEVELOPMENT PROGRAM
- HIV/AIDS PREVENTION PROGRAM
- WOMEN WITH DISABILITIES, SEXUAL HARRASSMENT & YOUTH LIVELIHOOD PROGRAMS
- ENVIROMENT PROTECTION PROGRAMS

## OPERATIONAL AREAS

- OROMIA REGION: West Arsi Zone Shashamane Town (Head Office)
- SIDAMA REGION: Hawassa City Administration

## ORGANIZATIONAL MANAGEMENT

The overall management of HISD is organized at 2 levels, namely Directory Board, and Executive Committee technical Departments. The Directory Board denotes the highest governing body. It holds meetings by annually and expected to review and approve plans & performance reports, elect and dismiss members as well as formulate organizational policies and regulations.

The second level of governance is an executive committee comprised of 3-7 members. It is responsible for the executive and implementing the decisions, policy guidelines and other assignments entrusted to it by the council. Finally, with in its 18 staff members (8 female, 10 male) the day-to-day management and administration of the organization is handled by various departments organized under the executive director.

## STRATEGIC GOALS AND THEMES

### STRATEGIC GOAL 1

Improving the quality of life of persons with disabilities, and protecting women with disabilities from sexual harassment through increasing ASRH awareness, service delivery and personality development.

- STRATEGIC THEME 1 - Provide SRH and talent development information and service.
- STRATEGIC THEME 2 - Comprehensive HIV Counseling and Treatment

### STRATEGIC GOAL 2

Improving Organizational Capacity by using available opportunities, and eliminating limitations in order to create strong capacity of succeeding the vision

- STRATEGIC THEME 3 - Communication for organizational development
- STRATEGIC THEME 4 - Effective and efficient resource mobilization and utilization

# EMPOWER PERSONS WITH DISABILITIES ASSOCIATION (EPDEA)

## PROFILE

### CONTACT INFO

**አድራሻ:** 5 ኪሎ ሸዋዳቦ በቀኝ በኩል 200ሜ ገባ ብሎ

ከየምስራችማእከል ፊት ለፊትአልሜ ህንፃ 1ኛፎቅ ቢሮ

ቁጥር 110 አዲስአበባ፣ ኢትዮጵያ

**ስልክ:** +251-118112166

**ኢሜል:** info@epdea.org

**ድረ-ገፅ:** www.epdea.org

## መግቢያ

የኢትዮጵያ አካል ጉዳተኞችን ማብቃት ማህበር በ ኢትዮጵያ ሲቪል ማህበራት ድርጅት በምዝገባ ቁጥር 4762 እንዲሁም በ አዋጅ ከቁጥር 1113/2019 በየካቲት 3/2012 የተመዘገበ ማህበር ነው። ማህበሩ አካል ጉዳተኞችን በ ኢኮኖሚ፣በትምህርታዊ እና በሙያ ክህሎት በማሳደግ እና የሰራ ፈጠራን በማሳልበት ምቹ የሰራ ሁኔታን በመፍጠር ማብቃት ላይ እየሰራ ይገኛል።

በአሁኑ ጊዜም በዋናነት የአካል ጉዳተኞችን በንግድ ዘርፍ ውስጥ የተሟላ ተሳትፎ እንዲኖራቸው ከሚያስችለው፣ በአካል ጉዳተኞች የሚመራ የምንጣፍ ንግድ እሴት ሰንሰለት ማጠናከሪያ” (Strengthen the Carpet Business Value Chain Run by Persons with Disabilities) ፕሮጀክት ላይ እየሰራ የሚገኝ ሲሆን በዚህ ፕሮጀክት ውስጥም በርካታ ቁጥር ያላቸው አካል ጉዳተኞች ተካተው በሰራ ላይ ይገኛሉ። ፕሮጀክቱ የሚካሄደውም ቦታዎችም አዲስ አበባ እና ሰሜን ሸዋ ዞን መንዝ አካባቢ ሲሆን አብዛኛው ተጠቃሚዎችም ሴት አካል ጉዳተኞች ናቸው ።

## ራዕይ

በኢትዮጵያ ውስጥ አካል ጉዳተኞች እንደሌላው ሁሉ እኩል ተሳትፎ እንዲኖራቸው እና የግንዛቤ፣ አመለካከትና እና የዳበረ የመተንተን ችሎታ ያላቸው ሁለንተናዊ መብቶቻቸውን እንዲጠቀሙ ማስቻል ነው።

## ተልዕኮ

አካል ጉዳተኞችን አቅም ማሳልበት በሚያስችል መልኩ በኢኮኖሚ፣በትምህርታዊ ፣ በሙያ ክህሎት እና አዳዲስ ፈጠራ ዘርፍ ማብቃት እና ምቹ የሆነ የሰራ ሁኔታ እና አካባቢን መፍጠር ።

# ድርጅታዊ ስኬት

የኢትዮጵያ አካል ጉዳተኞችን ማብቃት ማህበር(EPDEA) ከተመሰረተ አጭር ጊዜ ቢሆንም አስካሁን በመጣበት ሂደት ዉስጥ ከሌሎች አጋር ድርጅቶች ጋር በመሆን በማህበረሰቡ ዉስጥ ጠባብ የስራ ዕድል ያላቸዉን አካል ጉዳተኞችን እንዲሁም ድርብ መድሎ እና መገለል የሚደርስባቸዉን ሴት አካል ጉዳተኞችን በዋናነት ተጠቃሚ ያደረገ ፕሮጀክት ቀርቶ ከ 300 በላይ ለሚሆኑ ተጠቃሚች አገልግሎቱን ማድረስ ችሏል።



ምስል 2. ሴት አካል ጉዳተኞች የሚያዘጋጁት የበግ ፀጉር/ሱፍ

ምስል 1. የበግ ፀጉርን በመጠቀም በአካል ጉዳተኞች የተሰራ ምንጣፍ

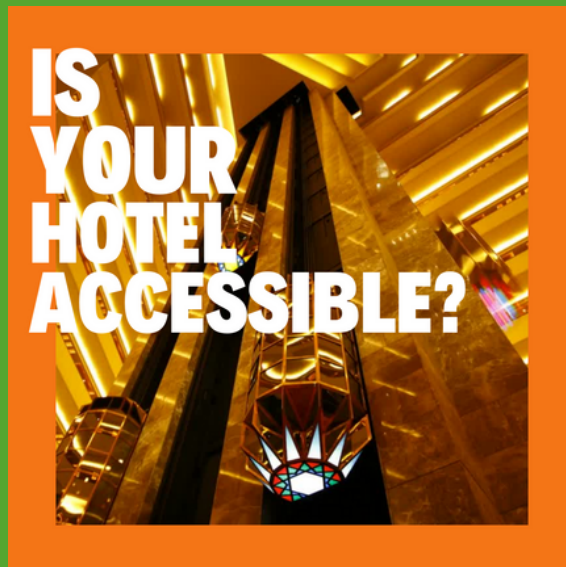




## Campaign 2 (Inclusivity of Services)

The second campaign idea the trainees came up with was accessibility of services for people with disability. The services they chose were hotels, schools and hospitals. Content for video was developed by CSRC team on each theme the trainees chose on and starting from February 14th to February 19th, the campaign was shared on NEDO's and CSRC'S social media platforms. It started with hotels, the content being asking hotels if they are accessible to people with disability and if they have services that are inclusive of people with disability, the campaign came up with its one hash tag; #It\_is\_a\_right #it\_is\_not\_a\_handout #Are\_you\_inclusive?

The campaign was conducted in both Amharic and English: <https://fb.watch/bmZqg4JqQ0/>





ALL PERSONS WITH DISABILITIES  
HAVE THE RIGHT TO GET SERVICE

#IT\_IS\_A\_RIGHT  
#IT\_IS\_NOT\_A\_HANDOUT  
#ARE\_YOU\_INCLUSIVE?



ሁሉም አካል ጉዳተኞች  
እንደሚገኛውም ሰው አገልግሎት  
የማግኘት መብት አላቸው።

#መብት\_ነው  
#ችርታ\_አይደለም  
#አካታች\_ናችሁ?  
#ተደራሽ\_ናችሁ?



This campaign continued for two days on February 14th and 15th.

The next one was schools. The content mainly described international conventions that Ethiopia had ratified on the rights of persons with disability and asks if our schools are accessible and inclusive of persons with disabilities.

([https://fb.watch/bm\\_1qWOfEw/](https://fb.watch/bm_1qWOfEw/) ).

This was done for two days, on the 16th and 17th.



The Ethiopian Government has signed various treaties in relation to the rights of disabled people including:

01

Declaration on the rights of disabled persons (1975)



02

The Standard rules on the equalization of opportunities for persons with disabilities (1983)



03

The Salamanca Statement and Framework for Action on Special needs education (1994)



04

The Convention on the Rights of Persons with Disabilities (2006)



መንግሥት ለአካል ጉዳተኞች የትምህርት መብት ፖሊሲና መመሪያ አውጥቷል።

- #መብት\_ነው
- #ችሮታ\_አይደለም
- #አካታች\_ናችሁ?
- #ተደራሽ\_ናችሁ?



The last one was hospitals, by which the content focused on Art.36 of Proclamation 624/2001, Buildings proclamation and that people with disability have the constitutional right to get any service. (<https://fb.watch/bm-mVez1o/>) The campaign on hospitals continued for two consecutive days, February 18th and 19th. On the 19th, the advocacy campaign ended.

01

Any public building shall have a means of access suitable for use by physically impaired persons, including those who are obliged to use wheelchairs and those who are able to walk but unable to negotiate steps.



የመጻጃ ቤት ሊሰራበት በሚገባ በማናቸውም ህንፃ ውስጥ የአካል ጉዳት ላለባቸው ሰዎች የሚመቹ እና ሊደርሱባቸው የሚችሉ በቂ መጠን ያላቸው መጻጃ ቤቶች መኖር አለባቸው።(አዋጅ ቁጥር 624/2001 አንቀጽ 36)



መንግሥት ለአካል ጉዳተኞች የትምህርት መብት ፖሊሲና መመሪያ አውጥቷል።

- #መብት\_ነው
- #ችሮታ\_አይደለም
- #አካታች\_ናችሁ?
- #ተደራሽ\_ናችሁ?



# REPORT ON THE ADVOCACY CAMPAIGN

Cohort 2

## Introduction

This section is prepared on the advocacy campaigns that the trainees of cohort 2 conducted. It covers the content of the campaigns, its timeline and on what platforms they were communicated.

Campaign contents are available via the links below



<https://t.me/civilsocietyresourcecenter>

<https://t.me/NEDOtelegram>



<https://www.facebook.com/civilsocietyresourcecenter>



<https://www.youtube.com/channel/UCCCY5sT9WEwpb8GKxrA5s7w>



[https://twitter.com/csrc\\_et](https://twitter.com/csrc_et)

## Campaign 1 (Comments on the Draft Disability Proclamation)

The first theme selected by the trainees of the second cohort was commenting on the draft proclamation of the rights of persons with disability. All members agreed to prepare a comment and then share it on the telegram group created for that purpose. After that CSRC team was tasked to prepare content that the members will share on their respective social media accounts asking the general public if they have any comments on the draft proclamation.

The group came up with a new hash tag:

- #engage\_us
- #the\_law\_is\_mine and
- #it\_applies\_to\_me



All the members were asked to share the content in their respective social media accounts. The content was also shared on NEDO’s and CSRC’s social media platforms. Members started to send their comments and the comment they got from the public to the telegram group. After these comments were gathered, an individual was selected from the members to compile these comments and the compiled comments were sent on the group. And another member sent via email the compiled version to Ministry of Women and Social Affairs (previously known as Ministry of Labor and Social Affairs), while CSRC team went to the office and gave the hard copy version of the comments.



## Campaign 1 (ATM Accessibility)

The other theme selected by the trainees of cohort 2 was accessibility of ATM machines and as such all members were asked to send a picture of an inaccessible ATM from all around the city and in addition to that to prepare a very short video, showing that it is impossible for people with disability to access ATMs and get service.



All these pictures and a video were then compiled by CSRC team and content was created and shared on the official CSRC social media outlets including TIKVAH-ETHIOPIA where it got over 200,000 views (<https://t.me/tikvahethiopia/67948>) and it was also shared by members of the cohort on their own social media platforms.



PERSONS WITH DISABILITIES HAVE THE RIGHT TO EXERCISE OR ENJOY USING BANK SERVICES WITHOUT ACCESSIBILITY ISSUES OR PROBLEMS.

#ENGAGE\_US  
#THE\_LAW\_IS\_MINE  
#IT\_APPLIES\_TO\_ME

IN PARTNERSHIP WITH  
CSRC

ሁሉም አካል ጉዳተኞች ያለምንም እክል የባንክ አገልግሎት የመጠቀም መብት አላቸው

#አሳትፉን  
#ህጉ\_የኔም\_ነው\_ይመለከተኛል

IN PARTNERSHIP WITH  
CSRC



# REPORT ON THE EVALUATION MEETING

Feb 25th, 2022

## Introduction

This report is prepared on the evaluation meeting conducted between CSRC and the two cohorts of trainees about the training and also the advocacy campaigns they carried out. It was conducted on Friday 25th February, 2022



## Presentation of the Advocacy Campaigns

Participants started arriving at 9:05 AM and they were registered and signed on the signup sheet. Our participants in the other regions were connected via online video conference in order to be a part of the meeting.



When most of the expected participants were present, the meeting officially started. Abebaye Asrat, from CSRC, gave a brief introduction to CSRC and the agenda of the meeting.



Following that Eyerusalem Belay, CSRC Program Officer, took over and opened up the stage for introduction of the trainees to each other. Following that, the trainees from each cohort were asked what they have implemented from the training sessions.



Every trainee took a chance to speak about their experience, most of them stressed on the point that they gained a lot of knowledge on various important topics especially on financial management, proposal writing, and stakeholder analysis and so on. In addition to that, how being able to meet other people working for the same cause, let them share experience and also create alliance with each other.

The next question raised was what we planned to do and what did we achieve in regards to the planed online advocacy campaign. For Cohort 1, our participants described what their plan was, which was first to create a network of Ethiopian organizations working on disability rights, and as such has already launched the **“Network of Ethiopian Disability Organizations (NEDO)”** and has opened a new email account to accept new members to the network.



The next theme of their campaign was on inclusivity, where a content was created questioning the accessibility and inclusivity of hotels, schools and hospitals.

The content was developed and shared as per the planned dates; however, the trainees stated that they couldn't get that many comments, likes and shares from the general public as expected. The second cohort's agreed theme of advocacy campaign was to collect and prepare a comment on the draft disability proclamation and send it to Ministry of Women and Social Affairs. To get comments from the general public, content was created and shared by the trainees. However, here also, the shared content only got some likes and not substantive comment. The trainees themselves wrote comments on the draft proclamation, and this was compiled into a document and CSRC took the compiled version to the Ministry of Women and Social affairs. The directorate overseeing the preparation of the proclamation received the comments, but still there was some reservation from their side to take and consider the comments as they felt that collecting comments was their responsibility.



The directorate overseeing the preparation of the proclamation received the comments, but still there was some reservation from their side to take and consider the comments as they felt that collecting comments was their responsibility. The next theme of the advocacy campaign they conducted was accessibility of ATMs all around the city. Trainees took pictures and videos of inaccessible ATMs and content was developed by CSRC team to be shared in all social media platforms.

The next topic was, why did the contents did not reach a larger audience and trainees gave their own ideas of why.



The first point raised here was the shortage of the timeline given for the campaigns. As the campaigns were conducted for a week or so, the time constraint limited the amount of people seeing the content and reacting on it, and that if more time was given, more people would get the chance to react and share it.

The next point raised by the participants was the lack of knowledge on which platforms what kind of content and at what time to post. As every social media has its own algorithm, it needs someone who knows these things in order to reach larger audience. We used the same format for every social media platform and this made it difficult to achieve the goal we set at first.



Following that the other point raised on the issue was the society's lack of interest for serious matters, especially on social media more, therefore, the problem was not the content itself but the approach and the tendency of the society towards humorous and/or scandalous stuff. Therefore subsequently, participants were asked what they learned from the advocacy campaigns.

The most significant point raised here was to conduct a research on the matter they want to advocate on, analyze it, and try to figure what kind of content is suitable for which platform, other than that, a commitment from each individual member is a very important component of an advocacy campaign. After this, the trainees took a tea break.

## Presentation of the Advocacy Campaigns



After the tea break, the session was opened for our guest speaker Yilikal Hassabie, a lawyer and advocate for the rights of people with disability. He introduced himself and what he works on.

Following that he gave a brief description about the Convention on the Rights of People with Disability and how it has recognized that people with disability have the right to participate in the promulgation of laws that may have an effect on their rights. Organizations working on disability rights and associations of persons with disability are voices for people with disability as they represent them in addition to persons with disabilities are also able to participate as members, leaders and decision makers in these organizations/associations. Furthermore, in Ethiopia, Proclamation 1113/2019 has recognized the right of civil societies to advocate for the rights of persons with disability. Organizations/Associations of PWDs worldwide can be a voice in different ways including, creating local chambers in a community, creating a forum/network (like what has been done in cohort 1 campaign), need identification (conducting researches to discover what the most important necessity of persons with disability is), representation (as it will be difficult to involve all PWDs in decision making, those selected and recognized will represent them) and evaluating and monitoring services (following up with the implementation of rules and regulation in relation to the rights of PWDs).



The next subject discussed with the participants was what these organizations/associations have achieved worldwide. The first significant thing they advocated for was the right to participation with the slogan of “Nothing about us without us”. The other one is institutionalization, where they changed individual advocacies into institutions.

They also advocated for the change of philosophical tendencies towards PWDs, making them part of the society and fighting to get them out of the charity tendency of the society towards them. Here some important advocacy campaigns conducted in the past were discussed as examples including the “Capital Crawl” which result the American disability act.

Next Article 9 of the CRPD which is taken as a principle for the right of PWDs in relation to accessibility and inclusivity was discussed in detail. It has put a minimum standard for PWDs in relation to infrastructural accessibility, transport, service and information and communication. Therefore, whenever we start to advocate for accessibility we base our advocacy on this particular principle. To question the accessibility of the above mentioned matters we will look at structural indicators (laws, policies and remedies), process indicators (procedural) and outcome indicator.





Any activity done for change could be taken as an advocacy, its showing the barrier followed up with the solution by getting support and communicating the message to the decision maker.

Following this the campaign was reviewed by the guest speaker. First the themes for the advocacy campaigns were accessibility and inclusivity. He stated that while we advocate for anything, we need to be as specific as possible, therefore trying to decide and state clearly the theme is a very important strategy in achieving the goal of advocacy.

One of the major points raised about the content shared about the advocacy was, its own accessibility to all types of disabilities, as all the contents were by video, it was difficult for people with visual impairment to understand the content. Therefore, there shall be a way of communicating the content of the advocacy in away addressing all types and levels of disability. This should be corrected for the future.

The presentation was summarized and the stage was opened for questions from trainees. The first question was on how to reach as many people as possible in an advocacy, and the guest speaker stated that working together is always a better option especially working with national associations will help us reach many people and also try to get experts on social media campaigning to design the advocacy campaigns in order to reach on many surfaces. The next question was asked to CSRC, about the sustainability of the project and what CSRC is planning on future to work with organizations/associations of PWDs. Eyerusalem Belay answered that the first thing CSRC will do is reflect on the project to point out the strength and weakness. Following that, she said that they are thinking of including projects on disability rights on their annual plan.



Finally, a certificate of participation was awarded to all the trainees and that marked the end of the evaluation meeting.

