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BRIDGING THE GAP II WEBINAR

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>> The broadcast is now starting. All attendees are in listen-only mode.

>> I don't know, but someone started the broadcast and so at that moment the audience can hear us. Just to say to the audience we will just to start in a while and we are just trying to solve

some technical issues. Maria, can I suggest to you -- sorry. Mary, can I suggest to you that Maria can share a screen and share your presentation maybe?

>> MARY KEOGH: Yeah. Okay.

>> ALESSIA ROGAI: I will make her a presenter so we should have the ability to share her screen. Is that correct? Okay. Now I can see the PowerPoint.

Okay. Great. Thank you very much. So, well, we can start I think. Good afternoon and good morning to everyone. I'm sure that now the majority of you at this point already know me. My name is Alessia Rogai, knowledge management and learning coordinator of the program Bridging the Gap and I'm also sure well now that you know well now Bridging the Gap but of course we need to also consider those connected today for the first time.

So just a short introduction about the project and what we are doing today, and we can finally start with this second to last session to our program.

Bridging the Gap is a project funded by the European Union and it's coordinated by international Ibero-American Foundation for public policies and in with three agencies the Spanish, Italian and Australian, and two international NGOs, the Disability Forum and the International Disability And Developmental Consortium.

Bridging the Gap, as you know, is a targeted -- I'm sorry, it's a targeted thematic response to the requirement to make, of course, the development of cooperation more accessible and inclusive of persons with disabilities, which is an obligation for the European Union and member states as referring to the Convention on the Rights of Persons with Disabilities, and which can have a significant way to improve social inclusion and promotion of rights of persons with disabilities.

Bridging the Gap supports the mainstreaming of disability international cooperation and five countries, Burkina Faso, Peru, Sudan, and in plan of implementing inclusive public policies and services.

Today, we finally arrive to host the 11th session of this webinar organized by Bridging the Gap that's from the beginning is exploring different topics involving national experts. The webinar, as you know, are conducted in English, French and Spanish in separated sessions, and you can find all the previous records on our website or on the Facebook on our Facebook pages, but also on YouTube on our YouTube Channel in the separated languages.

And you will find the links to our communication channel in a while in the Chat Box.

So, well, as I said, before finally we arrive to this extremely important topic that we were attending from the beginning, women and girls with disabilities where also the Convention on the Rights of Persons with Disabilities dedicates attention in the General

Principle, including equality between men and women is one of its General Principles, but not only the Convention and Article 6 of the Convention recognizes that women and girls with disabilities face multiple and intersecting forms of discrimination, urging state parties to take all appropriate measures to ensure the full development and advancement and improvement of women.

So, while in this framework, I'm not going further because I don't want to take time from our panelist today. As I said, in this framework, in this session today we'll try to examine international and national policies and programs aimed to removing barriers to the economic and social empowerment of women and girls with disabilities, and to support us, to help us to explore this topic today, we have Mary Keogh who is the Director of Disability Inclusive Development at CBM International and she's been involved with CBM for 10 years in a number of capacities, including working as a voluntary Board Member for CBM International and CBM Island, and as an advocacy technical and program advisor, before being appointed Director of Inclusion Development of CBM International in 2008.

Prior to working with CBM, Mary worked with the International Disabilities Rights as Coordinator of the IBRM European Regional Report and she has also written reports for DUN on inclusive development and most recently contributed to the development of the UN CRPD Committee general comment on women and girls with disabilities.

So I can also go ahead because I know little things about Mary, but of course, I think already like that it's enough to understand that today we have the support of really a wonderful expert for this topic, so I give you the floor, Mary, in a while. And just a couple of technical advice before. For those who watched the previous session, I invite you to watch the session recordings on our YouTube channel, and also I remind you that this session is live captioned, so you'll find the link to follow the live captioning of this session in the Chat -- already in the Chat Box, so thank you very much to the audience and thank you very much to Mary that today we'll also be supported by Maria Gonzales, and I give you both the floor. Thank you very much.

>> MARY KEOGH: Thank you, Alessia, hello and good morning and good afternoon and good evening. I'm generally used to doing webinars with worldwide audiences so to be inclusive to say hello to everybody in all the different time zones.

I'm just joined here with my colleague here Maria Gonzales who might just say a quick hello.

>> Hello, everyone. It's a pleasure to be on this webinar today with such an interesting and needed topic, so we hope you really enjoy this time as much as we do talking about this.

>> MARY KEOGH: So we prepared a small presentation and we

don't really want to take up too much time of kind of speaking all all the time and I want to give enough time for debate and discussions, so we'll take you through the presentation and then we'll open the floor to discussion afterwards.

Just to briefly cover what we're going to discuss today, first of all, we're going to look at who are women and girls with disabilities, how are women and girls with disabilities impacted by discrimination, what are the key issues impacting women and girls with disabilities, how are women and girls with disabilities protected by international law, what steps have development frameworks such as the SDGs taken to ensure the issues that affect women and girls with disabilities are addressed, and then a reflection piece at the end which is really about in our own work, what steps can we take to improve policies and programs?

We've also pulled together a resource list that you can use and refer to. It's not comprehensive, but it has a number of key literatures that you can use and refers to other documents also.

So I supposed to start off, when we say who are women with disabilities, Alissia spoke about when drafting the general comment on women and girls with disabilities -- on women with disabilities for the CRPD Committee, one of the questions was, how do you represent such a diverse group?

I'm actually a woman with a disability myself. I speak from my own perspective of coming from Ireland and, you know, but that is just my own world view in that sense. This is the case for many women with disabilities, so when we discussed originally what this would look like, it was very much around the recognition that women with disabilities are a very diverse group, we're indigenous women, we're young girls and we're older women, we are lesbian, bisexual, transgender women and inter-sex persons and we're also refugee women, my grant, asylum seeker and internally displaced women and we're women, for example, hospitals, residential institutions, juvenile or correction alpha silts or prisons and we're women who come from all walks of love, women who live in poverty, women who live in wealthier circumstances, we have women from different ethnic, religious and racial backgrounds, and we're women with different types of disabilities, so that was paraphrased thereof actually what the definition is in terms of the General Comment for Women with Disabilities in the General Comment.

So I just wanted to put that out there to, I suppose, highlight that we are looking at, you know, a lot of intersecting identities and a lot of multiple layers of identities when we speak about women and girls with disabilities.

The slides we just pushed over there quickly is a video which we can't show today, but it's just to say that it's there on the PowerPoint slides that Alissia will make available, which is a video, basically of women with disabilities and voices of women with

disabilities, and so in your own time you can take some time to look at that.

So I might just hand over now briefly to Maria who is going to take us through multiple discrimination and intersectional discrimination. Thank you, Maria.

>> Thank you very much, Mary. So, yeah, I'm going to talk about a little on what is intersectionality and multiple discrimination.

And so for the ones that are not aware at all on this topic, women with disabilities, as we really all are, intersect by different variables in their life, right. So I am a woman, I'm from Latin America, I speak a certain language, and I'm from a specific ethnic background, so in some cases, the intersection of these variables can really amplify the vulnerable position of some women. For example, women with disabilities that might also be refugees or women with disabilities that perhaps are also from specific ethnic backgrounds so now days there is a lot of evidence showing that these intersections can really impact on the life of women with disabilities because it really increases the vulnerable position of a person, right, that can suffer. And this can lead to perhaps double or triple discrimination.

So for example in Europe, which is one of the regions that is considered to be in a better position, 16% of the population are women with disabilities, and they are considered to be two or three times more likely to suffer discrimination.

So, and there is a quote here, so I think it's important to look at intersectionality of identity. I believe we focus too much on just one. In fact, we are never just one thing. I identify myself as not just a woman, I identify myself as a woman who is black from the south and Deaf. So this is an example of a woman that really has different variables intersecting in their life and she considers herself being more discriminated for these.

So, really, the point I think, there is no really -- it doesn't make a lot of sense if I read these. You can read them by yourself, but the point of intersectionality is to say that people or women with disabilities experiences can really more than disadvantaged in specific contexts and because of the fact that they're women and because of the fact that they have a disability.

Okay, so now I'm going to hand it back to Mary, who is going to talk about how these barriers can really be discriminated into different issues, so handing it back to her.

>> MARY KEOGH: Thank you, Maria. So Maria just spoke about the different layers of intersectional discrimination that women and girls with disabilities can face, so the next couple of slides, I'm just going to take you through, I suppose, some of the key areas within economic, social, and cultural rights and then also within civil and political rights to look at where does this manifest itself

and what are the barriers faced?

So in terms, of I suppose, one of the key development themes that many of the organizations, including CBM works in, is the area of access to education. The World Report on Disability and various other reports have found that women and girls with disabilities are recognized as fairing less well than boys with disabilities, and also women and girls without disabilities in terms of accessing education and training. So, overall, young girls with disabilities and women with disabilities have less access to education.

So, some of the barriers that are faced then in terms of actually accessing education, include lack of access to safe and secure transport to take girls and women with disabilities to school and training, inaccessible classrooms and training spaces and water and sanitation facilities. Not having access to water and sanitation facilities can, for example, many young women with disabilities drop out of school. And also then, depending in terms of the economic context you're living in and also the cultural context you're living in, the cause of the skill can also be a barrier for girls with disabilities, particularly for girls living in poverty.

And then it can be further compounded by negatively held views about how the value of education girls with disabilities have. In some countries and in some respects people say there is actually no value to educate girls with disabilities, and this actually intersects sometimes with the view in general that educating girls, you know, is sometimes not necessarily a priority for families, so this is where the intersection of disability and gender and issues reach.

The other one I wanted to kind of just draw your attention to is economic empowerment, access to employment or livelihood of opportunity, and so we know from reports like the World Report on Disability that people with disabilities are more at risk of poverty and particularly women with disabilities are more at risk of poverty. It shows that the research that was included in the World Report on Disability highlighted that basically women with disabilities have lower participation rates in labor markets to men with disabilities and to women without disabilities, and also women with disabilities have the added disadvantage of trying to access credit and access micro-credit loans and challenges that come with that in terms of the abuse from gender perspective and also from a disability perspective.

So the barriers that are faced, you know, mainly coming from negative attitudes and also misperceptions about the ability with women with disabilities to whether to work in a formal work setting or whether that is to run their own business in terms of their own community.

So the other one I just wanted to briefly touch under in terms

of economic and social and cultural rights is access to health and sexual reproductive rights, so there is very limited data around women with disabilities' access to health, so generally when we think of disability, we always think oh, well, you know, disability and health go hand in hand, particularly if we think of a lot of medical services that some people with disabilities need, not all people with disabilities.

Generally, in terms of all people with disabilities, accessing health services, there generally are a number of barriers and that becomes even further amplified for women with disabilities.

So some of the barriers that are faced, include lack of access to healthcare due to the lack of inaccessible equipment, for example, for women who need mammograms, and then also the negative attitudes by healthcare staff when it comes to sexual and reproductive healthcare and also during child birth, and so human rights watch produced a number of reports that showed women with disabilities have really experienced negative attitudes with regard to child birth and accessing services in that area.

So the other area I wanted to kind of briefly touch on, because unfortunately in a short webinar like this, we're not able to cover everything, so we're covering the economic, social, and cultural rights and civil and political rights, is the aspect that women with disabilities are and face a greater propensity for violence and this is a particular area around integrity of women with disabilities, and in terms of autonomy also.

So some of the barriers, I mean, there is numerous reports from UN Special Report that highlights key issues for women with disabilities, but some of the barriers that women with disabilities face, in terms of whether it's to get access to adequate services or whether it's to report crime, kind of center around, first of all, information not being accessible and not being available, and so if a woman with a disability wants to try and find out how do they -- how do they make a report, how do they or how can they -- what laws have been broken in terms of violating their bodily integrity, and the information is not readily accessible and available for women with disabilities, and also their legal recourse and how they can actually take action against that.

The flip side of that is within the judiciary system and within the policing system, there is a lack of understanding around the specific issues of women with disabilities, and this becomes even more amplified for people and for women with psychosocial disabilities or women with intellectual disabilities when legal capacity issues interact, so it's a very key challenge in terms of the work that we do, all of us in our work around protecting women with disabilities from violence.

So, in terms of -- yeah, in terms of looking at what the protections are, I mean, without going into all the details, this

kind of gives you a kind of a headline of I suppose the involvement of legal protection for women with disabilities. So the inclusion of women and girls with disabilities in international and normative frameworks, it's evolved over a number of decades. It kind of came from, you know, the previous conventions like CDAW and having little or no reference to women with disabilities at the time that it was developed.

We now have moved into a much more, using the term again, intersectional approach for human rights for women with disabilities, and one of the key drivers of that was the Convention on the Rights of Persons with Disabilities, which basically has a standalone article on women with disabilities, which looks at the different protections, identifies where discrimination happens, and sets out what state parties need to ensure women with disabilities are protected from a human rights perspective.

The CRPD has two elements, one a gender mainstreaming element, which basically looks at gender being mainstreamed through all of the articles of the CRPD and it also, as I said, it has a standalone article, Article 6, and also the General Comment which was developed and myself and a colleague worked on that and supported other colleagues, and that was I think, four years ago if I remember, and five years ago maybe, so that is now in place that gives State Parties, I suppose the roadmap around the different areas that need to be addressed with regard to gender equality for women with disabilities.

Okay. Yeah, so this last slide is basically speaking about CEDAW which has also now started in a number of its jurisprudence that has come out, you know, identifying women with disabilities and also there is also now a woman with a disability on the CEDAW Committee which is a wonderful achievement and hopefully will keep help driving the intersectional view of disability within the International Law on Women's Rights. Okay.

So I'm going to hand it back over to Maria now who will broadly speak about the development frameworks.

>> MARIA GONZALEZ: Perfect, so the gender perspective, it's also included in some of the international and development frameworks and so for example the SDGs, the Sustainable Development Goals, which are a continuation of the Millennium Development Goals, target specifically in Goal 5 about gender equality, and it also specifically addresses gender from the perspective of having to be inclusive of all types of women.

So as I was previously mentioning about the intersectionality and the multidiscriminations, of course gender is not an exception in a sense that women is a very diverse category, so all women are different and all women have different needs, so that's a very important angle that the SDGs has.

So, for example, points such as ending discrimination against

all women, eliminate all forms of violence, recognize and value unpaid care work, equal rights and access to economical resources, and enabling technology that is needed, and encouraging women to take the lead and to have really the possibility to be in leadership positions, which Mary had a great example of that, and then also access to sexual and reproductive health, which is also fundamental.

So all of these targets of the SDGs touch on, are not exclusive of women with disabilities, so that's an important angle that it's really necessary to start to consider as a key subject.

So, I'm now going to hand it back to Mary who will take a little bit more about how people can really get involved with this topic.

>> MARY KEOGH: Thanks, Maria, so I'm just going to take us through a few slides and just to give the context for the slides, the set of actions I'm going to start speaking through, and which we can speak to as a group wider when we start opening it up for questions, came from a publication that CBM put together before the conference that took place back in 2016 where we supported the delegation of women with disabilities to attend and to have their voices heard within the feminist base that is very much around women's rights and development, and so within there, a resource was developed called the three Ps, which looked at the personal, political, and the policy. The three Ps, I think we have it listed in the resources there, so feel free to use that. It's a useful way to start thinking about, you know, what we can do at different levels when we start to address whether it's in our own work or whether it's within the -- whether it's in our work or within our partners that we work with are the alliances that we support.

The first aspect is the personal, so we always talk from a women's rights perspective, you talk about the small p and the large P, and so definitely from a personal perspective, women with disabilities supporting efforts to develop leadership for women with disabilities is really important and there are a number of organizations doing really good work in this, you've got Mobility International in the USA which has a women and leadership program that brings together women with disabilities from all over the world together to look at how to really build those leadership skills. You've got the work of UN -- or Women Enabled under the leadership of Stephanie who really does a lot of work on, you know, how do you start building capacity around human rights for women with disabilities, and how do you start really influencing work that needs to happen, and all of these are led by women with disabilities in leadership positions. When we talk about the personal level, it's really about how we start to actually create those around leadership.

When we look then at the next level which is the political framework about supporting movement building, and so at the Outward Conference we attended back in 2016, the focus of that whole

conference was around, how do you build diverse, intersectional movements where, you know, disability issues don't just sit within the disability movement and that the gender and women's rights movement are talking about it, LGBTQI movement is talking about it, and we're all, you know, basically identifying what it means from a human and diversity perspective.

So, looking at supporting movement building, if there is anybody here who is in a position that's able to look at donor funding or funding to work with this is really key because one of the issues that was raised at the Outward Meeting when we had the group of women with disabilities with us, was that women-led DPOs, Disabled Peoples Organization, actually find it quite challenging to get funding, so whether that's from traditional disability funding sources or whether that's from gender because sometimes they can fall through or between the gaps of both because generally sometimes the funding strings can be very specific to identity.

So that was, you know, so looking at how we start kind of developing that kind of political movement and the support that is needed for that.

The last one is to commit to inclusion in the policy, and so you know, many organizations already have gender mainstreaming policies, so we need to really look at how, you know, how the learning interest that can also be applied to a disability perspective and how if you have a gender program or a gender policy, that it's really thinking about how women and girls with disabilities are included in that equally if you have a disability-specific policy around mainstreaming is thinking around how women and girls are included in that, so it's very much a two-way street. Disability policies and programs should not ignore gender equality, and equal gender policies and programs should be inclusive of disability rights, and I think that's kind of the key challenge that all of us face in our work about how we actually get the balance of that correct and what are the tools in the systems that we need to do that.

So we might talk a little bit more about it when with he come to questions. So we've put together just some resources there, and they're there for you to access. It's a mixture and some are from CBM and some of them are more external. You know, I think that this is a really kind of growing area and there is a lot of work that needs to be done for us to make sure that, you know, that we are ensuring that half of the disability population, which are women and girls with disabilities, are included in all of the work that we do. Thank you for listening. We can maybe open for questions now.

>> ALESSIA ROGAI: Hello. Thank you very much Mary and Maria, both of you, for this really interesting introduction to this topic. I really hope that the others, the audience has a lot of questions because I have just for this introduction, I have a lot

of questions, but I want first to give the floor, of course, to our participants.

Usually you can intervene with our experts today by virtually raising your hand or also by putting your question in the Chat Box.

I would suggest and invite you to take the floor, so to raise your hand and directing your talk with Mary and Maria, and absolutely, don't miss the opportunity that we have time today and we have time to with Mary and Maria to talk about this topic. We have the fortune to have their time.

So don't be shy and raise your hand or write your question in the Chat Box.

Before I start giving the floor to the audience, as I said, I have some questions, Mary, so if maybe I can just start with one of the questions because as you know, we Bridging the Gap, work in several countries in Latin America and also in Africa. And indeed, as you know we work in every country for education in Ecuador or working on employment in Sudan and especially we work a lot with women.

But in any case, one of the problems that I hear usually more with respect to the others, and also it was one of the main questions raised in the last -- or in the other session of the Spanish and French one, and even because you were talking about and now it's beginning, Maria said that maybe it's beginning now, the gender equality for persons with disabilities.

So with the lack of representation at the local level is something at the country level is really, really a big issue and it was raised during our webinars and also in our work at the local level. The lack of representation of women, so in that case, I'm thinking that if there is this lack of representation of organizations, so there is also all the advocacy work that is missing on that, so maybe that can be considered other barriers to the issue. I don't know what is it something try? And, of course, yes how we can deal with that, locally especially. Thanks.

>> Thanks, Alissia. Do you want me to address that? Yes, address that. First I have a comment from my colleague who actually co-wrote the General Comment with me so she's in the room, so I'm just saying hello to you.

So in terms of -- I mean, the lack of representation is really one of the -- I mean, in general terms from people with disabilities, lack of representation is an issue. Then when you start to think about from a perspective of women and girls with disabilities, you know, like we have to be conscious of the disability movement, like any movement, and you know, it's sometimes led mainly by men. I'm sorry, and apologies to all the men in the room, but I'm just kind of changing the case.

And so we have the issue then around how this -- how you start to really -- you really start to unpeel this because, you know,

it it will happen in some cultures, you know, it can be amplified more than others.

So the whole piece around representation is starting at -- as you say it's the community level, really around the groups you work with, the self-help groups that are supported and to come together and to mobilize together to be able to speak on issues.

If you don't have that, you're always going to have this, you know, kind of other perspective that we think we know best, and people with disabilities also face that issue and but also women with disabilities face that even more.

So I think the issue is you need to start really with asking the questions about whose not in the room when you're looking at representation, and if women with disabilities aren't in the room, well then it's not being -- whatever structure you have, whether it's a program or whether it's an advocacy campaign, it's then -- it's not representative of half of the disability population, if you want to use a general global term for that.

And so I think that's something that really needs to be thought of in terms of, you know, to kind of program design from the early initial stages, who is in the room around what the program needs to address, and so if we're addressing a program on vocational rehabilitation or addressing a program on empowerment or economic empowerment, are we thinking around the fact that women with disabilities might require personal assistance? Are we thinking about the fact that women with disabilities, like other women, could be mothers and need support for child care? And so these are all of the kind of nitty-gritty details that we need to go to to think about being inclusive, because if we don't, then we are going to miss a gap in that sense, and so I think -- there was another question there, to the example of best practices to include women with disabilities in development programs, and I mean there are practices -- there are some good examples and I mean you've got different organizations out there. Up, and I think internally with ourselves in CBM, we still have a long way to go with this, and you know, we do have some programs, for example, one around violence for women with disabilities in Cambodia and research that came from that, but there are other organizations as well like Humanity Inclusion and I would say also do a lots of work around inclusion and from a gender perspective, so it would be -- it would be nice to see some resource on that, I think, to help. Some kind of resource to the alliances that we work that really shows the work on gender inclusion on disability, and I think that's something that all of us as organizations need to consider. But, yes, there are some good examples of practices and we can point you to them after the webinar.

>> ALESSIA ROGAI: Thank you very much, Mary. So, I would like to, as I can see a raised hand, so I would like to give the

floor to talk with our speakers to Diane Kingston. Okay. I opened your mic. Diane?

>> Okay. Can you hear me?

>> ALESSIA ROGAI: Yes.

>> Great. So thank you, Maria and thank you Mary very much for the great presentation, and it's fantastic to connect with you. I have two questions -- well one question and one other thing.

The first question is about disaggregated data, and often you see that people want to disaggregate data around disability and age and other factors, but a lot of people put down that they want to disaggregate data around gender rather than sex, so I wondered if you could explain the importance of the difference between the two?

And then as a follow-up, I'm really delighted and I'm working now with Sight Savers as their global technical lead on disability inclusion and mainstreaming, and I'm going to be co-hosting and running a gender learning exchange workshop for a West Africa Regional Office. Is there anything during that three-day workshop that you think is absolutely essential to cover? If there was one thing that I absolutely had to get across as a message to West African, and these are different country officers who have a large portfolio of work, of which working with organizations of people with disabilities is part of, but this is their first exposure, if you like, to gender mainstreaming. Thank you.

>> MARY KEOGH: Hi, Diane. Nice to hear from you and nice to connect again. I saw your name there but I wasn't saying it out loud because of GDPR. I'm conscious of naming things in public to great to connect with you again. To answer that question, first of all, in terms of what would be the first thing or what would be a key message. I think it's really about getting the disability organizations or the DPOs or the self-help groups to really internally reflect on what their representative piece is around like gender. Are women with disabilities in that room? And are other -- you know, when we talk about gender now, gender is much broader in terms of what we would have thought of many, many years ago, so this is -- that to me is a real starting point if you have a group in the room because I think if they're not there, well then the work that all of us will do is not going to be inclusive of women and girls with disabilities, or you know I think that's just kind of the reality, so I think that's your first point.

The second point, in terms of data disaggregation, I would like to put my hand up and say I am not an expert and my colleague who does data disaggregation is not with me on this call, and but just in terms of logically when we think about how data fits, the discussion at the moment around the Washington Group questions and various sets of different indicators coming out through the SDGs, and you know and we've done challenges around the -- the challenges around how we actually even define disability and how that actually

looks. I mean, the Washington Group questions have challenges around that, particularly for different identity groups around the Disability Movement, so I think it's something, you know, from a gender perspective, like if you think about it from a sex perspective, it's looking at the biological of counting male and female, and gender is looking much broader at terms of the other structures that create the paradyamics or para imbalances and, you know, choices. And so I think we can clearly say that data disaggregation from within the disability perspective, you know, is challenging, and then broader than the gender perspective, yeah, so it's a good question and I'm seriously not trying to avoid the answer but I'm also not the expert so I'm giving you my point of view. I don't know, Maria, if you have anything that you wanted to add to that?

>> MARIA GONZALEZ: So I'm not a expert on the Washington Set of Questions either, but I guess my thought in that is that also, collecting data according to gender and not only sex, includes the challenge also of people choosing their own option on that, which I think it's a main idea also of collecting disaggregated data, right. So capturing what people really are, and so I guess in that sense it makes sense to really be broader and not only sex focused.

>> That's great. Thank you both very much.

>> ALESSIA ROGAI: Thank you. Thank you. I don't know, if you Diane, want to say something more about it? If not -- I'm sorry. I think you can turn on your mic.

>> Yeah, I'd rather pass the floor on to other people. I think I didn't want to put Mary on the spot because I know Mary isn't a data cruncher and that isn't her specialty, but I just wanted to throw out there that that's quite a complex question, and I was really delighted to hear the answer about having the representation in the room because of the people attending the workshop, it is about half and half of men and women, which is super, but I also want them to go away with a very clear message that as they do the training and cascade it down to their staff and partner organizations, especially organizations of people with disabilities, that there is good representation in the room by both men and women and boys and girls, too. Thank you.

>> ALESSIA ROGAI: Thank you. Thank you very much, Diane. So, I can see in the Chat Box we have another question referring to your first comments at the beginning, Mary. It is asking or commenting like in my experience, it seems that problems for inclusion of women with disabilities must be designed, at least in Africa, especially for women, so how does that go with the concept of inclusion itself?

>> MARY KEOGH: Yeah. Thank you for that question, Sylvia. And I think, you know, sometimes the approaches we take to inclusion can seem counter-intuitive by what we actually mean by inclusion,

and I think it's back to the point that Diane made there with regard to who is, you know, who is in the room and who is representative, back to my original point. And so for example, when we're talking about the inclusion of women with disabilities being designed by women, well, you know, women know best for women in many senses, and you know, I think that -- I don't think that goes against inclusion. I think that actually is inclusion. I think that's actually recognizing that women are leaders and experts in their own right and actually, you know, women's programs should be designed by women. Obviously, there should be a fully inclusive approach to that to make sure that, you know, but they should be designed by women because women are the people who have the experience and expertise.

This always kind of comes back to the mainstreaming and the twin-track approach discussion that we always get caught up, kind of conceptually-wise and we think of the broader piece of inclusion and mainstreaming in the more general sense, and then we go well then why do we also need to do targeted pieces, why targeted programs, why can't everybody sit within the same umbrella of inclusion? Sometimes there are needs for those targeted direct support it's, so I think we have to understand that as part of it, you know, that it's okay to do that. I mean, where it's not okay is when it's, you know, separating people out or specializing or further stigmatizing, but if it's about empowerment and it's about giving the space for women with disabilities to come together and in their own space to speak about their issues, when they've never had that before, to be able to look at how to design and put into programs that meet their needs, I think that that's actually justifiable. But then that's just my view, and but I think, you know, we need to think of the approaches we take to inclusion. Sometimes we think from an inclusive perspective, we they'd to have everybody in the room, and we do, but there are also sometimes when we need to have smaller groups with the least experience being able to actually give their experience to lead development, whether it's in programs or in policies because I think that's pretty critical to do.

>> ALESSIA ROGAI: Thank you. Thank you very much, Mary. I absolutely agree with you. Indeed, I was thinking when you were explaining about it now, about the special dreaming, you said also in the presentation, talking about ensuring the mainstreaming, and in two years indeed I'm working for Bridging the Gap, it will be two years, and I work especially on mainstreaming because Bridging the Gap is a prnl funded support, especially, the mainstreaming -- the disability mainstreaming in all its partner projects, programs, especially we support the commission of bridges on that and so we talk a lot about mainstreaming, and in the last two years, a lot of time I've heard because I work on that, that

we have to refer, for example, for about the work that is being done on the gender mainstreaming, and I think comes from how the gender mainstreaming works, and just maybe, I don't know, it's a good question but indeed, it's the gender mainstreaming, or how the gender mainstreaming considered women and girls with disabilities in its work, especially thinking that if we want to say that they start that years ago working on the mainstreaming regarding gender, so I don't know if I was clear, but if you have some comments on that. Thank you.

>> MARY KEOGH: Yeah. I can give some general comments. I think there are a number of things. I think from the perspective of the gender and mainstreaming or the women, you know, you would have had this theoretical debate between women and development or mainstreaming gender, that was a debate that went on for, you know, decades in regards to when CEDAW came about and all of that. Do you push the identity or do you push the wider structural issues around equality, and I think that still remains with us today, and I think actually even gender equality itself is going through a significant change of what do we actually mean by gender now because gender has become quite fluid in terms of how we understand it and rightly so. We have challenges that come from different groups, and you know, embracing what gender equality set out to do, so I think one of the aspects is though the gender equality in the initial stage, if you look at the movements that came with it, they were not necessarily always conscious or even inclusive of women with disabilities or people with disabilities in general because you have the intersection of, you know, women generally being the people who are careers in society as well, and so you have this intersection between women being the primary careers in society, and then you've got people with disabilities, and you have this particular kind of -- I won't use the term flash point, but you know, people with disabilities were seen sometimes in the view of, you know, the care perspective or the perspective of possibly, you know, creating a situation where, you know, you're a mother of a person with a disability, you know, there are all these challenges there. I think we're moving past that now. I think the intersectionality Maria spoke about earlier on, is really starting to identify that. Look, we're not just one individual. We're not just one identity that makes us up. We actually have to look at what are the systemic structures that we need to change in society, what are the parabalances that we need to change. I think that's beginning to overall change from a gender perspective.

From gender mainstreaming, I think we have lessons we can take from gender mainstreaming. You know, people can generally be exhausted by the term mainstreaming because there are different views on whether it's worked or not, and that is a big debate, and you know there are different sides to that, but there are particular

things that you can take from it. You can take the development of the technical experts on gender inclusion, the systems to measure and hold organizations to account about, are they being inclusive, you know, the accountability piece around, you know, is your board or area board of trustees representative of women. So I think we really need to draw from that. That's the learning that we can draw from gender mainstreaming from a disability perspective, and actually really look at those tools that were used to advance it, you know, but we're living in a world at the moment where gender equality is under massive challenges, so I think there is no kind of necessarily easy answer to that, but I think, yes, we can learn from gender mainstreaming, but I think we also need to challenge the gender equality movement around being more inclusive from a disability perspective.

>> ALESSIA ROGAI: Yeah, I agree with you. I agree with you absolutely. I don't know, yes, it would also be useful for my work, with the work especially on mainstreaming sometimes and we were just through these words, but what they mean.

So, thank you very much. I can see another hand, so I give you the floor, Wasani. Thank you.

>> Hello.

>> ALESSIA ROGAI: Hello.

>> Thank you Maria and Mary for the presentation and for all the information regarded from you, it's very clear and very good for us. But please correct me if I'm wrong, I think we should focus first step on the persons with disabilities, and after that we can come back to the small at the tails like on gender or on the women and on girls with disabilities, so my thought is firstly we should focus on the person with disability in general because like in our countries, they are discrimination from everything and they don't look toe gender or anything else, only they are looking -- they are submit so they discriminate all of them. Thank you.

>> MARY KEOGH: Thank you. I might just answer that and just to come back, and I actually take your point on board regarding in different countries there are different entry points to talk about inclusion, and sometimes it can be easier to do that from a disability inclusive perspective than from a gender perspective, but I think the thing we need to remember is, and I think it's the fundraises slide that we put up, you know, who are we, as women with disabilities, but who are we as people with disabilities? And people with disabilities, you know, are women and men and girls and boys with disabilities, so I think in our work of putting disability, if you want to do it through a disability lens, you just need to make sure that the gender lens is included in that. It might not be -- it might not be the first thing you say to somebody, but it might come after. So, you know, it meet come once you have your initial discussions around inclusion, and you say look, are you

thinking about disability inclusion, how are you approaching that, and then you can follow it up to say, well how is it for women with disabilities, what particular approaches are you taking, or what are you doing for young girls with disabilities or young boys with disabilities. So I think it's very much about the context you work in. I think it's very easy to make very general statement around gender equality and disability equality, but the reality is when it comes to the country you're in, it's very different, and each country is different in that sense.

>> Sure. Sure.

>> MARY KEOGH: Yeah, so I think you know your audience best, but I think if we were to leave out the gender aspect or if we leave out women and girls with disabilities or if we leave out including approaches to the empowerment of women and girls with disabilities, I think then you will have missed something and need to come back to it later anyhow, so it's good if you can integrate it in the beginning. I take your point on board and I understand all of it.

>> Okay. Thank you. Thank you very much.

>> ALESSIA ROGAI: Thank you very much. I don't see other hands raised. I really invite you and invite the audience to take the opportunity that we have these kind of experts today talking about these important topics, so don't be shy and raise your hands.

I'm going ahead because I said I have a lot of questions because I'm really trying to take the opportunity to have you for this one hour and a half, so if there are for the moment, there aren't other questions from the audience so I have another question for you both, Mary and Maria.

We started also, of course, related to Bridging the Gap. We started -- or you talked at the beginning about the different background from, of course, women are common and there was one in the last year that is really raising interest, but of course in a negative way because it's becoming really an emergency.

I think all around the world, it's about the placement and the migrations of persons that ship out migrants all around the world and of course even more for women and girls with disabilities. The risk, I think, for of course are not just about the rights or things of violence and really a lot of risk respect to men, and the same situation, of course.

So my question in terms of the framework of the international context on the outset, the international context, for example, the UN has a plan specific for when to talk about migration to address or pay more attention to the -- to this issue. Or we are so far in terms of migrants and refugees in terms of disabilities, their topic about specific to women and girls with disabilities has not been touched until now.

>> MARY KEOGH: Thanks, Alissia. Big question. I'll see how much I can address. I know there are probably other colleagues

in the room that can support with this as well. You know, when we talk about kind of the migration and the displacement that has happened and we're seeing on a daily basis. And when you were asking that question, actually, the woman that popped into my head is Eugene, Nushim who came from Syria to Germany and told the story of her travel from, you know, with her family and across all of the vary krus different countries and it was interesting, actually, and I really recommend people to read her book because she speaks from a lived experience about actually the challenges of coming from, you know, she traveled by boat and she traveled -- they had to bring the wheelchair on the boat, and there was a discussion at one stage about actually, I think we might need to leave this behind because there isn't enough room with the rest of the family shows and then when she arrived to Greece, then it was the traveling upwards, the accessibility of trains, and now she lives in Germany and her family are with her there and she's accessing education and she's -- you know, I just think her story when you hear it, when you read it, it's incredibly powerful to actually give you a real insight into the story of somebody who lived it because we generally speak from a very theoretical perspective.

When you talk about the UN and their plans around migration, you know, you talk about the international protection is there for people with disabilities, it is there for women and girls with disabilities, but the agencies that are working and supporting, necessarily might not have the technical skills and the capacity to be able to deliver on it.

And what you'll find sometimes that women and girls with disabilities will be part of a camper part of the settlement structure, possibly just by default without having any of the issues or needs kind of dressed kind of addressed. So I think it's a big -- it will become even a bigger challenge when you look at how climate change is impacting in terms of the countries, s but people are also leaving and coming from, and so it's something that we really need to address into the future. Organizations like UDF are doing work with regard to, you know, refugees and migrants in terms of Greece because it became a big issue in Greece for the national organization there.

So we have a collective knowledge on this but we just need to start figuring out how to elevate it to a level that we can share so that it doesn't become so overly technical, but it becomes part of an already complex issue that many countries are dealing with, so, yeah, no particular silver bullet, as we say in Ireland, but I think it is approximate that question, you know, about getting organizations to actually share their practices about how they've done it to inspire others to do it, and listen tolling voices of people who have been through the journey, have been through it, so I think it's really important.

>> ALESSIA ROGAI: Thank you. Thank you very much. Marry. I know it's really a big topic, this one, and really urgent at the moment. Like unfortunately many others.

So, I really invite also the audience, and not just us asking questions at that point, but even to share your experience and with respect to the theme that we touched on in this last one hour and also about this topic connecting migration with persons with disabilities, especially with respect to the risk of women and girls with disabilities.

I can see from our audience today that we have participants from several countries in Africa, Asia, and also in Europe, so I would invite you to share with us your experience with the theme but also with the others, the other topics we talked about today.

For example, some ex-practices or perspectives on how to include women and girls with disabilities in relevant projects, development programs at local level, what's your experience with that? So don't be shy to share it with us. Thank you.

I don't know, Mary, if you have any other maybe comments on that?

>> MARY KEOGH: Nothing to add beyond what I just said, no. Sorry, Alissia?

>> ALESSIA ROGAI: I'm sorry.

>> MARY KEOGH: No, from my side I have nothing else to recommend, but I really recommend that people read the book to see the realized experience, but I welcome other people in the room because there are a lot of different experts in the room, so if there are others with any particular viewpoints on this, it would be good to hear them.

>> ALESSIA ROGAI: Okay., so thank you very much, Mary. Thank you very much Maria. I don't know if you, Maria, want to add anything more or we can arrive at the end of this session?

>> MARIA GONZALEZ: I think I don't have any specific comments and all the discussions were really interesting, I think, some topics and there is more work and information in some of the topics that were discussed around other ones, for example migration, but not really to be honest. Thank you very much for your questions as well because all the questions were really interesting, and it's interesting how to see the perspective -- the different perspectives, really.

>> ALESSIA ROGAI: Okay. Thank you very much.

>> MARY KEOGH: Thank you, Alessia for having us.

>> ALESSIA ROGAI: Thank you very much. It was really interesting, and thank you also to Maria.

>> MARIA GONZALEZ: Thank you.

>> ALESSIA ROGAI: So, I would like also to thank as usual our audience, participants, thank you also for the questions. I really hope that you find -- you found this session useful. We will

provide, as I said at the beginning, it was the last -- or the second to last session of this cycle that started now one year ago. We will have -- we will have the last session of this cycle the last week of November. I will -- we will communicate with you really soon the dates because we have already the speakers for the last sessions, so the speaker for the Spanish one will be set and that you have as a speaker for the English session about employment, and it will be Alex Scott, so really these last important -- sorry, this last session, and I will come back with more information and details about this last session and the registration link really, really soon.

So, well, thank you very much again to everybody. Thank you Mary and Maria, and so we will talk soon again about this topic I'm pretty sure, even because we will as Bridging the Gap, we will have our annual event this year in Rome the 14th of November and the topic will be exactly about -- will be women and girls with disabilities, so another occasion, another opportunity to learn more about that and how to support really practically at the global level, but especially at the country level women and girls with disabilities.

So, well thank you very much to everybody again and see you, as usual, see you at the end of November for the last session of the Bridging the Gap.

>> MARIA GONZALEZ: Thank you. Bye.

>> ALESSIA ROGAI: Thank you. You too. Bye.

(session completed at 9:41 a.m. CST)

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