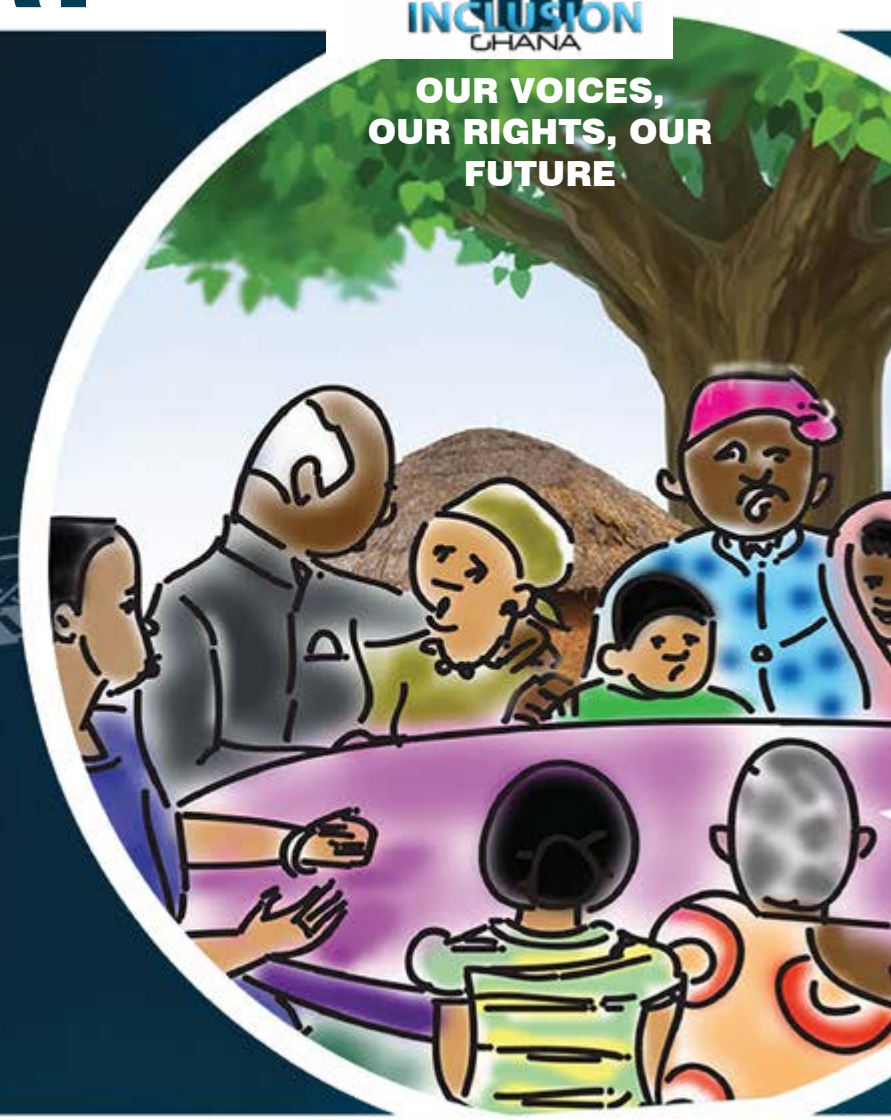


SOCIAL IMPACT REPORT



**OUR VOICES,
OUR RIGHTS, OUR
FUTURE**



**Bridging the Inequality Gaps
in Our Communities**

TOUCHING LIVES

A young girl with Down Syndrome in Lawra. A mother abandoned by her husband and struggling to make ends meet while taking care of two children, both with cerebral palsy in Kadjebi. A young boy on the autism spectrum in Yeji locked up in an abandoned brick oven and denied food. A self-advocate with autism in Jirapa being denied access to senior high school education based on ill-advice of an Uncle whose fear is that he might hurt other students in times of behavioural challenges.

Each of these people wants and deserves the opportunity to have a quality life and achieve their dreams. At Inclusion Ghana, our 10 years of experience working with persons with intellectual and developmental disability (PWIDDs) and their families teaches us that community-wide solutions offer the best chance of helping them succeed. That is why we are fighting harder than ever to build strong families and communities that allow everyone to attain their goals. Inclusion Ghana goes beyond single-issues solutions and temporary fixes. Our impact strategy focuses on ensuring persons particularly children with intellectual and developmental disabilities get equal rights and access to education, healthcare, social services, and economic opportunities for adult PWIDDs and their parents. By ensuring that PWIDDs have access to these building blocks of life, we strengthen and empower them and their families through holistic solutions.

We achieve this by mobilizing the best resources and forging an inclusive approach to our intervention strategy. Significantly, we do not rely on what has worked in the past only. We also explore new possibilities tailored to the unique challenges of our local branches. By fine tuning our solutions to meet the needs of each community or district where we work in, we ensure

they make a defining impact in the lives of PWIDDs, their families, and the community at large.

The evidence of our work is country-wide and pervasive. In the year 2018, 496 parents, PWIDDs and MO staff have been sensitized on intellectual and developmental disabilities. A further 2,780 community members received awareness of intellectual and developmental disability. Our social media engagements have been a huge success, with a combined 68,406 Facebook video and photo reach in 2018. On twitter, there have been 27,938 impressions in the said period.

In education, 7,620 community members were sensitized on the need for inclusive education. Regarding advocacy, 47 community/local actors, and 191 duty bearers have been reached directly with information on the rights and needs of PWIDDs. Based on this, 48 PWIDDs have benefited from the District Assemblies Common Fund (DACF) grant disbursements in 2018 in four project districts. Our fight is joined by partners from every sector of the Ghanaian society. We foster partnerships and build trust between individuals, families and communities, as well as with partner NGOs and DPOs, government agencies and other stakeholders. From working with UNICEF Ghana, DANIDA/LEV, the World Health Organization, we have engaged our partners to improve the lives of persons with intellectual and developmental disabilities and their families around the country. Within this report, you will find more examples of our results driven by our impact agenda.

To our Partners, Donors, National Council, Staff and Volunteers, thank you for everything you do. We could not do it without you and your dedication to our mission.



JUSTINE AKU KPORMASI
President, National Council
Inclusion Ghana



AUBERON JELEEL ODOOM
National Co-Ordinator
Inclusion Ghana

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ACRONYMS

BECE	-	Basic Education Certificate Examinations
CRPD	-	Convention on the Rights of Persons with Disabilities
DACF	-	District Assembly Common Fund
DANIDA	-	Danish International Development Agency
DCE	-	District Chief Executive
DPO	-	Disabled People’s Organization
DPOD	-	Disabled People’s Organizations of Denmark
GES	-	Ghana Education Service
GFD	-	Ghana Federation of Disability Organizations
GHS	-	Ghana Health Service
IE	-	Inclusive Education
IDD	-	Intellectual and Developmental Disabilities
IG	-	Inclusion Ghana
JHS	-	Junior High School
LDF	-	Local Development Fund
MO	-	Member Organization
NGOs	-	Non-Governmental Organizations
NHIS	-	National Health Insurance Scheme
PSHG	-	Parent Self-Help Groups
PWD	-	Persons with Disabilities
PWIDDs	-	Persons with Intellectual and Developmental Disabilities
QR	-	QualityRights
SEND	-	Special Educational Needs including Disabilities
UNICEF	-	United Nations Children’s Fund
USAID	-	United Nations Agency for International Development
WHO	-	World Health Organization



2018 IMPACT AT A GLANCE

496

Parents, PWIDDs & MO staff have been given awareness of intellectual and development disability and related issues

2,780

Community Members have received awareness of intellectual and development disability

362

Parents, MO Reps and PWIDDs have participated in advocacy activities through IG Projects

47

Community or local actors have been directly reached with information on the right and needs of persons with intellectual and developmental disabilities

268

Persons with other disabilities reached with information on intellectual and development disability in project districts

70

Duty Bearers participated in awareness creation activities in project districts

191

Duty bearers have been directly reached with advocacy messages on the rights of persons with intellectual and developmental disabilities and families.

48

Persons with intellectual and developmental disability have benefited from DACF grant disbursements in 2018 in 4 project districts

16,590

Facebook Video Reach

1,214

Facebook Video Engagement

7620

Community members were sensitized on inclusive Education

51,816

Facebook Photo Reach

4,797

Facebook Photo Engagement

27,938

Twitter Impressions

404

Twitter Engagements

Awareness Creation

Advocacy for Right of PWIDDs

43

New Parent Support Groups formed/re-activated in 4 Project Districts

1,635

PSHG representatives across the country, have received training in various areas of capacity building to support the work of PSHGs

12

Invitation given to IG Regional and District Councils in Volta and Upper West Region to feature in GFD hosted radio talk show to discuss issues pertaining to PWIDDs

18

District & Regional GFD Committees (including have democratically elected IG Representatives, facilitating IG's participation in district/regional disability movement

7

Set of organization documents, with 1,600 copies printed out, have been developed to support the functioning of parent support groups

Parent Self Help Groups

4

Strategic partnership for resource mobilisation in place to support the work of IG secretariat in the next 3 years

6

MOs(2) and IG District Council (3) recieved grant through the Local Development Fund (LDF) component of the Joint Disability Project, to implement small projects or build capacity of staff/organization leadership

6

Donation boxes have been placed in selected branches of Access Bank (Ghana) Ltd in Greater Accra region

8

MOs out of 28 registered MOs regularly paid thier annual membership subscriptions

10

IG District/Regional Council (5) and MOs(5) were awarded grant through the Trust Fund component of IG Remodeling Project, to implement small projects including IGAs

Fundraising to Support Activities



LOCAL BRANCHES

Inclusion Ghana is engaged in nearly **430 communities** across 14 regions in Ghana

We create lasting change that benefits persons with intellectual and developmental disabilities and their families.



Inclusion Ghana (IG) represents the voices of all persons with intellectual and developmental disability and their parents/caregivers in Ghana. Our mission is to reduce stigmatization and ensure full inclusion of persons with intellectual and developmental disability and their families in Ghana by advocating for their rights and needs.

AWARENESS CREATION

We provide more information on intellectual and developmental disability to individuals, communities and institutions we come into contact with, so as to demystify the superstition surround intellectual and developmental disability.

PARENT SELF HELP GROUPS

We register PWIDDs and their parents/caregivers, form parents support group, and build their capacity participate in local disability movement as a means to effectively champion the issues pertinent to PWIDDs.



ADVOCACY

We engage community actors, duty bearers and other key stakeholders at district & national levels to sensitize and require of them to include PWIDDs and/or their parent/caregivers in social, economic and political development, in partial fulfillment of overall national development.

FUNDRAISING

We continuously pursue opportunities for resource mobilisation to leverage the funding needed to support and sustain the work of the IG Secretariat and those of parent support groups at district/regional levels.

Persons with intellectual and developmental disability (PWIDDs) and their parents/caregivers generally face stigmatization, discrimination and exclusion in many aspects of social life and opportunities.

Since its establishment in 2009, Inclusion Ghana has been working hard to bridge the gaps and forefront the efforts to realize behaviour and social change needed to facilitate the full inclusion of persons with intellectual and developmental disability in Ghana.

Together, we can impact on the lives of persons with intellectual and developmental disability for a change in a positive direction



AWARENESS CREATION

Persons with intellectual and developmental disability are subject to prejudices, stigmatization and discrimination because of generally lack of awareness of the nature of the disability, its possible causes, effects and other related issues

Inclusion Ghana works very hard to demystify intellectual and developmental disability at individual, community and institution level to help eliminate stigmatization and discrimination against PWIDDs and their parents/caregivers

CHANGES IN NEGATIVE PERCEPTIONS

Derogatory words such as 'gyimi gyimi', 'nsuoba', 'donboro' and the like were frequently used to describe persons with intellectual and developmental disabilities (PWIDDs) prior to project activities in Jirapa, Lawra, Kadjebi and Pru districts. These derogatory words, negative perceptions and stigmatization against PWIDDs owed much to lack of information on the nature of the disability, its causes and ignorance of people on capacity of PWIDD to contribute to socio-economic development when given the needed opportunities.

However, through essential information dissemination amongst community members, disability groups and duty bearers, there has been significant reduction in the use of derogatory names and negative attitudes towards PWIDDs. Consequently, stigmatization and discrimination against PWIDDs and their parents have reduced significantly.

There has been general change in perception amongst traditional disability groups (blind, physical disability and the deaf) that PWIDDs suffer medical or spiritual ailment to the current few that intellectual and developmental disability (IDD) is permanent condition that is internationally accepted as a form of disability. PWIDDs are therefore universally accepted as legitimate members of the disability fraternity in our project districts by both duty bearers and the traditional disability groups.



INCREASED FAMILY ACCEPTANCE OF PWIDDs

Based on the new knowledge on intellectual and developmental disability (IDD) gained by family members of PWIDDs, there has been increased acceptance of PWIDDs by their parents as being equal to their siblings. Crucially, PWIDDs are being progressively included in household decision-making particularly, those decisions that directly affects a PWIDD's welfare.

Parents or caregivers report that they no longer hide or lock up their children with IDD in rooms instead they are now more willing to show such children more love and care, as well as take them out to places with full confidence. Leading by examples, parents or caregivers report that they have encouraged their other children without disability to see the child with IDD just like themselves, and support him/her to be able to enjoy everyday life as any other children. With constant engagements by their siblings, children with IDD have better chance of reaching a level of independence that makes them feel as valued members of the family.

In addition, as the siblings constantly play with their brother/sister with IDD in and outside their homes, other children in their communities are also encouraged to get closer to children with IDD, leading to wider community acceptance.

Parents/Caregivers of children with IDD have enjoyed great relieve where older siblings have fully accepted their brother/sister with IDD, in that they can leave him/her in their care to embark on economic activities even in far market places to support the whole family.



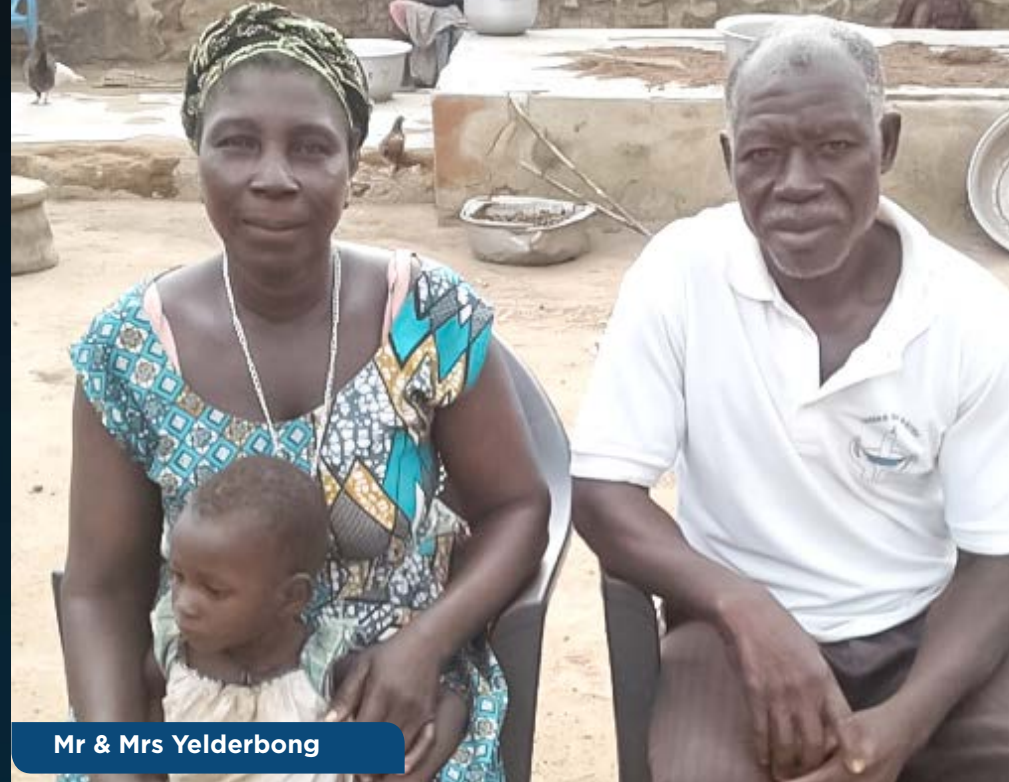
THE YELDERBONG FAMILY

My wife and I [Mr Yeldebong Firimino] live in a community called Tampaala, and have a son, John Vianus Yeldebong. As John grew up around age 7, we noticed something very unusual about him but didn't know what it was. There were times he would isolate himself from everyone, and would not respond to any requests or words from us. He would just refuse to have anything to do with us or other children around. Because we did not know what was wrong, we would think he was just being stubborn and so would try to be very harsh with him, which resulted in worsening already bad situation. We were sad, confused and often fed-up

IG came to Tampaala to meet a group of parents who have children with intellectual and developmental disabilities so I was informed and I attended the meeting. After that meeting, we [my wife and I] were called to another meeting in Jirapa where IG educated us on IDD and there we learnt that John has IDD. We were taught how to handle him when he has behavioural challenges changes. We were told if we talk harshly to him, he will get annoyed and won't say anything to us.

Through the group meetings and teaching, we now understand him better and are more patient with him and so there is better relationship between him and us.

"I am very happy; he used to sit down very quietly which was very sad. But now he is a happy child and he's very active. Now we don't get angry with John, we are gentle with him." – **Mrs Yelderbong**



Mr & Mrs Yelderbong



John Vian Yelderbong

THE STORY OF A FATHER'S EXPERIENCE

"When I gave birth to my child with IDD, the perception within the society almost led me to kill him. I felt abandoned and blamed God for having such a child. I heard so many views from the members of the community that my child is a 'Spirit child', Others said it was a curse from the family, still other persons also explained that he is "river child" and needed to be sent back to the 'river god' in the community. The situation created serious misunderstandings between my wife and I which almost resulted in the breakdown of our marriage."

In my state of despair over the condition of my child, there was announcement in the community inviting all parents who have such children to come for a district disability meeting. It was a meeting organised by IG, and in that meeting I met other parents who have children with similar conditions. I realized I was not the only one faced with such situation. At that meeting, I learnt more about Intellectual and developmental Disability (IDD) so I decided to accept my child's condition, and give him the love and care that every child needs from a parent.

I have attended further meetings as well as training organized by Inclusion Ghana, which has enabled me to gain education on IDD issue. The frequent misunderstanding between my wife and I has declined. IG's visit to our community to further sensitize

parents and community members about persons with IDD has been very helpful. We ensure our child is well dressed so others can draw closer to him.

Through my child's condition and learning from IG meetings, I have now helped to change the negative perception and myth surrounding IDD in my community. My wife and I are still together because of IG's intervention in my district and community.



Mr Boahene Kesse, *parent of a child with IDD in Ampeyo Community, Kadjebi District*

VIDEO SENSITISATION ON INCLUSIVE EDUCATION

In 2018, we reached an estimated 7,620 audience in 30 communities across 10 districts with video sensitisation on Inclusive Education, through a project titled “Inclusion Matters: Championing Inclusive Education in the Ghanaian Society.” The project is a collaboration Inclusion Ghana (IG) and the Ghana Federation of Disability Organizations (GFD), with support from UNICEF.

The 10 districts are located in Central, Greater Accra, Upper East, Upper West and Volta regions. In each of the 30 selected districts, a video on inclusive education was screened in open space during evening hours between 7:00 - 9:30pm, in a church crusade style. Important issues relating to inclusion of children with Special Educational Needs including Disability (SEND) were shared with community members, who were also given opportunity to ask questions, give comments, share experiences or learning from the video with other members of the audience.

We also used the opportunity to engage key District Assembly Officials (Social Welfare Directors, Coordinating Directors and DCEs) and chiefs in districts and communities were visited respectively, to discuss issues relating to persons with IDD and their parents/caregivers, and support we need from the District Assembly and traditional leaders in relation to persons with IDD. On their part, the District Assembly Officials and Chiefs gave remarks on the importance of the inclusive education video screening in communities, and called for expansion to include many more communities in their districts.

Photos opposite: *Video screening in Yala 1 community; meeting with DCE & DCD of Wa East DA; meeting with chief of Kpari*



CHURCH SENSITISATION ON INCLUSIVE EDUCATION

Inclusion Ghana has so far reached an estimated 1,820 members through sensitisation of leaders and congregation of 5 churches in Greater Accra, Central, Brong Ahafo and Upper West regions. These activities are being conducted under the Inclusive Education (IE) project, with support from UNICEF.

The Secretariat booked appointments with leaders of selected churches for a time slot on mostly Sunday church services to give a talk on education of children with special educational needs including disability, and Ghana's Inclusive Education Policy. Church members in attendance were given opportunities to ask questions, make contributions or share their experiences. Our initial impressions to responses from church members were general enthusiasm to support inclusive education in Ghana.

On the same project, IG is developing a national directory of Inclusive Education (IE) service providers. This directory will be an important source where parents/caregivers of children with special educational needs including disability, can access various information and resources to ensure these children can also enjoy basic education as any other children in the country.

IG has already organised 3 of 4 planned zonal stakeholder workshops to facilitate the design and collection of relevant data to build the national directory of inclusive education service providers. The last zonal workshop for key stakeholders in Ashanti and Brong Ahafo regions is expected by mid 2019. The national directory is expected to be launched in various regions before December 2019.



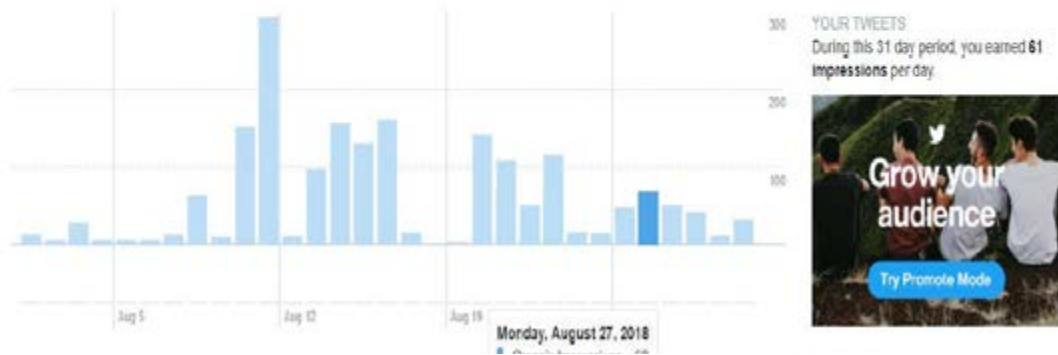
Zonal Stakeholder workshop on IE Directory in Tamale



Tweet activity

Aug 1 - Aug 31, 2018 Export data

Your Tweets earned 1.9K impressions over this 31 day period



WEBSITE AND SOCIAL MEDIA COVERAGE

In 2018, we were very active on our website and social media platforms with coverage of events, news and other current affairs, all aimed at creating more awareness on intellectual and developmental disability. We have received many visitors to our website and social media pages, and some have subsequently contacted us or visited our office in Accra for further information or guidance.

In 2018, an anonymous donor visited our website and having learnt about our work, decided to support our work by monthly donation of a hundred Ghana Cedis (GH100) to our bank account. A group in Canada visited our website and later engaged us to facilitate training on that they plan to do in Ghana in 2019.

A delegation from Gambia, having learned about Inclusion Ghana through our social media platform, came to our office in Accra to learn more about our structure and work. They plan to start a similar organization in Gambia to promote the rights of persons with intellectual and developmental disability in their country.



ADVOCACY FOR THE RIGHTS AND NEEDS OF PWIDDs

Over the last 3 years, Inclusion Ghana has engaged key stakeholders – duty bearers & other disability groups – at both local and national levels to advocate for official recognition of persons with intellectual and developmental disability (PWIDD) as members of disability fraternity

in Ghana, and to respect their rights to social services provided to persons with disability in the country.

In addition, we have advocated for official recognition of parents/caregivers of PWIDDs as legitimate representatives of PWIDDs, and should be able to access certain social services for PWDs on behalf of PWIDDs.

ENHANCED ACCESS TO DACF GRANT/SUPPORT

In 4 project districts, Persons with Intellectual and Developmental Disability (PWIDDs) have better chance to benefit from District assembly Fund (DACF) support for purposes such as education, health care and economic activity. With official recognition by district assembly officials and other disability groups, PWIDDs are considered in all discussions on DACF for Persons with Disabilities (PWDs). The Social Welfare and other DACF Management Committee members agree that PWIDDs have not benefited from DACF support for a long time, and so share the view that their applications for DACF support should be given due consideration. A typical case in point is Kadjebi district where one-third of beneficiaries of DACF support during the last quarter of 2018 disbursement were IG members.

As a result of engagements with key stakeholders, parents/caregivers of PWIDDs who can work on their own, have been permitted to submit 3rd Party applications for DACF support to engage in economic activities so as to be able to take care of their children/wards with IDD. This is not the case in some districts outside the project area, where there are very strict requirements that only the persons with disabilities can apply for DACF grant to do economic activity.

Another result from our advocacy on DACF support is that the fund management committee in these districts have agreed that Parent Self-Help Groups (PSHGs) at both community and district levels can apply for DACF grant for collective purposes.

DEMANDING RIGHTS

Master Michael Gatogo is a 15-year old boy with intellectual disability. He has difficulty writing with the hand. Having gone through his school to JHS 3 where he was expected to sit for the BECE examination, his school head refused to register him to sit for the exams because the head believes he won't pass and will bring the school's BECE results record low. Apparently, the school had communicated their decision to the boy's parents.

However, Michael was not happy with the decision by the school, and so when GFD organised activity in Kadjebi, he approached one of the regional executives of GFD at the end of the program and told him about the decision of his school to take him out from JHS 3 pupils registered to sit the BECE exams. Unable to deal with the issue immediately because he had to travel back to Ho, the GFD executive contacted the Secretary for IG District Council for Kadjebi to pick up the matter.

The IG District Secretary visited the boy's school to find out why the school had taken such a decision. The Headteacher informed her that the decision was agreed upon by the school and the boy's parents. The Secretary informed the headteacher that the decision was a violation of the boy's right to sit for the exams just as his classmates. The Secretary later engaged the boy's parents and told them they were very wrong to have agreed with the school not to register their boy.

Unfortunately, the issue got to her very late, at a time the boy had already dropped out of school because of the failure of his school to register him to sit the BECE exams. The IG District Secretary told us she will work with the parents to look for better options available to Michael.



Master Michael Gatogo

INCREASED RECOGNITION AT NATIONAL LEVEL

As a result of our participation in national level stakeholder engagements, Inclusion Ghana is in a network of key partners championing inclusive social development in Ghana. Through such network, Inclusion Ghana was invited to participate in the inception meeting to discuss the pilot World Health Organization (WHO) project in Ghana, dubbed “QualityRights in Mental Health Initiative”. The initiative seeks to provide e-Learning platform to professionals and individuals to gain knowledge of quality services to persons with mental, psychosocial and intellectual disabilities.

IG is one of 11 partners (including Mental Health Authority, Ministry of Health, Ghana Health Service, Basic Needs, MindFreedom Ghana, Special Olympics, etc) who are involved in the implementation of the 3-year WHO QualityRights Initiative in Ghana. The partners are in charge of developing country-specific documentary, face-to-face training for learners, offering office spaces for professionals and individuals to take the online course, holding steering committee meetings, and many more.

IG and Special Olympics are working together to ensure issues of persons with intellectual disabilities are well reflected in documentaries related to the project. Together with other partners we have developed “profound statements” to be adopted by important personalities in Ghana who like to associate themselves with the project. We also contributed to the development of posters to create awareness of challenges faced by persons with intellectual disability, and will continue to do more as the project progresses.

The future for IG’s influence at the national stage is very bright and promising.

IG Representatives at the National Launch of the QualityRights Project, Accra International Conference Centre



Representatives of Partners at National Launch of QR Project



FROM DISTRICT TO NATIONAL

Advocacy activities in the project districts invariably extent from the project districts to other district across the country. We have engaged a number of District Assembly officials and other duty bearers on social services that should be accessible to persons with intellectual and developmental disability (PWIDD) and their parents/caregivers. Some of these officials have subsequently be transferred to other District Assemblies, and have carried their sensitisation on PWIDDs to the new districts, and hopefully will promote access to social services enjoyed by PWIDDs in their former districts to PWIDDs in their new districts.

As part of project activities, a group of IG National Council members engaged duty bearers in Kadjebi district as follow up to earlier engagements to advocate for the needs of PWIDDs and their parents. Some of the discussions and deliberations on issues relating to PWIDD that happened during the engagement were later published in the Daily Graphic Issue on 26th August 2018. This was an opportunity for issues discussed at district level to be made available to a large audience at national level.

In month 2018, some of the IG District Executives in Kadjebi were invited, as part of the local disability movement, to participate in a radio discussion in Sisiyi to talk about issues relating to persons with disability. The IG members reported to us that they afterwards received calls from parents from different districts who wanted guidelines on how to access certain social services for the children with intellectual disability.



MORE SOCIAL SERVICES AVAILABLE TO PWIDDs

Key duty bearers at community or district level report they now make conscious efforts to include persons with IDD in social services. Most of them do so through outreach or sensitisation activities targeting PWIDDs or their parents/caregivers directly or indirectly. Some responses obtained from duty bearers include:

- Sensitized teachers and community members about issues relating to PWIDDs (JHS Headteacher)
- Created opportunities or empowered parents and caregivers economically. Advised parents to acquire active NHIS card for PWIDDs (Community Planning Officer)
- We have advise parents/caregivers to take their children for assessment in other to know those who can be enrolled in the mainstream schools (Social Welfare)
- Educate parents of PWIDDs about existing opportunities in the District for their children with intellectual disability. Through the education and training received from IG on IDD, also sensitizes family members and friends especially on IDD especially persons who have negative perception or attitude towards PWIDDs (Social Welfare)
- Regularly hold discussions with headteachers and teachers about the need to include PWIDs in their schools. Also go round with the headteachers to the communities to identify children with IDD and educate their parents and family members on the need for them to be enrolled in school (GES)
- Supports through sensitization of the community members. The education is very necessary because the process of registering for NHIS has changed (NHIS)
- Through community durbars, pregnant women are educated on quality maternal care, aiming to prevent situations that can led to giving birth to a child with IDD (GHS)





PARENT SELF HELP GROUPS (PSHGS)

PSHGs are core to Inclusion Ghana interventions because many of the persons with intellectual and developmental disability have challenges with communication and so their parents/caregivers who understand them better represent their views.

In 4 project districts (Jirapa, Kadjebi, Lawra and Pru), we have established 43 PSHGs whose leaderships have received essential training to build their capacity to lead the groups.

Also, IG District Councils have been established in all 4 project districts as well as IG Regional Councils formed in the 3 project regions (Brong Ahafo, Upper West and Volta)



PSHG, A BIG RELIEF TO ANXIOUS PARENTS

Parents, particularly mothers report that joining the Parent Self Help Groups (PSHGs) brought a great relief to the anxiety of having children with intellectual and developmental disability (IDD). In the first instance, meeting other parents of persons with IDD brings the reality to parents that he/she is not alone facing stigma and discrimination. Sharing experience and challenges brings relief to parents as some come to realize that they carry lighter burden than others and also learn about ways other parents are coping with conditions of their children with IDD. For example, a mother who has one child with intellectual disability (ID) and has been abandoned by her husband comes to meet a young mother who has two children with ID and also abandoned by her husband.

Through the group meetings and project activities, parents come to learn more about their children's disability and many are able to relate to the actual situations that possibly led to their children's disability. In that sense, they begin to see these children as being very unfortunate rather than a curse, and so their love for them grows. Parents feel more confident to be with their children with IDD, take better care of them and give them same treatment as their siblings without disability. PSHG member report they feel confident taking their children with IDD to any places that they need to.

By participating in PSHGs, parents develop resistance to stigmatization and discrimination, being well informed that they have not committed any abomination that has resulted in giving birth to a child with IDD as some members of society perceive. Instead, they fully understand that any other parents can suffer similar fate and so they can easily ignore negative comments about them or their children with IDD.

OVERCOMING ANXIETIES: THE STORY OF KOGWIER IMUIN



I live in Yikpee community in Lawra Municipality. I have two children with IDD. My second child with IDD was three years when his condition started, first as something that looked like an eye problem. I tried hospital treatment as well as spiritual solutions but all in vain. I used to attend a SNAP program [support program] with my older son but was later told he was too grown for the SNAP program, so I began to send the younger one. Somebody alerted me that there is another group for people with IDD and that IG was having a meeting at Education Resource Centre in Lawra, so I attended that meeting, and then registered as a member of the 'Tieme' Parent Self-Help Group.

"If I had not joined the group I would have done something bad to myself [harmed myself] because of what people were saying about me and how my children were suffering."

Since joining the group, I get encouragement and I do not feel alone so now I'm okay. Now I am more patient and when I start to worry I am able to encourage myself. Even though I still have the same problems, I am more patient in taking care of myself and my children. People used to abuse my kids but since joining IG, people know that my children are not useless and that there is an organization that cares about these kids so the stigma has reduced.

I consider the change in people's attitude towards my children and me as well as the change in my level of anxiety after joining the parent group as very significant, and can attribute this to the work of IG in the Lawra Municipal district.

BUILDING RELATIONSHIPS THROUGH PSHGS

Mr. Kojo Kwateng is the leader of “Remember That Day” PSHG. Kojo Boateng is a child with ID whose mother, Madam Comfort Akumoah, is an active member of the PSHG. Mr Kwateng narrates his story below.

We had our usual monthly meeting but I did not see Madam Comfort who is almost always present at our group meetings. After the meeting, I decided to check on her at her residence, and was told she had rushed her son [Kojo Boateng] to the medical centre at Yeji, 25 kilometers from our community [Abease].

I rushed to the hospital in Yeji and found Madam Comfort sitting on the floor wailing. I asked what the problem was and she told me her child was in dire need of blood transfusion. I asked her if there is anyone to donate but she answered no, adding even she cannot donate her blood to save her child. I went to see the doctor and offered to donate blood for Kojo Boateng. Fortunately, I was a good match so I donated the needed amount of blood to help save his life. Thank God he is alive today.

I have never donated blood to another person in the past, and was personally against blood donation due to my faith. However, as a leader, I considered the need to support my group member more important than any previous views I held on blood donation.

Contrary to general views of some community members about the usefulness of persons with ID, the education I have had through the work of IG made me consider Kojo Boateng’s life as worth the life of any other human being and so once I have the opportunity to help save his life, I did not hesitate to do so.



ENHANCING PARTICIPATION OF IG MEMBERS IN DISTRICT DISABILITY MOVEMENT

The establishment of IG District Councils and their representation on GFD District Committees has resulted in building strong relations with other disability groups, District Assembly and NGOs working in the respective districts. As a result, IG District Executives get invitations from the aforementioned bodies to participate in their activities, and vice-versa. In effect, IG members through their district executives can easily liaise with key stakeholders at district level.

Through support from the local Development Fund (LDF) component of the Joint Disability Project, IG District Councils in Kadjebi, Pru and Jirapa districts have successfully implemented small projects to address issues such as awareness-raising on Intellectual and Developmental Disability (IDD) in communities and through radio broadcast, local advocacy and formation of new Parent Self-Help Groups to help expand the reach of IG in these districts. Undertaking these small projects has invariably built the confidence and enthusiasm of the district executives to look for resources to do many more projects and enhance the visibility of IG in these districts.

IG District Executives provide more support to parents/caregivers and persons with IDD on the process of applying for DACF grant. In Lawra, the IG District Executives successfully arranged with the Business Advisory Council of the Municipal Assembly to train some IG members in income-generating skills like soap making, bread baking, etc.

IG District Councils have made it easy for persons with IDD and their parents/caregivers in communities to receive information relating to Persons with Disabilities (PWDs) from district level, through community PSHG leadership.



INCREASED CAPACITY OF PSHGs AND MOs

A number of key documents have been produced to support the operations of PSHGs. These include Bylaws for PSHGs, Gender Mainstreaming Strategy, Guidelines on Group Dynamics and leadership, and then Mentoring Guidelines for PSHGs. These documents are designed to give structure and coherence to PSHG management and activities.

PSHG leaders and MO staff in project districts have been trained on above documents, in addition to training in other key areas where the capacity of PSHGs needs improvement. These areas of training include:

- Disability laws (Ghana's Disability Act (715), 2006; UN CRPD)
- Local Advocacy
- Local Governance
- Basic Financial Management
- Administrative Record Keeping
- Up and Downward Accountability

Invariably, the training of PSHG leaders have enabled them to be proactive in their communities and districts. Examples of application of knowledge gained from the training were listed to include:

- Making community members aware that there laws which protect the rights of persons with IDD to access education, health care and other social services.
- Handle misunderstandings during group meetings or conflicts in more constructive ways.
- References are made to the PSHG Bylaws whenever a leader needs to deal with any issues addressed by the Bylaws.
- PSHGs are mindful to keep financial and other important records.



REALIZING THE SPIRIT OF SELF-HELP GROUPS



Meeting with some members of Ngmensommo PSHG

Members in a Parent Self-Help Group are expected to share their experiences, challenges and support each other to the extent possible. This is the spirit behind the story of members of the Ngmensommo Group in Tampala community, Jirapa Municipal District, narrated by one of the Group leaders.

IG carried out community sensitization in Tampala on IDD issues and the rights of persons with IDD. This had immediate impact. One of our children with IDD used to be beaten up and frequently abused by some community members. During the sensitization, the IG Team said they would back any child [parents of a child] with IDD anywhere to pursue legal action against those who abuse him/her. As a result, the mistreatment of this particular child by some community members stopped entirely.

As a group formed to help ourselves, we have taken initiatives to generate funds to help in times of need. Since our formation, we have been making regular contributions which go into a common save. We cultivated groundnut last planting season (2018), and added the money realised to our savings.

Group members who run into unforeseen financial challenges, for example, need to buy expensive medicine for a child, can rely on the group by borrowing money from the group and paying back later. Hence, the group has indeed become a source of support and members no longer have to go from one neighbor to another in the community trying to borrow money for urgent need. Being able to support our members who encounter sudden financial needs is very important to us because we see our group as meeting part of its purpose of existence.



Group Members harvest groundnut farm

FUNDRAISING TO SUPPORT ACTIVITIES

We seek different fundraising options to support interventions or activities at national and local levels. Some fundraising activities are initiated by the IG Secretariat while PSHGs and MOs also initiate specific activities funding support.

Fundraising options include proposal writing in response to donor calls, partnership with corporate entities to raise funds through IG's Community Investment Programme, local government grant and individual donations

**COMMUNITY
INVESTMENT
PROGRAMME**



GIFTS-IN-KIND PROGRAM

WORKPLACE GIVING

LOANED EXECUTIVE PROGRAM

DIRECT CHILD SUPPORT

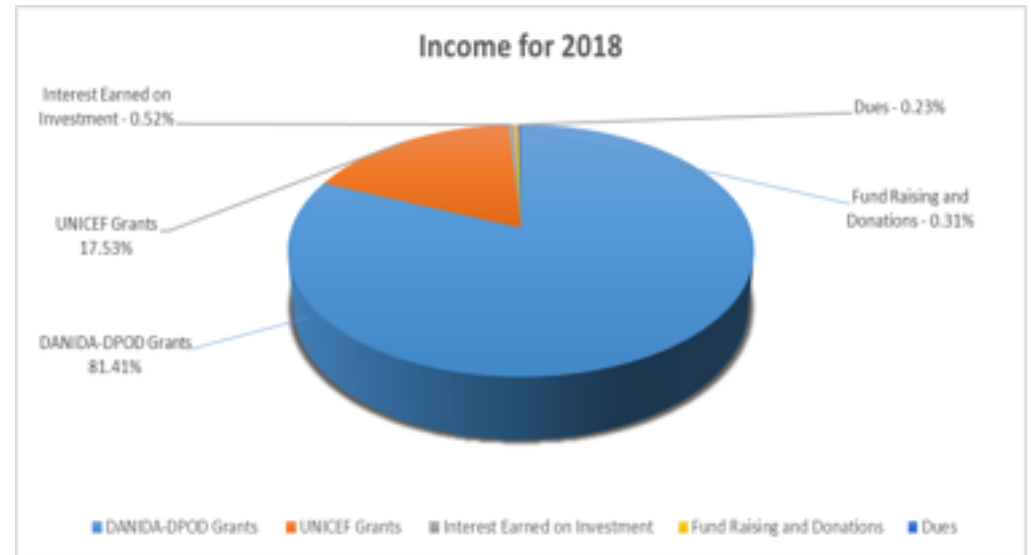
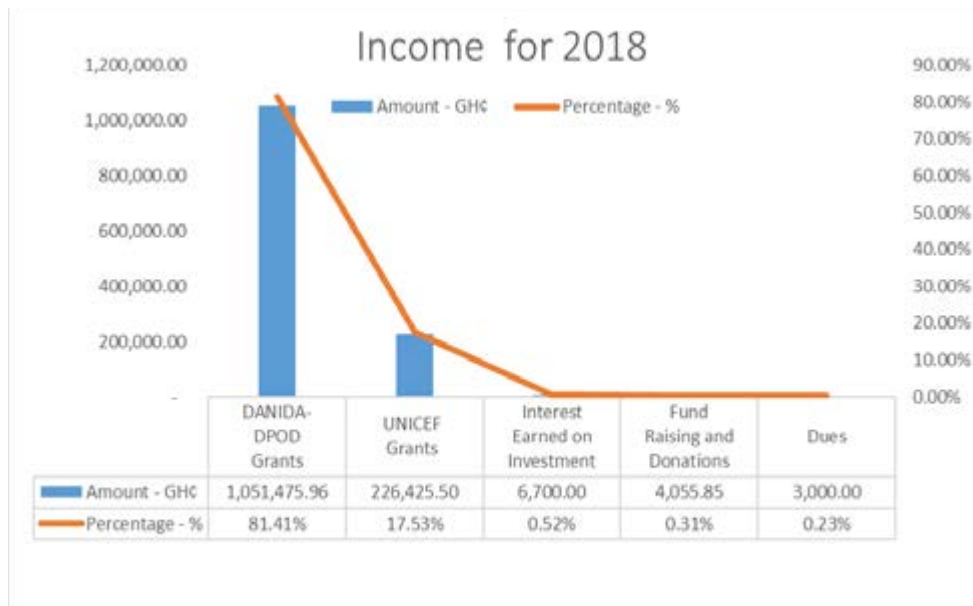
HELPING HANDS DAY

Helping Hands Day (HHD) is a community focused Inclusion Ghana event where volunteers help Member organisations of IG

charities, local government, small businesses, media organisations, youth clubs, schools, families and friends.

FINANCIAL HIGHLIGHTS

In 2018, IG raised more than GH 1.2 million to support the mission of reducing stigmatization and ensuring full inclusion of persons with intellectual and developmental disability and their families in Ghana, and creating equal opportunities for their involvement. The financial information below gives a true reflection of all activities carried out 2018 with comparative information for 2017.

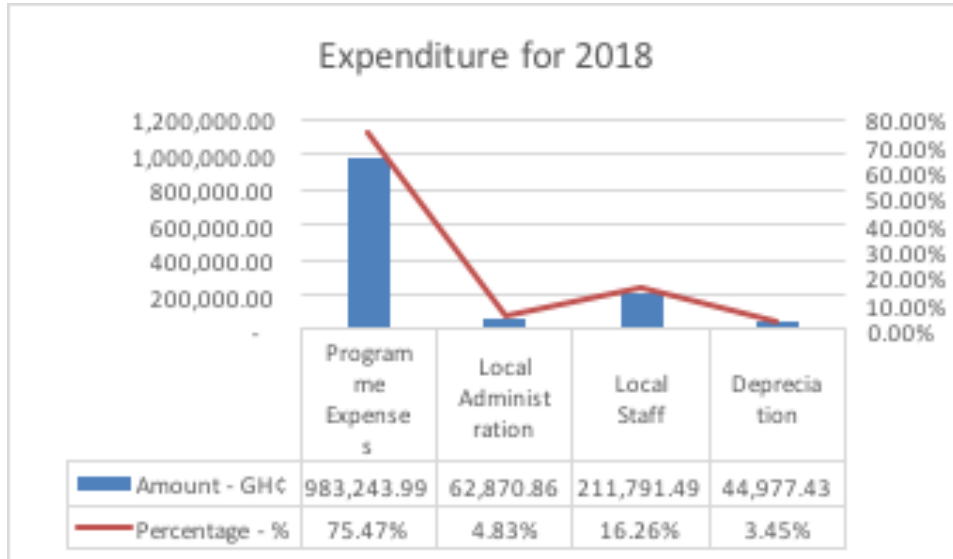


Project Grants were funds received from UNICEF and DANIDA for the implementation of Inclusive Education project, Joint Project and Remodeling Project respectively. These are restricted funds with structured monitoring systems by the donors

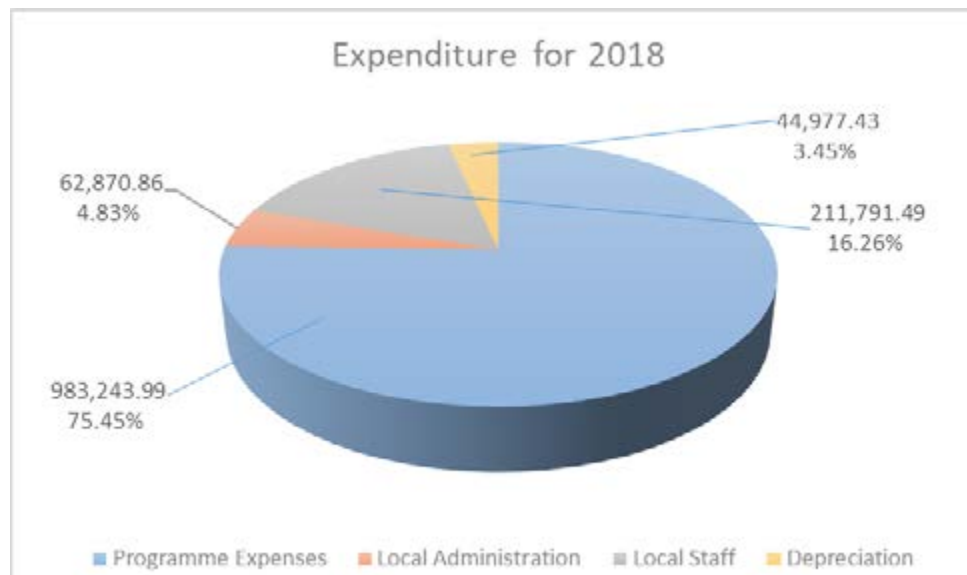
Interests earned are funds received annually or biannual on the operation fixed term deposit.

Fund Raising and Donation boxes are funds raised from innovative activities and engagements by the National Council via the National Secretariat and these included church sensitisations, corporate appeals and placement of IG branded donation boxes at the various banks within Accra to raise funds to support IG

Dues or Membership Subscription were funds received annually from member organisations and members (Parents and PWIDDs) for continued membership in the Inclusion Ghana network for the year 2018.



Consolidated Expenditure 2018 Inclusion Ghana GH 1,302,884



Programme Expenses includes expenditure on all activities relating to the Joint, Remodeling and Inclusive Education projects from DANIDA-DPOD and UNICEF. The Activities ranged from empowering IG members and member organisations to be involved in awareness creations, trainings, elections of district, regional and national executives, monitoring and reviews, creation of national directory on Inclusive education, community and church sensitisations on Inclusive Education in Ghana etc.

Local Administrative activities include National Council Meetings, Auditing, Rent, Utilities, Communication, Sanitation and Maintenance, Stationery and Office supplies, Project Development and Governance.

Local Staff Includes Salaries for National Secretariat Staff (National Coordinator, Finance & Admin Manager, Programmes Manager, Monitoring, Evaluation & Learning Coordinator, 3 Project Officers, Finance & Admin Clerk, Media & Communications Officer and Programmes Assistant), statutory payments (Income Tax and SSNIT) and Volunteer Stipends.



CONSOLIDATED INCOME AND EXPENDITURE ACCOUNTS

STATEMENT OF INCOME AND EXPENDITURE FOR THE PERIOD ENDED 31ST DECEMBER, 2018

INCOME	2018 GH¢	2017 GH¢
Project Grant		
UNICEF - Inclusive Education Project	226,425.60	-
DANIDA DPOD - Joint Project Phase III	566,202.61	431,436.74
DANIDA LEV - Remodeling Project	485,273.35	761,087.06
STAR GHANA- Elections Project	-	9,505.00
Other Income		
Interest Earned	6,700.00	6,500.00
Membership Dues	3,000.00	1,250.00
Fund Raising Activities	2,350.00	500.00
Donation Boxes	1,705.85	372.00
TOTAL INCOME	1,291,657.41	1,210,650.80
Expenditure		
Joint Project Phase III	309,257.50	318,698.20
Remodeling Project	488,324.49	295,650.15
UNICEF - Inclusive Education	185,662.00	-
DRF - Inclusive Education	-	95,000.00
STAR Ghana - Elections	-	10,035.00
Local Staff	211,791.49	187,169.35
Administrative Overheads	62,870.86	60,496.96
Depreciation	44,977.43	38,144.78
TOTAL EXPENDITURE	1,302,883.77	1,005,194.44
Excess (Expenditure)/Income over Income/ Expenditure Transferred to Accumulated Fund	<u>(11,226.36)</u>	<u>205,456.36</u>

Our Donors



MINISTRY OF FOREIGN AFFAIRS OF DENMARK
DANIDA | INTERNATIONAL
DEVELOPMENT COOPERATION



Since 2013, DANIDA has provided tremendous support to strengthening the disability movement in Ghana. For Inclusion Ghana in particular, DANIDA's support since 2010 has been the main force behind our efforts for nationwide recognition of persons with intellectual and developmental disability (PWIDDs) as legitimate members of the disability fraternity in Ghana, and the acceptance of Parent Self-Help Groups (parents/caregivers of PWIDDs) as official representatives of PWIDDs in all forums of disability groups in Ghana.

These two important recognitions paved the way for PWIDDs to have and demand access to all social interventions targeting persons with Disability in Ghana. In addition, DANIDA has been supporting the alignment of the organizational structure of Inclusion Ghana to that of the other disability groups to facilitate the participation of PWIDDs and PSHGs in the disability movement across the country.

Thank You!



The World Health Organization (WHO) is a major sponsor of a wide-reaching healthcare services for many in Ghana. For Inclusion Ghana and other partners on the QualityRights (QR) Initiative, the shift of focus on “charity model” to “rights-based approach” in delivering health services to persons with mental, psychosocial and intellectual disabilities is significant milestone in health delivery development in Ghana.

Inclusion Ghana is extremely excited about the improvement in knowledge of healthcare professionals that the QR Initiative seeks to achieve.



As a child-centered organization, UNICEF is one of the key International Organizations supporting Inclusive Education in Ghana. It played pioneer role in the development of Ghana’s Inclusive Education Policy, and has supported its pilot in 20 selected districts in Ghana. Continuing its marvelous support to realization of inclusive education in Ghana, UNICEF is supporting us (Inclusion Ghana and the Ghana Federation of Disability Organizations) in creating awareness on education of children with Special Educational Needs including Disability (SEND) in selected communities in Ghana, as well as advocating for increased budget allocation to inclusive education in Ghana.

Of particular significance is the support to build a national directory of inclusive education service providers, which will provide a single source from which teachers, education administrators, parents or caregivers of children with SEND and other education stakeholders can locate service providers to meet the specific needs of their children’s education.

NATIONAL COUNCIL

The Inclusion Ghana National Council provides the overall enterprise governance of the organization. It is charged with providing prudent leadership and oversight of all the affairs of Inclusion Ghana. It is made up of members who shows proven commitment to the purpose and objectives of the organization.

PRESIDENT

Justine Aku Kpormasi

Parent of a PWIDD
Retired Tutor of Geography
Koforidua, Eastern Region

VICE- PRESIDENT

Fati Mohammed

Parent of a PWIDD
Lawra, Upper East Region

GENDER & INCLUSION REPRESENTATIVE

Mary Amoah

Parent & Proprietress
Klicks Africa Foundation
Haatso, Greater Accra Region

SECRETARY

Auberon Jeleel Odoom

National Co-Ordinator, IG Secretariat
OD Expert & Disability Rights Advocate
Accra, Greater Accra Region

SELF-ADVOCATE REP, SOUTHERN SECTOR

Gloria Nyanful

PWIDD
Cape Coast, Central Region

SELF-ADVOCATE REP, NORTHERN SECTOR

John Vianus Yelderbong

PWIDD & Student
Jirapa, Upper West Region

MO REP, SOUTHERN SECTOR

Abeiku Grant Baiden

Teacher and Program Facilitator
Autism Awareness Care and Training Centre
Accra, Greater Accra Region

MO REP, NORTHERN SECTOR

Frank Boakye-Dankwa

Social Development Worker
Kumasi, Ashanti Region

EXTERNAL EXPERT

Hon. John Majisi

Member of Parliament, Krachi Nchumuru
Chinderi, Oti Region

EXTERNAL EXPERT

Dr. Kofi Anokye Owusu-Darko

Banker & Director Retail
FirsTrust Savings and Loan Ltd
Accra, Greater Accra Region

EXTERNAL EXPERT

Nii Amui Oblitey

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