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# ALIGHT Botswana

Stakeholder Meeting Report  
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Written by Nomfundo Mthethwa (SAMRC)



## 1. INTRODUCTION

The closing ALIGHT stakeholder workshop was held on the 12<sup>th</sup> September 2019 at the Oasis Hotel, Tlokweng. Participants came from collaborating project and development partners. Some members of the ALIGHT advisory board also participated. A total of 67 people attended the workshop, including representatives from government, Disabled Peoples Organizations, non-profit organisations and international agencies. The workshop included people with different types of disabilities, caregivers, staff members of organisations and researchers. The register is attached (Appendix 1). The workshop intended to share new information and data, provide an overview of the project outcomes and achievements and provide a platform for DPOs and NGOs to share their project ideas and engage with development partners.

**PRAYER:** Elsie Malesh Tshielo, South East District Disability Sports Association (SESAD).

## 2. WELCOME REMARKS Dorris Martin (BABPS) and Moffat Louis (Inclusive Directions)



*Figure 1 Ms Martin and Mr Louis chairing the stakeholder workshop*

In the opening remarks Ms. Martin thanked all participants for gracing the meeting and finding time within their busy schedule to witness the end of the project and celebrate its outcomes.

Mr. Louis provided a short introduction towards the project and its origin. He also specifically thanked the representatives from USAID, UN Women, UNDP, FNB foundation, the SAMRC, IDM, BCD, ALIGHT Advisory Committee Members, Directors and the coordinators and representatives from various DPOs and NGOs from Gaborone, Maun and Francistown for their support.

### 3. WELCOME AND OBJECTIVES

Sekgabo Ramsey, the Director of the Botswana Council for the Disabled (BCD) welcomed the house and thanked all for their presence. She also specifically acknowledged the presence of distinguished guests from USAID, UN Women, UNDP, FNB foundation, SAMRC, IDM, BCD and stakeholders NGOs and DPOs. Ms Ramsey reminded participants that the ALIGHT project aimed “**to increase the participation of women and girls with disabilities in gender-based violence (GBV) programmes in Botswana through the integration of GBV programmes with disability inclusive development**”. She highlighted that this project consisted of three collaborating partners: BCD, SAMRC and IDM. USAID was thanked for their financial support which made ALIGHT project possible.

ALIGHT objectives were further specified:

1. *Establish network of collaborating partners and stakeholders*

*Outcomes:* The project increased collaboration between NGOs and DPOs and collective awareness raising about violence against women with disabilities during 16 Days of Activism in 2017 and 2018.

2. *Increased knowledge about risk factors of GBV faced by women and girls with disabilities and identification of gaps and opportunities in policy and practice*

*Outcomes:* The project enabled participation of women with disabilities in research. It identified gaps and opportunities in policy and practice through systematic policy and program review (situation analysis report) and collected and analysed data on risk factors of violence against women and girls with disabilities and the preparedness and capacity of NGOs and DPOs to address violence against this group.

3. *Develop a framework to increase participation of women with disabilities in response to GBV*

*Outcomes.* The ALIGHT team discussed preliminary study results and drafted an ALIGHT framework with stakeholders on 22 August 2018. It also led a panel discussion at the International Disability Conference at University of Botswana in October 2018. Furthermore, it supported BCD to develop a newsletter sharing news, new literature and funding opportunities.

4. *Increased skills and knowledge on violence and disability among DPOs and NGOs and to develop inclusive strategies*

*Outcomes:* The ALIGHT team developed training materials for its 2019 training workshops and trained 36 organisations on the intersection of violence, gender and disability. The training was informed by individual case studies from organisations, evidence from the literature review, policy analysis and primary qualitative research. Thereafter the ALIGHT team supported these organisations to develop strategies that will

enhance participation of women with disabilities in the participating NGOs and DPOs.

Mrs. Ramsey shared that she felt honored to report that the activities conducted during the two-year project responded to the objectives and looked forward in seeing more women and girls with disabilities taking the agenda. She explained that ALIGHT Botswana created a strong foundation for these women to move forward.

## 5. TESTIMONY: Ms. Basupi Loeta, ALIGHT project participant



*Figure 2 Ms Loeta sharing her testimony*

Ms. Basupi Loeta provided a testimony on behalf of her organisation. She explained that Lentswe La Ba Nale Bugole is a DPO which was founded in 2012 and is based in Francistown. She explained that the organisation aims to empower persons with disabilities economically, increase awareness about access to education and health and reduce disability based

discrimination. In 2017, Lentswe La Ba Nale Bugole partnered with ALIGHT Botswana. She shared that this partnership has helped DPO members to gain knowledge about violence, disability inclusive policy and how to integrate women with disabilities into programmes addressing violence. She also felt that the project has exposed the organisation to community and national stakeholders and as a result the DPO is now more visible, has started developing violence prevention strategy and approaches and is raising awareness about violence among their members.

## 5. Using Evidence to Develop Disability Inclusive Programmes that address Violence against Women and Girls: Prof Jill Hanass- Hancock



Figure 3 Prof Jill sharing ALIGHT evidence

Prof. Jill Hanass–Hancock provided a global picture of why women and girls with disabilities experience violence and how evidence can be used to assist development of disability inclusive policies and programmes. She explained that ALIGHT followed the process of gathering evidence first in order to develop an intervention and influence organisational policies and programmes. This particular included:

- + Data collection and analysis with members of DPOs, NGOs and government departments in Botswana
- + Development of a framework and training approach based on the evidence retrieved
- + Training of 36 NGOs, DPOs and CSOs on the intersection of disability and violence, rights and CRPD. The trainings targeted the leadership of 36 organisations and assisted them to develop their strategies. She explained that the leadership was targeted as these representatives have influence on changing the organisational policies and programmes.
- + Organisations participating in the trainings learnt how to identify types of violence and their causes. They also learnt that women and girls with disabilities experience all forms of violence (emotional, physical,

economic and sexual) and that violence can occur in the home, at work/school or in the community.

- + Participants also learnt how to identify risk factors of violence using the ALIGHT framework and its 4 pillars: internalized attitudes, values, practices, access to control resources over public & private resources, laws and policies resource allocations and socio – cultural norms beliefs practices. From these risk factors NGOs and DPOs were able to identify potential actions.
- + Furthermore organisations learnt how to audit their own organisation and identify gaps and opportunities for inclusion. Organisations also learnt that women with disabilities were not in leadership positions and most of the time not employed in NGOs or DPOs. Hence internal change needs to be promoted.
- + In addition, organisations learnt that disability is not meaningful mainstreamed in Botswana SRHR, GBV or HIV policies and programmes. Hence there is a need for DPOs to advocate for better inclusion in policies and programmes.
- + Hence organisations were capacitated to develop targeted programmes to address violence against women and girls with disabilities, identify gaps at policy levels of DPOs, NGOs and at national level and enabled to write strategies to develop proposals.

Lastly Prof Hanass-Hancock highlighted next steps following the closure of the ALIGHT project.

1. NGOs and DPOs will use their strategies to develop funding proposals and conceive and implement projects addressing violence against people with disabilities and women with disabilities in particular.
2. The 16 days of activism: Malebogo Max Basketball tournament November 2019 will commence again and invite all partners to participate and raise awareness about violence against women and girls with disabilities

## **6. Project Progress: What has ALIGHT achieved? Malebogo Molefhe**

The ALIGHT project officer Malebogo Molefhe revealed that she was thrilled that ALIGHT had met its objectives. She drew the following lessons from the project:

- i) ALIGHT cultivated growth among women and girls with disabilities; and enabled them to participate as transcribers, fieldworkers, communication officers, enumerators and research leaders. The experience acquired would be used post ALIGHT project.

- ii) The project approach enabling leadership of women and girls with disabilities, most notable in the fact that Malebogo as the project officer is herself a woman with disabilities. The exposure to the project did not only provide her with new skills but also enabled her to establish a wheelchair basketball tournament that will last beyond the project. She and other women leaders were also enabled to present at international conferences including the ICPD and University of Botswana. In addition, the project will be presented by women with disabilities in October 2019 at the international conference on sexual violence (SVRI) in Cape Town. Malebogo emphasized that all these opportunities were unlocked by the ALIGHT project which enabled different individuals to fulfill their potentials in one way or another.
- iii) The project has provided new evidence on the risk factors of violence against women and girls in Botswana, the level of disability inclusion in Botswana's HIV, GBV and SRHR policies and the preparedness of NGOs and DPOs to address violence against women and girls with disabilities and increase participation. The results have been published on the website and 2 publications have already been submitted to international journals. More publications are to follow providing DPOs and NGOs with the evidence to write their new project proposals.
- iv) ALIGHT was also already recognized as a best practice. For instance it was included in the UNAIDS ALIV[H]E report as best practice on addressing violence against women in all their diversities. Malebogo Molefhe was awarded the Chairmen award for her advocacy work around sport, disability and GBV.
- v) The project also leaves behind a fully developed training manual which was piloted during the training of 36 DPOs and CSOs in 2019. This can be used for further trainings.
- vi) Furthermore, the ALIGHT team participated in policy consultations with various stakeholders and hopes to have made a lasting impact to increase disability inclusion in Botswana's policies moving forward.

In closing, Malebogo thanked USAID and the American people for the financial support and the ALIGHT project team for advancing Botswana and uplifting DPOs to another level and working together even in difficult times.

## 7. The “ALIGHT IDOLS” – Appraisal of organizational strategies with judges from development partners

In order to provide a platform for DPOs and NGOs to engage with development partners, the ALIGHT team had invited four development partners namely UNWomen, USAID, UNFPA and FNB foundation. A committee of four women with disabilities had selected the strategies of organisations who in their opinion had developed the best strategies to address violence and increase participation. The five selected NGOs and DPOs contested in the “ALIGHT IDOLS” event through presenting their strategies.



Figure 4 ALIGHT IDOL judges

The event also aimed at creating a dialog between Civil Society and development partners and strengthen the capacity of DPOs and NGOs to mobilise resources through developing convincing strategies and project ideas. Each organisation had to provide information on:

- ✚ Their organisation profile
- ✚ Their knowledge about violence against people/women with disabilities in their community
- ✚ The risk factors driving violence against women and girls with disabilities in their community
- ✚ Their organisation work on violence or disability
- ✚ Their project idea and its main objectives
- ✚ Their proposed activities to address the outlined objectives and risk factors



The feedback from judges and participants were noted as below. The judges also gave their average scores and position for each DPO at the end of the exercise.

Organisation	Feedback from participants and judges	Position
<p>Organisation 1 (NGO)</p>	<p><i>Well-articulated aspects:</i></p> <ul style="list-style-type: none"> <li>- Background to organisation</li> <li>- Existing work on rights and disability</li> <li>- Main objective is clear</li> </ul> <p><i>Further improvements recommended:</i></p> <ul style="list-style-type: none"> <li>- Focus more on one issue and provide evidence. Use qualitative work from ALIGHT study and national statistics to show relevance</li> <li>- Provide Policy and Economic Analysis and use as the tool to show relevance</li> <li>- Use government commitments to show how the proposed work fits into the development agenda of the country.</li> <li>- Focus on disability specific issues, for instance alcohol abuse is not disability specific and it was not clear how problem increases risk for women with disabilities in particular (counter argument to arguing that people with disabilities are hidden at home)</li> <li>- Be realistic and show how the identified issues can be addressed.</li> </ul>	<p>5</p>
<p>Organisation 2 (DPO)</p>	<p><i>Well-articulated aspects:</i></p> <ul style="list-style-type: none"> <li>- Isolation of people with intellectual disabilities and Down Syndrome was well detailed and linked to risk of violence</li> <li>- Information on lack of education and risk behaviour was well displayed</li> <li>- Providing information on how the media impacts the behaviour of people with intellectual disabilities very informative</li> </ul> <p><i>Further improvements recommended:</i></p> <ul style="list-style-type: none"> <li>- Avoid being too general with Objectives and narrow them down towards addressing the identified risk factors</li> <li>- Avoid to get side-tracked and discuss peripheral issues such as the countries need to sign the UNCRPD it is distracting from the main message (rather use this time to link to existing policies, regulations that are relevant to the suggested work such as the Inclusive Education policy and GBV and SRHR policies and strategic plans)</li> <li>- Provide evidence and research to strengthen the argument</li> <li>- State a clear objective</li> <li>- Discuss sustainability issue and how to avoid donor dependency.</li> <li>- Articulate how the organisation would want relevant stakeholders to contribute</li> </ul>	<p>2</p>

<p>Organisation 3 (NGO)</p>	<p><i>Well-articulated aspects:</i></p> <ul style="list-style-type: none"> <li>- Problem statement well-articulated and substantiated with evidence</li> <li>- Very clear objectives and proposed activities that address the identified risk factors</li> <li>- Clear description of the organisational existing work on GBV (recently through ALIGHT), the organisational gaps and vision for change</li> </ul> <p><i>Further improvements recommended:</i></p> <ul style="list-style-type: none"> <li>- Include advocacy work to be at national level</li> <li>- State how Sign Language is being offered was being done, how? when? and where?</li> </ul>	<p>1</p>
<p>Organisation 4 (DPO)</p>	<p><i>Well-articulated aspects:</i></p> <ul style="list-style-type: none"> <li>- Background to organisation</li> <li>- Existing work on rights and disability</li> <li>- Main objective is clear</li> </ul> <p><i>Further improvements recommended:</i></p> <ul style="list-style-type: none"> <li>- Ensure that title of presentation it's in with main objectives (focus on disability)</li> <li>- Include information on educational staff as potential perpetrators (don't just look outside)</li> <li>- Remain focussed on one issue and main objectives – in this case the need for comprehensive sexuality education and increase of safe environments</li> <li>- Develop a workplan with clear indicators.</li> </ul>	<p>4</p>
<p>Organisation 5 (NGO)</p>	<p><i>Well-articulated aspects:</i></p> <ul style="list-style-type: none"> <li>- Background to organisation clear</li> <li>- Main risk factors well identified and potential actions can address these risk factors</li> <li>- Well placed within national development agenda and policies</li> </ul> <p><i>Further improvements recommended:</i></p> <ul style="list-style-type: none"> <li>- Provide information on age groups</li> <li>- Develop organisation policies like child protection or sexual exploitation and abuse polices to strengthen the proposal.</li> <li>- Ensure that objectives are politically, economically, socially and technically feasible.</li> <li>- Narrow proposed work down</li> </ul>	<p>3</p>

In closing the session, the judges encouraged DPOs and NGOs to keep up the good work, further develop their proposals and take advantage of the opportunities to engage with development patterns. One of the advisory committee member further reminded participants that proposal writing will also require that organisations documents are up to date including:

- i) The organisations constitution;

- ii) Manuals describing how the organization addresses human resources, financial, management, gender equality, and issues such as HIV / AIDS
- iii) Leadership has good standing;
- iv) Staff is recruited according to positions and skills;
- v) Strategic plan have been finalised;
- vi) Organisational audit reports are up to date;

In addition, she highlighted the need to develop a culture of writing reports on completed work and events. This provides evidence of an organisations work and achievements and can be used as evidence in a proposal.

## 8. Importance of building strategic partnerships with DPOs and NGOs: Mersy Motladile



*Figure 5 USAID representative giving feedback to organisations*

Mercy Motladile from USAID addressed the audience about how to build strategic partnerships with development partners. She reflected that the ALIGHT meeting has been an eye opener and helped to have an in-depth understanding of issues pertaining to various groups of persons with

disabilities. She highlighted that such rich and well documented information should be shared with various stakeholders and this would serve as raising awareness on different disability issues. Mrs. Motladile discussed key issues that make a partnership to work:

- i) Everyone has a role in a partnership, hence partnership is a two – way process;
- ii) Development partners are there to contribute towards the development agenda of a country; while CSOs have the role to inform government of policy makers on various gaps and advocate for the change needed;
- iii) DPOs and NGOs should invite stakeholders to their spaces and events and ensure that they participate in events from development partners or government in particular when they invited;
- iv) All need to increase communicate and information exchange in order to increase awareness about disability and share opportunities of collaboration, funding and networking;
- v) Organisations need to improve documentation of their work, of issues arising at grassroot levels, only documented work can be used as evidence and provide background for good advocacy;
- vi) Organisations need to collaborate and maintain partnerships beyond specific projects or funding opportunities as this will provide the background for sustainable development.

## 9. Opening of ALIGHT Botswana Song

The chairperson explained that the ALIGHT Botswana team has produced a song to be made available for public use and advocacy events. The song will be available on the SAMRC website and via the ALIGHT team. Mr. ATI and Ms. Anafiki (including a women with disability) were introduced to participants as the artists who composed the song. The song aims to raise awareness on discrimination and violence against women and girls with disabilities. The song entitled- JAAKA NNA LE WENA – JUST LIKE YOU AND ME. The artists provided participants with a short performance at the event.



Figure 6 The two ALIGHT song artists

## **10 Closing remarks**

Moffat Louis and Dorris Martin closed the meeting with humble thanks to all participants and for their efforts and time which made the meeting a success. Special thanked were made to ALIGHT Project Team, its advisory board, USAID, BCD, IDM and SAMRC.



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