ANNUAL REPORT 2022

THE INCLUSIVITY PROJECT

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THE INCLUSIVITY PROJECT

ABOUT TIP

The Inclusivity Project (TIP) is a 501(c)(3) non-profit charitable organization registered with the US Federal Laws. TIP was founded to advocate for the rights of communities discriminated on work and descent (CDWD) and raise awareness of CDWD issues nationally, regionally, and internationally. TIP works towards capacity building, collaboration, and research to support CDWD, who face exclusion on a large scale. The UN recognizes them and calls them “discrimination based on work and descent (DWD)” under caste or caste-like social structures across the globe. TIP aims at enhancing the social, economic, and political integration of CDWD and increasing their global visibility by creating a platform for international cooperation, providing opportunities for capacity building, and promoting and circulating policy-relevant research.

TIP conducts quantitative and qualitative research and analyses the globally underdeveloped, underreached, and invisible communities by providing ground-level research data, evidence, and information. TIP, through its networks, identifies and maps these communities and builds capacities through training, study courses, conferences, discussion groups, and exposure visits to understand the conditions and magnitude of their concerns. TIP also works on the sustainable development goals (SDGs), especially on the monitoring and follow-up/review and providing data and evidence for the nation-state for effective and inclusive program implementation.

TIP is accredited Consultative status with the Economic and Social Council (ECOSOC) in 2023. TIP is part of the Global Forum of DWD, a recognized stakeholder group of DWD at the UN Network. Communities Discriminated on Work and Descent is recognized as a formal group in the UN SDG process as part of the Major Groups and Other Stakeholders Coordination Mechanism (MGoS CM) in 2021. TIP looks at the development aspects of CDWD and brings stakeholder networks and organizations together and facilitates dialogues and strategy sharing to overcome the hurdles of marginalization.

THE INCLUSIVITY PROJECT IN 2022

In 2022, The Inclusivity Project (TIP) focused its efforts on conducting comprehensive research and analysis to address the needs of marginalized communities who have been overlooked, underserved, or invisible. TIP's primary objective was to generate both quantitative and qualitative data, along with in-depth insights, to shed light on the challenges faced by the communities discriminated on work and descent (CDWD). By providing valuable ground-level research data, evidence, and information, TIP aimed to bring attention to the conditions and magnitude of their concerns.

To achieve this, TIP collaborated with a network of national, regional and global organizations and experts specializing in working on the rights of CDWD and similarly affected marginalized communities. Together, we identified and mapped communities experiencing discrimination, exclusion, ensuring a comprehensive understanding of their circumstances. TIP then worked diligently with the CDWD Rights Experts (REs) by offering various capacity-building initiatives. These included module-based capacity building training, intervention in UN mechanisms, expert training, conferences, and discussion groups, which equipped participants with the knowledge and skills necessary to address their specific concerns effectively.

In addition to strengthening the capacity of CDWD networks and rights experts, TIP played a crucial role in fostering collaboration among diverse stakeholders. By bringing together networks and organizations invested in inclusivity, TIP facilitated dialogues and knowledge sharing. These collaborative efforts aimed to overcome the hurdles of marginalization by fostering strategic partnerships and creating joint initiatives.

One of TIP's key areas of focus was aligning its work with the United Nations Sustainable Development Goals (SDGs) particularly with regard to CDWD. TIP actively contributed to the monitoring and follow-up/review of these goals, ensuring progress towards achieving them. Evidence and information enabled developing strategies that would foster sustainable development while addressing the specific needs and challenges faced by CDWD. Throughout 2022, TIP continued its efforts to conducting rigorous research, empowering marginalized communities and rights experts, fostering collaboration among stakeholders, and contributing to the effective implementation of the SDGs.

LIST OF EVENTS - 2022

1. Access to Water and Sanitation: Partnership approaches and lessons learned in the global pandemic to protect the most vulnerable and achieve the SDGs - 2 February, 2022, 14:00 - 15:30 (EST, New York time)

The 2022 ECOSOC Partnership Forum, held on 2 February 2022, on the "Building back better from the coronavirus disease (COVID-19) while advancing the full implementation of the 2030 Agenda for Sustainable Development". Access to clean water and sanitation is the basis for all human life and well-being and one of the most essential and rudimentary means to stop the spread of the pandemic and its variants.

While every community has been affected by the COVID-19 Pandemic, established social hierarchies and endemic discrimination has resulted in a further marginalisation and exploitation which has left the most marginalized communities in a vulnerable situation. Existing social hierarchies have been exacerbated during the pandemic and access to healthcare has been denied to many in these communities during this time.

Communities Discriminated on Work and Descent (CDWD) face generational discrimination and prejudices dictated through the principle of purity and "pollution", millions were denied access to public water wells or other sanitation facilities due to their status in society and being considered "unclean". CDWD bear the stigma and humiliation in everyday life based on caste, descent and work, and in addition to this, they also face brutal violence by the dominant communities. Women in those communities' experience discrimination in multiple ways as a result of the intersection of caste, class, and gender.

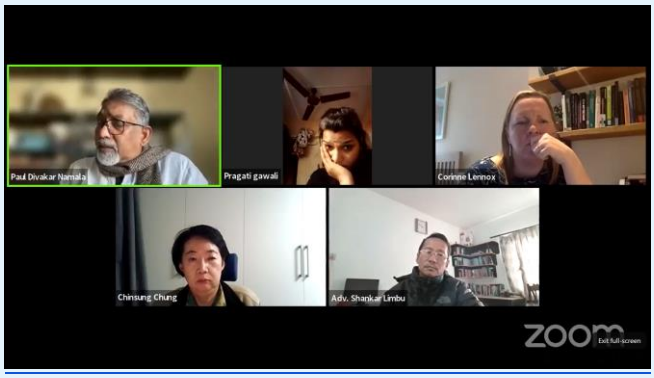
2. Indigenous Peoples and UN DRIP & Dalit rights at UN - Conversation on challenges and way forward Asia Pacific Social Forum Side Event, 19 February 2022 16:15 to 17:45 BKK / 14:45 to 16:15 IST

Background: Dalit Communities and other Communities Discriminated on Work and Descent have consistently advocated for their rights before the UN as well and currently walk towards the goal of a Declaration for the Rights of Communities Discriminated on Work and Descent. There are many lessons that can be learned from the experiences of

Indigenous Communities with respect to UNDRIP and similarly, how Dalit Communities have navigated their advocacy strategies in a vacuum.

Objectives: Through this dialogue among representatives from Indigenous Communities and Dalit Communities, we sought to:

- Explore ways of strengthening Indigenous Communities and Dalit Communities Rights
- Extend solidarity between the two communities
- Mobilize greater engagement with UN mechanisms
- Frame mutually beneficial advocacy strategies for both communities



3. Summary of the activities of the World Water Alternative Forum 2022 & ANDS/ GFOD workshop in Dakar, Senegal, 22 to 25 March 2022

From 21 to 25 March 2022, the World Water Alternative Forum (WWAF) was held in Dakar, Senegal, to provide a space for civic groups to discuss community and national challenges in realising the human right to water. The forum aims to develop proposals that ensure inclusive management and governance of water systems.

- The 21st of March 2002, started with a big popular march for the right to water and to show our rejection of the privatisation and despoliation policies of the Senegalese city and country.
- On 22 March, there is an official grand opening and press conference at the CICES in Dakar, Senegal on the right to water and sanitation in the presence of the representative of the Mayor of Dakar, TBC Forum Social Sénégalais, Coumba Touré, Africans Raising, Ebrima Sall, TrustAfrica, Paul Divakar, Executive Director of The Inclusivity Project, ANDS members Ibrahim Ag IB Altana, Brahim Ramdane, Rhaichatou Altana, Aboubekrine El Jera, Abda Wone and Johannes Butscher, UN Advocacy Officer at the Global Forum of Communities Discriminated on Work and Descent (GFoD). Water is a common good. Given the circumstances of the pandemic, FAME 20222 in Dakar had a hybrid format to allow for virtual participation.
- In conjunction with our participation in the World Water Forum (WWF), a panel on DWD communities and water was organized by TrustAfrica on March 22, 2022 at 15:00 GMT

at the CICES in Dakar. The panelists were Penda Mbow, Ebrima Sall, Paul Divakar, Raichatou, Rita Ndiaye, and Ingo.

- On 23 and 24 March, a meeting of the Network was organised in the premises of the CICES which was chaired by Paul Divakar and Ebrima Sall who highlighted the interest of holding a meeting where all the representatives of our organisation were present to discuss the perspectives. The meeting was attended by members of the network, Ms Rita, Ingo RITZ, President of the Global Call to Action Against Poverty (GCAP), Amnesty Senegal and the AFRICAJOM Centre. The presence of the members was interactive and beneficial. At the end of the days an action plan was finalised. See annex.
  During the course of the project, the ANDS created a steering committee to define the orientations, develop an action plan and define the tasks of this committee and establish the texts of the network to formalise it.

4. Asia Dalit Rights Forum Side Event at the UNESCAP Asia pacific Forum on Sustainable Development 2022.

TIP supported ADRF in organizing the side event Building Forward: Communities Affected by Modern Slavery in Asia. The event was held on 25th March at 11 am BKK/9.30 AM IST. Through this event, activists, experts and parliamentarians came together from South Asia region to understand what roles and responsibilities CSOs and States share in addressing the issue of Caste and DWD (Discrimination based on Work and Descent) in Modern Slavery especially while 'Building back better from the coronavirus disease'. It aims to develop their collaborative approach in eliminating modern slavery in all its forms and to strengthen the struggle against caste, DWD and modern slavery and built upon recommendations to go along in the Declaration on Rights of Communities Discriminated on Work and Descent.

5. Dalit and CDWD Youth: movements of past and building forward - Asia Dalit Rights Forum Side Event under Asia Pacific Peoples' Forum on Sustainable Development - 24 March 2022, 9:30-11:00 AM GMT, 3:00-4:30 PM IST, 4:30-6:00 PM BKK.

Background: In the midst of a Pandemic, raging authoritarianism and far right movements that continues to impact several countries, the social prejudices that generations of Dalits CDWD have faced, has acted as catalyst for further marginalisation and exploitation of these communities. However, youth movements have always proved to be a deterrent power against such dominance. We believe, through Dalit and DWD youth led movements we could build a fairer, just and equitable South Asia.

The purpose of the event of the event was to:
Through this convening of representatives of Dalit and DWD Communities we sought:

- Know and learn about the Dalit and CDWD youth movements in Asia, their journeys until the present day whilst identifying mutual learning opportunities and other learnings.
- Identify trends and specific events that led to an increased authoritarianism and far right presence in their country and how movements adapted.
- Foster regional and global solidarity amongst participants and participating organisations, enable an environment of mutual learning and capacity building by fostering a culture and environment of exchange, creativity and open debate.

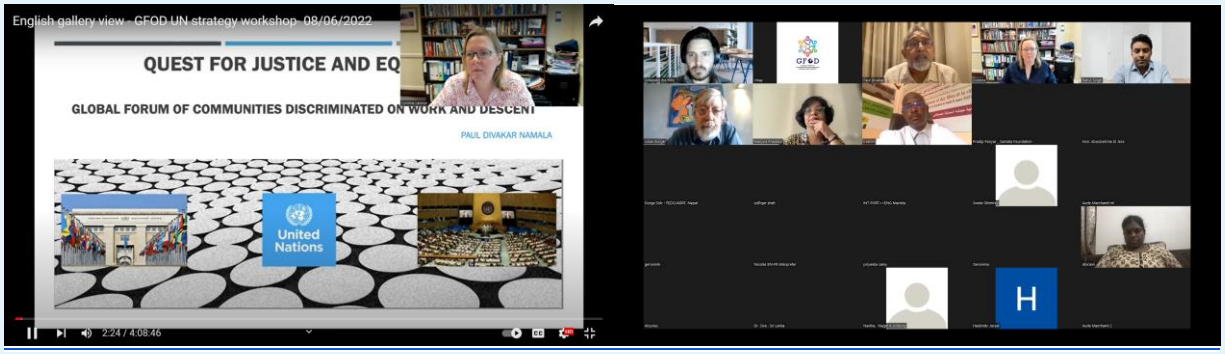
6. May 6, 2022 GFoD took part in the Social Rights Night, organized by Civic City and the Rosa Luxemburg Foundation in Geneva and supported by the World Social Forum Mexico 2022.

Background: Although more people are currently enslaved than ever before in history, slavery is mostly understood as a relic from the past. So is colonialism. Today, slavery has been abolished as a legally secured labour system almost everywhere in the world. Colonialism as a concept is most strongly associated with the European colonial period

from the 15th century onwards when some European states established colonial empires. However, this ignores the fact that power structures have not changed since then.

The experiences of the struggles and justifications of indigenous, peasant, black, female, transgender, gender-diverse and minority communities around the world confirm two incontrovertible facts: first, that colonial powers, far from disappearing, continue to expand; and second, that it is imperative to think of alternative ways to address the challenges of modern slavery and neo-colonialism, which not only curtail people's rights but also continue to destroy cultures and ecosystems.

7. Essential to GFoD's mission is work focused on capacity building and sharing of knowledge and experience across our transnational network. This has included workshops in which rights experts were guided through projects in which they produced original research papers on the topic of climate justice. The findings of this research were then used to produce a policy brief that GFoD presented at the UN's High Level Political Forum on the SDGs. GFoD also hosted two virtual preparatory seminars on May 18th and June 8th in anticipation of the workshop in New York City. These engaging and participatory seminars were led by Corinne Lennox, Julien Burger, and Paul Divakar Namala, who also served as the facilitators of the workshop in New York, and consisted of sessions which described the structure of the United Nations and the mechanisms that NGOs can utilize to intervene at the UN on behalf of human rights. These seminars were particularly valuable for the conversations they elicited, in which members shared on their experiences working at the UN level, making clear the immense breadth of knowledge held collectively by this movement. These seminars also featured presentations by Burger on the Indigenous Peoples' Movement and Movement of People of African Descent and the methods that they used to achieve their advocacy goals. Engaging with these relatively recent examples of success at the UN was inspiring and demonstrated that progress for our movement is eminently possibly



8. The in-person People's Assembly discussed achievements and obstacles regarding the rights of CDWD on June 30, 2022. The round table aimed to create a space for dialogue and exchange, bringing CDWD rights experts, activists, and other country representatives to the UN in New York.

The objectives people's assembly are:

1. To recognize the numerical strength and geographical spread of the CDWD communities to understand the gravity of discrimination and violence they undergo presently and for centuries;
2. To assess the level of response from individual and collective States Parties in eradicating such discrimination and violence, thereby restoring the rights of the CDWD communities to enjoy the resources and entitlements due to them;
3. To explore how the CDWD communities can be formally brought within the ambit of the UN Charter Bodies – UN Declaration on CDWD Communities, etc.
4. To explore ways and means of generating support from the Foreign Missions towards making UN Body respond formally to the concerns and aspirations of the CDWD communities.

9. From July 1 st to July 3 rd, representatives from communities discriminated on work and descent (CDWD) from every continent met in New York City to forge the strategy that will guide our movement for the next five years and beyond. The chief priority of this conference organized by TIP-GFoD was to craft an action plan that will lead us to an eventual United Nations declaration of the rights of CDWD people, with inspiration drawn from the successful struggle of the indigenous people's movement to do the same. Within

the clear-eyed destination of a UN declaration, however, were tied other essential questions and purposes: to affirm our shared commitment and solidarity to one another, and to continue to establish the bonds of kinship and friendship across our cultures and languages that will allow us to find strength and joy in a shared sense of identity as CDWD people. While the immediate goal of our conference was to commit to a plan for the next five years, we are guided by the necessity of building a movement that can sustain our people for generations to come.

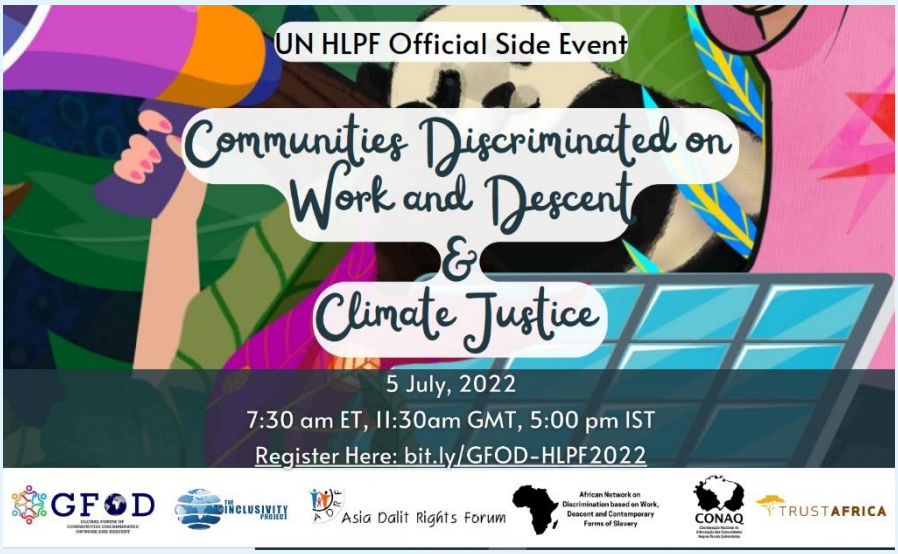
10. Building on the in-person CDWD Peoples Assembly (and its outcome declaration) which took place on June 30 2022, in New York City and the CDWD UN strategy workshop from July 1-3 2022. TIP-GFoD organised CDWD Peoples Assembly (online) on 21 September 2022 under the Global Peoples Assembly, GCAP.

This online CDWD Peoples Assembly 2022 aimed to:

a. To take the concept of CDWD to a wider audience unaware of the CDWD issues.
b. Through online participation, craft a comprehensive charter of demands alongside a narrative report adopted by the assembly.
c. Call for statements, comments and textual edits to the charter of demands/ outcome declaration of the in-person CDWD Peoples Assembly during the online CDWD Peoples Assembly and adopt the modified outcome document.
d. Disseminate and open for comment the CDWD Global Strategy 2023 - 2028, adopted by the assembly of all members of the Global Forum of Communities Discriminated on Work and Descent (GFOD), during the UN Strategy Workshop from July 1-3 2022.

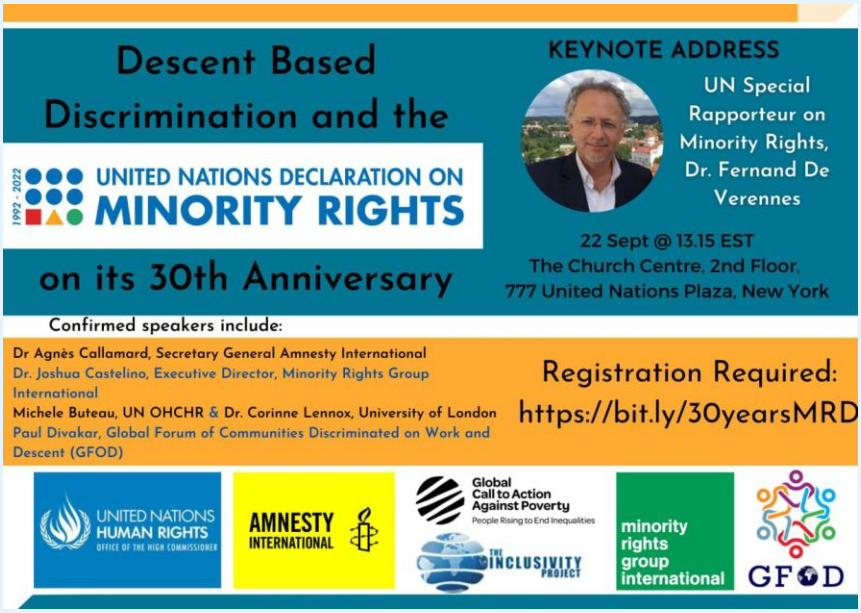
11. GFoD-TIP HLPF 2022 side event: Communities Discriminated on Work and Descent and Climate Justice

Desertification, land degradation and environmental racism, Communities Discriminated on Work and Descent (CDWD) recounting low tech adaptation and adjustment mechanisms whilst providing global policy suggestions. The side event offered a global analysis of CDWD on all continents offering global policy solutions; including Dalits in Asia, Roma in Europe, Quilombola in Brazil and other African CDWD face similar challenges with nuanced very different relating to the cultural, historic use and cultural significance of land and ways to preserve and maintain it. Case studies collected from Mauretania, Brazil, India, Bangladesh, Pakistan, Mauritius and Romania explored the phenemonon of land use and the cultrual as well as historic significance land has in each culture and continent assessed for each CDWD uncovering striking similarities and nuanced differences.



12. Jointly with the OHCHR (Office of the High commission for Human Rights, Geneva), Global Forum of Communities Discriminated on Work and Descent (GFoD) and The Inclusivity Project (TIP) organised a Side Event during the General Assembly on the 22 Sept, 1.15pm to 2.45pm EST at the Church Center for UN, 777 UN Plaza, New York. This was held in-person consultation with Missions, experts and leaders from the communities. Jointly with the Permanent Mission of Costa Rica to the UN and the OHCHR (Office of the High commission for Human Rights, Geneva), Global Forum of Communities Discriminated on Work and Descent (GFoD) and The Inclusivity Project (TIP) organised a Side Event during the UN General Assembly on the 22 Sept in New York.

This in-person consultation titled: 30th Anniversary of the UN Declaration on the Rights of the Minorities: Challenges and Opportunities discussed the situation of Minorities belonging to decent based communities with permanent missions, experts and leaders from the communities.



13. TIP as Social Justice Task Force (SJTF) participated in the GCAP Asia's Regional Assembly meeting held in Bangkok on the 4th and 5th November 2022. The meeting shared the activities and work done as part of the project "Asian Civil Society demands Free and Universal (COVID-19) Vaccination" for 2022 and the plan for 2023. It also discussed long-term strategy (2024 and onwards), fundraising options, and other structural issues among others.

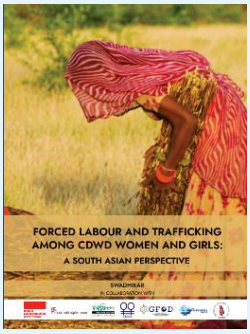
14. Paul Divakar, Executive Director TIP and Chairperson, Asia Dalit Rights Forum moderated a session at the Asia Democracy Network's The Democracy Assembly in Bali, Indonesia from 7-8 November 2022. The session moderated by Paul focused on Bridging the Gaps: Finding Solutions to the Region's Gravest Democracy Problem. This session was a multisectoral exchange among civil society, parliamentarians, media, and academic sectors to highlight opportunities in finding solutions and strengthening collaborations to resolve the region's most pervasive challenges and enhance the progress of the region's democratization.

15. Forging Ahead: Inspiring Hope through Peoples' Movements II, an expert talk organized under the Asia Democracy Assembly by Asia Democracy Network invited Ms. Beena Pallical, Advisor TIP and Executive Committee Member of Asia Dalit Rights Forum

to give an expert talk on 'Dalit Movements'. This session included leaders of various social movements in Asia, to search for inspiration amid a region that faces threats to fundamental freedoms.

16. During the 15th Annual Session of the UN Forum on Minority Issues Review, Rethink and Reform Global Forum of Communities Discriminated on Work and Descent organized a Side Event (In person) - UN Protection of minorities belonging to descent-based communities on 1 Dec 2022, Geneva – 13:00 hrs to 14:00 hrs. This Side Event discussed how the existing international minority rights protection regime could be strengthened to bring into focus persons discriminated against based on descent. The conversation will revolve around steps which could be undertaken to address gaps in minority rights protection that affect persons belonging to descent-based communities in particular; and how a space could be created to offer a platform at the United Nations for dialogue on issues pertaining to descent-based communities' and where policy recommendations can be put forward.

17. TIP supported by Asia Dalit Rights Forum with support of Rosa Luxemberg Stiftung conducted a research study 'Forced Labour and Trafficking among Dalit Women and Girls in South Asia' in Bangladesh and Nepal following which an Asia level conference was organized in Kathmandu (Hotel Himalaya) from 6-7 December for the purpose of disseminating the findings of the research.



18. TIP organized Asia regional meeting in Kathmandu on 8-9 December 2022. Networking partners and ADRF members from the South Asian countries attended the event.

19. TIP -SJTF supported by Asia Dalit Rights Forum conducted a survey within the South Asia Region including Bangladesh, India, Nepal and Pakistan looking at the possibilities of COVID-19 Vaccine inaccessibility and inequality in its administration particularly against Dalits under the Vaccine Equity Project under Global Call to Action Against Poverty. The findings suggested that within the four countries the accessibility of COVID - 19 vaccines, against the national average, was quite less when compared to accessibility to Dalits.

20. Rights Experts (REs) - Capacity building program for cohort 2
Identification of the 27 REs from 4 regions- From the month of October 2022 the identification process started, wherein the online advertisement for REs were run. Platforms like facebook, Instagram, and also partners from different countries were reached out for the same, we had received around 240 applications for the same. The identification process went on till the month of November 2022, and the interview process started from the month of December.

21. Rights Experts (CDWD Women) -The identification process went on till the month of November 2022, and the interview process started from the month of December.

22. CDWD Women Rights research in 4 countries- The women in all 4 regions were identified from the month of October 2022 and it went till December 2022.

23. Women Leadership Capacity Building and Networking in 4 regions- The identification had started from the month of October 2022, and it was an ongoing process till the month of December 2022.

24. Global Advocacy Consultants - New York & Geneva (During UN Minority Forum and UN Commission on Status of Women)- The process of sixty-seventh session of the Commission on the Status of Women (CSW67), to be held on 6 to 17 March 2023, focused on the priority theme of "Innovation and Technological Change, and Education in the Digital Age" for achieving gender equality and the empowerment of all women and girls started from the month of October 2022, initially the process started with the concept note on the event, and the micro-planning for the list of participants, the objective of the event, participants travel, venue, logistic, checklist, the advocacy plan, etc. had started in the month of October, 2022.

25. UN Human Rights Council Preparation of Joint Stakeholder Report, Capacity Building and Participation in UPR- The Rights Experts for preparation for country reports have been identified during the month of December, 2022, the advertisement and interview processes were ongoing from October, 2022.

TIP conducted a UN Strategy Workshop in New York in July 2022

WAY FORWARD FOR TIP

TIP has achieved significant progress in 2022, however, there are still numerous avenues and areas that require further improvement. Some of the plans that the TIP has for the upcoming year and beyond:

UN Engagements:
Building upon the accomplishments of attaining MGoS status and establishing a group of CDWD Rights Experts worldwide, TIP will focus on targeted areas of intervention and collaboration with UN mechanisms. The organization aims to advocate for the rights of CDWD groups, striving for better representation and the inclusion of CDWD-friendly language in official UN documents.

Research on SDG and CDWD:
TIP is collaborating with GFoD network members and CDWD REs to develop comprehensive research and data on the intersection of SDGs and CDWD. By engaging with experts in modern slavery, climate change, discrimination in terms of housing, TIP plans to conduct a preliminary country research studies in the first half of 2023, with the possibility of conducting more extensive studies thereafter.

Draft People's and UN Declaration on the Rights of CDWD (DRiD):
Aligned with one of TIP and GFoD's core objectives, TIP will reach out to communities, experts, academics and key stakeholders and partners to work on a Draft People's Declaration on the Rights of CDWD, which will lead to the UN Declaration in the coming year.

Strengthening TIP-GFoD activities:
TIP aims to facilitate regional meetings with GFoD network members and solidarity partners to further strengthen GFoD's mandate. Additionally, TIP will work on expanding GFoD's reach by establishing networks in other countries and including more CDWD stakeholders under the GFoD umbrella to collectively advocate for CDWD rights.

Enhance Participation in MGoS:
Building on successful interventions and events organized by the Stakeholder Group of CDWD, TIP plans to explore new areas of participation within the MGoS space. This will involve forging collaborations with other groups and encouraging increased participation from CDWD stakeholders in regular MGoS processes.

Strengthen CDWD Youth and Women Groups:
TIP intends to amplify the work of the CDWD Youth and Women Groups, which demonstrated great enthusiasm and dedication in 2021. In 2022, the organization will

provide further support to the group members in terms of advocacy and research on CDWD issues and engagements at the Committee on the Status of Women (CSW67).

Engaging with the Minority Rights Forum:
TIP will explore more meaningful collaboration with the Minority Rights Forum alongside the Human Rights Council meet in Geneva in December.

Mobilising Resources:
In 2022, TIP will continue its efforts to secure resources for specific research areas concerning CDWD issues country-wise and globally.