

Spotlighting issues of Inclusion and Diversity

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Experience with Reporting on this

- Charter reporting on this measure began invariably by providing progress on what organizations had done on **‘advancing women’s rights’, ‘gender equality’ and ‘persons with disability’** with broad references to **‘commitment to promoting equality and celebrating diversity’**.
- Two years later, following feedback to Charter members by the IRP, commendable progress has been made – broader reference being made more aspects of diversity though more needs to be done

Some key thoughts

- Acknowledgement and the acceptance that there is a non-level playing ground & therefore that something needs to change
- Understanding that development is not power neutral - development interventions and other social & economic processes have a huge impact on who we are and who we can be.
- Those left behind find it difficult to catch up without specific targeted support – hence the need to understand who these are and determine what support they need as we design our programs

Questions to focus on

- Why should we be concerned?
- Who is likely to be left out by our interventions as INGOs in development ?
- What are the contextual drivers of exclusion and who do they most affect?
- What processes in our organizations lend themselves best to dealing with exclusion and therefore integrating diversity in all organizational systems?

Why NGO 4 is a critical measure

- More than any other measure it is a critical driver for mainstreaming the human rights approach to development by bringing together human rights principles and standards:

Gender and diversity issues call for a focus on:

- Non-discrimination (inclusion in its widest form)
- Participation (bringing the voice of those likely to be excluded)
- Accountability (e.g. reporting on progress)
- Empowerment (important for human agency and dignity)

Contextual drivers of exclusion

- Exclusion largely arises when people suffer/experience multiple forms of disadvantage reinforcing each other
- These largely result in various disparities in society which as development actors we must address through programing that acknowledges and tackles the various forms of disadvantage
- Discrimination
- Marginalization
- Neglect
- Lack of voice (either because one is in a minority group or lives in relative geographical isolation)
- Unequal access to public services
- Poverty
- Disempowerment etc

More grounds for disadvantage

- Sex, disability, race, pregnancy, marital status, health status, ethnic or social origin, colour, religion, belief, culture, dress, sex orientation, language or birth
- The more the grounds of disadvantage we recognize, the broader the focus of diversities recognized – more effective programming
- Examples from Kenya – the Kenya 2010 Constitution and areas of progress (appointments, recruitment, procurement,

- Thank You