ANNUAL REPORT 2023

THE INCLUSIVITY PROJECT

TABLE OF CONTENTS

About TIP- Objectives, Vision, Mission **3**

The Inclusivity Project in 2023 5

Key Highlights of 2023 6

TIP Achievemnts 15

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 is accredited with the consultative status of ECOSOC. TIP is working for the rights of Communities Discriminated on Work and Descent (CDWD) and raising awareness of CDWD issues nationally, regionally, and internationally. TIP works towards capacity building, collaboration, and research to support CDWD, and looks at their development aspects, bringing stakeholder networks and organizations together to facilitate dialogues and strategy sharing to overcome the hurdles of marginalization. TIP 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 programme implementation.

TIP is part of the Global Forum of DWD (GFoD), a recognized stakeholder group of DWD at the UN Network. CDWD 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, brings stakeholder networks and organizations together, and facilitates dialogues and strategy sharing to overcome the hurdles of marginalization.

OBJECTIVES

The Inclusivity Project envisions a democratic, inclusive, and just society that is free from all forms of Discrimination based on Work and Descent (DWD). We strive for gender parity, equitable access to development, fair justice delivery, robust environment protection, and effective disaster mitigation measures. Our scope spans the planning, design, implementation, monitoring, review, and evaluation of sustainable development policies across national, regional, and international levels. As part of the stakeholder group of CDWD, our immediate objective is to secure a UN Declaration affirming the rights of CDWD around the world enabling their empowerment, overall development, and progress.

VISION

We envision pioneering a society where every individual, irrespective of gender or descent, considers themselves equal and free human beings, and enjoys a life free from all forms of discrimination. We envision a democratic and inclusive community where resources are shared justly, and people coexist in peace and harmony with one another and with nature.

MISSION

Our mission is to lead the charge in integrating, uplifting, and including Communities Discriminated on Work and Descent (CDWD) into mainstream society at local, regional, and global levels. We are committed to fostering gender parity, facilitating comprehensive development opportunities, ensuring impartial justice delivery, promoting sustainable environmental protection, and

implementing equitable disaster mitigation measures. Grounded in the principles of self-respect and self-identity, equality and freedom, and justice and equity, our mission is to empower marginalized communities, foster inclusivity, and advance societal progress.

TARGET GROUPS AND PRINCIPAL AREAS OF WORK

The primary target groups are the CDWD in different regions. The geographical target area consists of three levels:

a) National level: including countries in Asia, South America, Africa, Latin America and Europe;
b) Regional level: UN Regions Union of Africa, Africa Commission on Human and People's Rights (ACHPR), Asia Pacific (UN ESCAP Economic Social Commission for the Asia Pacific), Latin America (UN ECLAC Economic Commission for Latin America and the Caribbean), United Nations Economic Commission for Europe, and Western Europe; and
c) Global level: UN High Level Political Forum, UN Human Rights Commission, and other relevant UN bodies.

TIP works through a wide range of long-standing networks and partnerships spread across Africa (Burkina Faso, Chad, Senegal, Mauritania, Mali, Kenya, Mauritius, Niger, Somali), Asia (Bangladesh, India, Malaysia, Nepal, Pakistan, Sri Lanka, Japan), Europe (Hungary, Belgium, Germany, UK, Spain) North America (USA, Canada) and South America (Brazil).

CURRENT ENGAGEMENTS

TIP effectively cooperates and collaborates with partners, donors, and other stakeholders at different levels; sustainably and independently makes interventions on CDWD, including Dalit; and builds the capacity of CDWD rights activists and defenders for advocacy efforts.

TIP had also worked on the aspect of CDWD in contemporary slavery. Highlighting inclusive rights, TIP also conducted round tables and meetings focusing on the importance of ensuring SDGs with a special focus on CDWD to be put forward in the Third Committee of the UN. TIP also makes interventions in the High Level Political Forum and Human Rights Commission in the UN, highlighting CDWD and SGDs.

INCLUSIVITY PROJECT IN 2023

The Inclusivity Project worked on mainstreaming the perspectives of communities discriminated on work and descent through the facilitation of self-led national civil society organizations and networks supported by rights experts in the respective intervention countries in 2023. TIP's strategy entailed active participation in civil society organizations (CSOs) engagement mechanisms, economic commissions, and official forums on sustainable development at the national, regional, and global levels, thereby raising the concerns of communities discriminated on work and descent and ensuring the inclusion of the communities' realities in the decision-making processes. TIP, supported by the Global Forum of Communities Discriminated on Work and Descent (GFoD), implemented a continuum of activities aimed at elevating the visibility of communities discriminated on work and descent rights and concerns in 2023. Through capacity building, networking, policy engagement, and evidence dissemination initiatives, TIP succeeded in enhancing institutional sustainability across all levels of governance. By strengthening collaborative ties and amplifying the voices of communities discriminated on work and descent, TIP endured integration within multi-stakeholder dialogues, ensuring a sustainable impact on policy and practice.

The impact of TIP's interventions, particularly in 2023, is quantified through a range of interventions and outcomes spanning various levels of engagement. This includes among others preparation of National: 11 country reports, Regional: 4 regional reports, and Global: 2 global reports, and Official Report releases and dissemination include: 9, National interventions: 2 in Nepal, 1 in Bangladesh, 1 in Pakistan, 1 in Brazil, 2 in Cameroon, 1 in Ghana, 2 in Romania, Regional interventions: 2 in Asia, 3 in Africa, 2 in Europe, 1 in Latin America. Global interventions include organizing 30 side events at the United Nations General Assembly and Human Rights Council platforms, Permanent Mission engagements: 42, Engagements with Special Rapporteurs: 5, Input submissions to Special Rapporteurs: 4, Statements and Appeals: 3, and Draft declaration: 1. These efforts have resulted in tangible outcomes, indicating the effectiveness and reach of TIP's initiatives.

By engaging with national, regional, and global platforms throughout the last year, The Inclusivity Project has been able to advance the rights and recognition of communities discriminated on work and descent. The efforts broadened the scope and impact of interventions by amplifying the voices of communities discriminated on work and descent, thereby enhancing their significance and effectiveness within their respective contexts. TIP maintained its dedication to working for the rights and dignity of these marginalized communities. This commitment will be upheld through continuing and consistent engagements led by rights experts, collecting and disseminating evidence through reports and documents, and active participation in the key sessions at the United Nations engagement forums.

KEY HIGHLIGHTS OF 2023

MARCH 2023

TIP, along with GFoD, planned and prepared targeted intervention for the 67th *Commission on the Status of Women* (CSW67) which opened a unique opportunity to underscore CDWD issues and their intersections with the focus on gender at a global feminist platform. TIP-GFoD delegation attended the CSW67, which took place in March in New York. TIP-GFoD organized a parallel event during the 67th session of the Commission on the Status of Women (CSW) on *Addressing Barriers in Accessing Technology & Transforming CDWD Women's Lives*. TIP also engaged actively with the Permanent Missions of Brazil, Nepal, Mauritania, India, and Germany, among others and laid the foundations of an informal transnational CDWD Feminist network group.

TIP also intervened regionally in Asia Pacific with Asia Pacific Regional CSO Engagement Mechanism (APRCEM) and Asia-Pacific Forum on Sustainable Development (APFSD); and in Europe with UN Economic Commission for Europe (ECE) in 2023.

APRIL 2023

In April, a TIP-GFoD delegation consisting of Simona Torotcoi and Rhaichatou Walet visited Geneva as official speakers during the UPR Pre-Sessions of Mali and Romania. Through bilateral meetings with member States, GFoD was able to secure recommendations on Mali on forced labour and hereditary slavery from Mexico and Norway; for Romania, GFoD was able to secure recommendations on Roma education, the national Roma inclusion strategy and discrimination against Roma women from Switzerland, Finland, the Netherlands and Canada.

JULY 2024

A TIP-GFoD delegation of 16 persons from 10 different countries participated at the High Level Political Forum (HLPF) in New York, USA. More than 10 statements combined were delivered in the Voluntary National Reviews (VNRs) and HLPF official sessions. TIP also organized a side-event on Access to Water and Sanitation for all, and connected with over 32 Permanent Missions from across the world.

AUGUST 2023

Towards the end of August, a TIP-GFoD delegation consisting of Zakir Hussain and Dafina Savic visited Geneva for the UPR Pre-Sessions of Bangladesh and Canada, and Queen Bisseng from Cameroon participated online. Zakir was an official speaker at the Pre-Sessions. Through bilateral meetings with Member States, TIP-GFoD was able to secure recommendations on disaggregated data and stronger legislative protections for the Dalit population and on Canada's anti-discrimination strategy. The State Party position on the recommendations will only be known in early 2024.

SEPTEMBER 2023

In September, TIP-GFoD, in collaboration with UN OHCHR and IDSN organized a three-day workshop for the capacity building of youth, aimed at promoting and protecting the Rights of the CDWD in Kathmandu, Nepal.

TIP-GFoD delegation engaged actively in the United Nations SDG Summit 2023 in New York, with our high-level side event attended by the Foreign Minister of Nepal, Shri N.P. Saud along with the Permanent Missions of Mauritania and Brazil. Nepal Government's support to the CDWD Draft Resolution to protect the rights of CDWD has strengthened our voice. Moreover, TIP-GFoD represented the MGoS, Stakeholder Group of Communities Discriminated on Work and Descent at the UN General Assembly, Ms. Beena Pallical was selected to present her statement in the General Assembly.

An event organized jointly by TIP-GFoD and Asia Dalit Rights Forum (ADRF) in Kathmandu brought together Nepalese Parliamentarians, UN representatives and South Asian Civil Society organizations (CSOs) representatives from 5 countries of South Asia, including Nepal, India, Pakistan, Bangladesh and Sri Lanka – calling for joint efforts to address discrimination against Dalit communities in South Asia at the national, regional and international levels.

OCTOBER 2023

October proved to be historic as far as TIP interventions are concerned. During the 77th ordinary session of the African Commission on Human and People's Rights (ACHPR) held in Arusha, Tanzania, on 18th October 2023, the NGO Forum of ACHPR passed a 'Resolution for the Promotion and Protection of the Rights of Communities Discriminated on Work and Descent' in Africa, bringing TIP closer in realizing the vision- A *UN Declaration on the rights of CDWD*. During this time, TIP-GFoD organized a panel discussion at the NGO Forum, and read statements on the DWD issue at the 77th ordinary session of the ACHPR. TIP delegation also visited communities discriminated on work and descent in Ghana, Cameroon and Tanzania, and met with various community leaders, Civil society organizations and University scholars, laying the groundwork for planning initiatives and fostering relationships that empower the CDWD.

NOVEMBER 2023

In November and December, TIP-GFoD made several interventions at the UN Forum on Business Human Rights and the UN Forum on Minority Issues in Geneva, with TIP's delegates vigorously highlighting the issue of Discrimination based on Work and Descent. These interventions, along with the two side events to the respective Forums organized by TIP-GFoD generated significant international attention to the CDWD cause.

Commemorating the 75th Anniversary of the Universal Declaration of Human Rights on 10th December, TIP organized a panel discussion during Rosa Luxemburg Stiftung's 3rd Night of Global Social Rights. TIP-GFoD also had a vibrant panel of artists and speakers from across four continents, in celebration of the 75 years of the UDHR, and to deliberate on its relevance for the CDWD.

RIGHTS EXPERTS 2023

Through the Rights Experts program 2023, TIP supported many grassroots change-makers who engaged actively with the issues of DWD communities in the local contexts, gathered inputs for our reports and also represented the Global Forum of CDWD at various high-level events.

The rights experts' program has led to significant outcomes in The Inclusivity Project's efforts to make visible the concerns of CDWD at the global and regional levels. Rights experts conducted the following activities:

- Interventions made by three rights experts at the side event titled: *Overcoming the barriers of full and productive employment focusing on social hierarchical discriminatory practices based on work and descent* during the 61st Session of the *Commission for Social Development* (CSocD) in New York on February 15, 2023. While Zeinabou Brahim shared about the *Institutional and social discrimination against Haratine in Mauritania*, Brisilda Taco from Albania talked about *the Contemporary discrimination against Roma people,* and Isabela Cruz from Brazil spoke on the *Practice of slave labour among the Black and African descendant population, particularly the Quilombolas*. The rights expert contributed significantly to discussions surrounding communities discriminated on work and descent rights.
- Commemorating International Women's Day 2023, the NGO Committee for Social Development, honoured 3 young women who were featured during our Civil Society Forum at the United Nations. CDWD rights expert from Brazil, Verciline Dias, was one amongst them and she intervened by focusing on youth and the chances of all CDWD youth, citing the specific case of Brazil, but also highlighting the global plight of CDWD youth to seek employment, to access education and experiencing discrimination by students as well as staff of educational institutions on March 08, 2023.
- Three rights experts, Alioune Sidi from Mauritania, Risa Kumamoto from Japan, and Brisilda Taco from Albania intervened at the Regional Forum on Sustainable Development for the ECE region side event on *Sustainable Access to Water and Sanitation* on 30 March 2023.
- Participation and interventions made by one of the rights experts, Alioune Sidi, from Mauritania at the ECOSOC Forum on *Financing for Development* (FfD) in New York in April 2023, highlighting the importance of investing in communities discriminated on work and descent.
- Engagement of rights experts from Mauritania and Bangladesh, Alioune Sidi and Rohan Das, with the Permanent Missions of Mauritania and Bangladesh alongside the *Commission on the Status of Women* (CSW67), fostering crucial partnerships for advancing communities discriminated on work and descent rights at the international level in March 2023.
- Interventions at the 67th Session of the *Commission on the Status of Women* (CSW67), held from 6-17 March 2023, focused on the priority theme "Innovation and Technological Change, and Education in the Digital Age" for achieving gender equality and the empowerment of all women and girls. The speakers consisted of women from Communities Discriminated on Work and Descent across the Roma (Europe and Diaspora from Canada), Dalit (South Asia), Quilombola (Brazil), Burakumin (Japan) and
  Haratine (Africa) communities across 11 countries. The engagement in the Commission on the Status of Women is the first time in history that women from communities discriminated on work and descent came together under one platform with a shared vision to assert their

collective identity and rights and call upon the Commission on the Status of Women and the Member States to recognize them and their issues and bring about transformational changes in their lives.

- Nine rights experts contributed to the preparation of informed, practical, and action-oriented recommendations for the Commission on the Status of Women-67 outcome document on the priority theme and influenced and expanded the global normative frameworks on gender equality and technology, and innovation from the perspective of communities discriminated on work and descent women and girls in March 2023.
- Rights experts participated in the side event organized by The Inclusivity Project as part of the NGO Committee on the Status of Women (NGO CSW) with the title: *Addressing Barriers in Accessing Technology and Transforming Lives of Women from Communities Discriminated on Work and Descent* on March 07, 2023.
- Women rights experts formed an informal transnational feminist network of communities discriminated on work and descent focusing on identifying and exchanging common concerns, sharing best practices, and proposing practical measures for eliminating discrimination based on work and descent in March 2023.
- Rights Experts formed a part of the delegation that met and engaged with the Brazilian Permanent Mission, the Nepalese Permanent Mission, the Mauritania Permanent Mission, the Indian Permanent Mission, the German Permanent Mission, and the United Kingdom (UK) Parliamentarian at the United Nations in New York alongside CSW67 in March 2023 and highlighted the issues and challenges of communities discriminated on work and descent women, girls, and gender-diverse people. The primary goal of the meeting was to raise awareness among the mission representatives about the ongoing discrimination experienced by these communities and to request the support of the member states in establishing a mechanism within the UN system to address this pressing issue. The missions acknowledged and commended the efforts of the delegates, expressing a strong commitment to supporting the CDWD cause.
- Rights experts also formed part of The Inclusivity Project delegation meeting with the President of ECOSOC, H.E. Ambassador Lachezara Stoeva (Bulgaria) on March 16, 2023. Rights experts from Africa, Asia, and Europe shared the global dimension and unique hierarchical discriminatory social stratification experienced by Communities Discriminated on Work and Descent. This was the first time that Ambassador Stoeva was confronted with this situation and he extended solidarity in taking up constructive dialogues concerning communities discriminated on work and descent.
- 4 rights experts representing Asia (Dalit and Burakumin), Africa (Haratin from Mauritania), and Europe (Roma from Romania), participated in an official hybrid side event session as part of the Global Future's Forum (GFF) titled: "*Shutdown or Showdown? Human Rights and Participation of Groups Who Experience Oppression through Discrimination on Work and descent*" highlighting the gaps in human rights framework in March 2023.

- 5 rights experts, Alioune Sidi from Mauritania, Simona Torotcoi from Slovakia, Risa Kumamoto from Japan, Yacouba Ibrahim from Niger, and Verciline Dias from Brazil, attended the High-Level Political Forum (HLPF) 2023 as part of The Inclusivity Project delegation.
- Rights experts presented two civil society statements for the Voluntary National Review (VNR) during the 2023 High-Level Political Forum on July 18, 2023. Their selection among all civil society members to address the VNR in the main session of the HLPF was a notable achievement.
- One of the rights experts from Brazil submitted a statement to be kept on official record at the HLPF session on *Science, technology, and information: Triggering transformation and sustaining a science-driven recovery* in July 2023.
- One of the rights experts, Yacouba Ibrahim from Niger, intervened as a panelist at the Official UN meeting held on July 13, 2023 titled *African countries, Least Developed Countries and Landlocked Developing Countries Turning the tide, regaining lost ground and embarking on the road to the SDGs.*
- Simona Torotcoi, Roma rights expert, intervened with a question on the situation of Roma in Europe concerning access to decent jobs, and potential steps taken to tackle CDWD discrimination at the official side event on *Decent work: building a sustainable future* organized by the Parliamentary Assembly of the Council of Europe on July 14, 2023.
- Three rights experts, Risa Kumamoto from Japan, Yacouba Ibrahim from Niger, and Verciline Dias from Brazil, intervened in the HLPF side event on *To "Un-caste" a spell: Water and Sanitation for All*, attended by Luiz Phillipe, Counsellor of the Permanent Mission of Brazil to the UN, and Ana Maria, Counsellor of the Permanent Mission of Spain to the UN on July 10, 2023.
- Simona Torotcoi, a rights expert from Romania, attended the VNR Labs High-Level Political Forum event titled *Innovative programs and public sector governance mechanisms in service of VNR processes: the experience of Romania* hosted by OISC/DESA and Government of Romania at the UN Headquarters on July 17, 2023.
- Rights experts and The Inclusivity Project delegates intervened in 8 official sessions at the HLPF 2023.
- 5 rights experts were part of The Inclusivity Project delegation that met Mr. Surya Deva, UN Special Rapporteur on the Right to Development. Rights experts shared country-specific concerns of the communities. The SR acknowledged the concerns of CDWD and the fighting against work and descent-based discrimination faced by communities including Dalits, Haratines, Roma, Burakumin, and Quilombolas in all world regions. He reiterated solidarity to the causes and emphasised that states should not leave these people behind.
- Rights experts and The Inclusivity Project delegates intervened in 8 official sessions at the HLPF 2023.
- Rights experts and The Inclusivity Project delegation engaged in the civil society-focused United Nations Sustainable Development Goal (UN SDG) Action Weekend from September 16-17, 2023, in New York.
- Rights Experts engaged in the United Nations Sustainable Development Goals (UN SDG) Summit from September 18-19, 2023, in New York.

- Rights Experts along with communities discriminated on work and descent representatives, experts, and delegates, intervened in the side events and Global People's Assembly 2023 in September 2023 in New York.
- The rights expert from the Gambia intervened with an official statement in the African Commission on Peoples' and Human Rights (ACHPR) in Arusha, Tanzania.
- One of the rights experts, presented a public statement at the 78th Ordinary Session of the African Commission on Human and Peoples Rights in Arusha, Tanzania highlighting the resolution: "Resolution on the Protection and Promotion of the Rights of Communities Discriminated based on Work and Descent", passed by the NGO Forum on October 18, 2023.
- Queen Bisseng, one of the rights experts, raised a question to the High-level panel on human rights monitoring across Africa - FIDH, Africa Centre of Democracy and Human Rights among others, on why these human rights monitoring systems do not raise the violations against CDWD at ACHPR on October 17, 2023.
- The Roma rights expert organized a meeting with Claude Cahn, Human rights Officers, United Nations Human Rights Office from the Indigenous Peoples and Minorities Section at the Office of the High Commission on Human Rights (OHCHR), covering Roma and caste-related matters in Geneva in November 2023.
- One of the rights experts intervened as a speaker in the side event titled: *The Responsibility of Businesses in Realising the Right to Development of CDWD* held alongside the United Nations Forum on Business and Human Rights (BHR) in Geneva in November 2023.
- Rights experts intervened at the official Forum on Minority Issues highlighting the issue of discrimination based on work and descent in Geneva in December 2023.
- Rights experts speak in the panel discussion *Commemorating the 75th Anniversary of the Universal Declaration of Human Rights* organized by Rosa Luxemburg Stiftung as part of their 3rd Night of Global Social Rights on December 10, 2023.
- A rights expert from Africa participated in the Global Sustainable Development Report consultation and presented the CDWD concerns in front of the delegates from prominent UN Agencies such as UNDP, UNFPA, and UN Women in December 2023.
- Three rights experts, Brahim Ramdhane Abeid from Mauritania, Vercilene Dias from Brazil, and Simona Torotcoi from Romania spoke at the *Zero Discrimination Day event in Solidarity with Communities Discriminated on Work and Descent (CDWD)* organized by the World Council of Churches event held on March 01, 2023.

Country Reports on the Status of CDWD

Information on the status of communities discriminated on work and descent from intervention countries was collected, country, regional and global reports were prepared. Networking partner organizations in the respective regions and countries supported the rights experts in the process. The reports prepared include:

1. **Niger**: https://globalforumcdwd.org/gfod-the-inclusivity-report-launch-extensive-report-on-cdwds-of-niger-read-report-in-english-and-french/

2. **Mauritania**: https://globalforumcdwd.org/communities-discriminated-on-work-and-descent-in-mauritania-and-the-status-of-modern-slavery/
3. **Cameroon**: https://globalforumcdwd.org/cameron-despite-progress-cdwd-face-immense-issues-report-shows/
4. **Gambia:** https://globalforumcdwd.org/gfod-report-highlights-status-of-cdwds-in-gambia-see-full-report/
5. **Pakistan**: https://globalforumcdwd.org/extensive-report-sheds-light-on-cdwds-in-pakistan-read-full-report-here/
6. **India**: https://globalforumcdwd.org/gfod-report-reveals-alarming-challenges-faced-by-indias-cdwd-proposes-urgent-policy-reforms/
7. **Bangladesh**: https://globalforumcdwd.org/landmark-report-documents-harsh-reality-of-cdwds-of-bangladesh/
8. **Nepal:** https://globalforumcdwd.org/groundbreaking-report-sheds-light-of-cdwds-of-nepal-suggests-crucial-recommendations/
9. **Slovakia:** https://globalforumcdwd.org/slovak-republic/
10. **Romania:** https://globalforumcdwd.org/romania/
11. **Brazil**

Regional Reports

Three regional reports were prepared for Asia, Africa, and Europe, including:

1. **Asia**: https://globalforumcdwd.org/landmark-report-unveils-challenges-faced-by-asia-based-cdwds-proposes-extensive-policy-changes/
2. **Europe**: https://globalforumcdwd.org/roma-people-less-safe-than-20-years-ago-gfod-report-reveals-shocking-situation-of-communities-discriminated-on-work-and-descent-in-europe/
3. **Africa:** https://globalforumcdwd.org/communities-discriminated-on-work-and-descent-in-africa-and-status-of-modern-slavery-regional-report-2023

Global Report

A global report on the *Status of CDWD* was prepared

1. **Global Report Summary**: https://globalforumcdwd.org/global-report-on-cdwd-summary/
2. **Global Report**: The draft of the Global report is completed. The designed report will be ready for dissemination in due course of time.

DISSEMINATION OF INFORMATION

The Inclusivity Project employed various visibility actions of the project initiatives through its website, social media platforms, and newsletters to raise awareness, engage stakeholders, and disseminate information effectively.

Website: The Inclusivity Project and the Global Forum of Communities Discriminated on work and Descent websites served as the platform for information, resources, and updates dissemination. Some of the visibility actions through the website include regular updates of content with news articles, press releases, reports, and multimedia materials to keep stakeholders informed about the activities and accomplishments; providing detailed information about the mission, objectives, and activities and the profiles of the communities and networking partners; created dedicated sections highlighting key issues, campaigns, events, and resources related to discrimination based on work and descent, and optimized the website for search engines to increase visibility and attract a broader audience interested in topics related to communities discriminated on work and descent.

Social Media Engagements: The Inclusivity Project leveraged various social media platforms, including Twitter, Facebook, Instagram, and YouTube to amplify its visibility and engage with diverse audiences. Utilizing such, The Inclusivity Project effectively disseminated updates on its work, insights into discrimination based on work and descent issues, and relevant information sourced from partner organizations to a broader audience. Social media platforms were used effectively for regularly posting updates, announcements, photographs, videos, and infographics about activities, events, and campaigns; sharing content from partners, and allies to showcase solidarity and amplify voices from affected decent communities.

Monthly Newsletter-CDWD Matters: The Monthly newsletters-CDWD Matters were used to disseminate information and updates to its stakeholders. The newsletter covered visibility actions and it was regularly shared with subscribers, including members, partners, donors, policymakers, and supporters.

GENDER MAINSTREAMING

In 2023, TIP organized a Gender mainstreaming training for the GFoD secretariat to build gender sensitivity in our work and culture and to foster interpersonal equality. Another training was conducted on the International Human Rights Standards and System: Monitoring and Implementation Strategies at the National Level.

TIP ACHIEVEMENTS

The Inclusivity Project has achieved remarkable successes and made significant strides in making communities discriminated on work and descent visible and advancing their demands for rights and recognition. Some of the significant successes of the project include:

Robust Rights Experts Program: CDWD rights experts has become a flagship program of The Inclusivity Project. They act as drivers of communities discriminated on work and descent movement. The project added value to the program by supporting the second batch of cohorts and trained them to serve as invaluable resources within communities discriminated on work and descent, playing a pivotal role in advancing CDWD human rights, promoting social justice, and challenging discriminatory practices and attitudes. They have emerged as voices for their communities, supporting them in navigating complex systems and asserting their rights.

Strengthened Global Network Engagements: The project enabled deep engagement with networks across Africa, Asia, Europe and Latin America. Through strategic partnerships and collaborations, the project effectively amplified the voices of communities discriminated on work and descent on a global scale, fostering solidarity and demands for their rights.

Intervention at SDGs Forums: The project played a pivotal role in intervening at the national, regional and global Sustainable Development forums, demanding for the inclusion of communities discriminated on work and descent issues in their development agendas. These interventions have contributed to raising awareness and prioritizing the needs of communities discriminated on work and descent communities in regional development frameworks.

Recognition and Resolution by ACHPR: The African Commission on Human and Peoples' Rights (ACHPR) recognized communities discriminated on work and descent and passed a resolution aimed at protecting and promoting their rights at the Africa Forum. This resolution represents a significant milestone in securing legal recognition and protections for communities discriminated on work and descent in Africa.

Support from Special Rapporteurs and Permanent Missions: The United Nations Special Rapporteurs and Permanent Missions have shown increased support for The Inclusivity Project's initiatives. They have actively supported in organizing events at United Nations forums, demanding recognition of the rights of communities discriminated on work and descent, and pushing for their inclusion in relevant agendas.

OHCHR Support for CDWD-Specific Interventions: The Office of the High Commissioner for Human Rights (OHCHR) provided crucial support in developing CDWD-specific interventions, distinct from those focusing on minorities, race, and indigenous communities. This approach ensures that the unique challenges faced by communities discriminated on work and descent are effectively addressed and prioritized.

Support from Member States: Some of the member states like Nepal extended support in the United Nations Declaration on the Rights of CDWD, affirming their commitment to upholding and protecting the rights of marginalized communities. This support signifies a significant step towards institutional recognition and protection of communities discriminated on work and descent rights.

MGoS Partners Supporting CDWD Demands: Major Groups and Other Stakeholders (MGoS) partners have rallied behind communities discriminated on work and descent demands for the inclusion of the issues in broader human rights agendas. This collective support strengthened the project's efforts and enhanced its impact on the global stage.

2024 © The Inclusivity Project
115, Rumsey Rd, Yonkers
New York, 10705, NY, USA