
Including Disabled People Research Report September 2019 V1.1



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Contents

Acronyms and Abbreviations	3
List of Tables	3
List of Figures	3
Acknowledgements	4
Note on confidentiality	4
Executive Summary	5
1. Background	7
2. Literature Review	8
3. Methodology	11
4. Limitations	13
5. Findings	15
5.1 Disabled people	15
5.1.1 Characterising research participants	15
5.1.2 Motivations and barriers to involvement	16
5.1.3 Interest in involvement	18
5.1.4 Enablers of involvement	20
5.1.5 Awareness of key organisations	22
5.2.1 Characterisation of organisations	23
5.2.2 Involvement of disabled people in the work of the organisation	23
5.2.3 Awareness of key organisations	28
6. Conclusions	29
7. Recommendations	36
8. References	38
Annex A – Survey of Development Organisations	38
Annex B – Survey of Disabled People	50
Annex C – Interview topic guides	63
Annex D – Characterisation of development organisations interviewed	71

Acronyms and Abbreviations

DP	Disabled person / disabled people
DPOs	Disabled People's Organisations (majority-led by disabled people)
DW	Disability Wales
DWA	Disability in Wales and Africa
HCA	Hub Cymru Africa

Page

List of Tables

Table 3.1 Summary of responses from development organisations	13
Table 3.2 Summary of responses from DPOs	13
Table 5.1 Involvement of disabled people by Wales-Africa organisations	25

List of Figures

Figure 5.1 - Interest in engaging with Wales-Africa organisations	19
Figure 5.2 – Interest in going to Africa to support development	19
Figure 5.3 - What might encourage disabled people to get involved with Wales-Africa organisations	20
Figure 5.4 - How does your activity help disabled people to become an active part of the community?	28
Figure 6.1 – Types of work undertaken by Wales-Africa partnerships	32
Figure 6.2 – Types of work of interest to disabled people	32

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Note on confidentiality

All participants in this review took part on the understanding that their feedback was confidential. All quotations are anonymised and references to interviewees and survey respondents are made using random allocations of the female and male genders in order to help preserve anonymity.

Executive Summary

The involvement of disabled people in the Wales-Africa sector has been the focus of a partnership project between Disability in Wales and Africa, Hub Cymru Africa and Disability Wales. Using mixed methods of surveys and interviews with disabled people, disabled people's organisations and Wales-Africa organisations, this research set out to establish current practices and aspirations for increasing the involvement of disabled people in the Wales-Africa sector. This report highlights a number of challenges and offers some solutions for improving inclusion of disabled people.

Historically, the voices of disabled people have been missing from the development agenda, despite being key target beneficiaries of efforts to reduce poverty and social injustice. Whilst there have been clear efforts within Wales to increase the activity of disabled people, progress has been limited.

The low engagement rate of disabled people with the research reinforced the existing observation that the work of Wales-Africa organisations is not high on the radar for disabled people or their organisations. The findings suggested many disabled people in Wales feel it is difficult enough to secure their basic rights and access support in their day to day lives such that they prioritised local issues over international ones.

The challenges of involving disabled people are by no means unique to the Wales-Africa sector. However, many disabled people who did engage with the research are already active volunteers in their local communities, seeking out opportunities to make a difference. They frequently used their lived experience as disabled people to contribute to furthering disability equality in Wales.

Disabled people expressing an interest in Wales-Africa work identified the importance of knowing what opportunities exist for their involvement,

feeling welcome and making a meaningful contribution. People could also be encouraged by knowing that efforts would be made to understand and address concerns regarding accessibility and inclusion. Additionally, people were aware that their limited understanding of cultural and practical differences between the lives of disabled people in Wales and Africa, meant that it was important that African disabled people were involved in setting the priorities of any work designed to benefit them.

Wales-Africa organisations demonstrated a desire to be inclusive and recognised that different perspectives bring value to their work. However, many organisations are very small and not seeking to expand or are restricted by limited resources, capacity and work spaces. The lack of robust equalities data collection also poses a challenge to monitoring any efforts to improve inclusion.

There are some straightforward actions that development organisations can take forward to communicate their work and welcome the inclusion of disabled people. Showing how disabled people are already involved and making a contribution and offering opportunities to exchange knowledge and show solidarity would break down stereotypes and encourage involvement.

The partner organisations who instigated this research can also play a role in supporting organisations to improve how they involve disabled people, through the provision of appropriate resources and training.

1. Background

Disability in Wales and Africa (DWA), Hub Cymru Africa (HCA) and Disability Wales (DW) secured support from Susila Dharma and Wales for Africa for a project to encourage disabled people's involvement in the various undertakings of the Wales Africa sector. A baseline understanding of current attitudes and practices surrounding disabled people's participation in the sector was required.

This report responds to that baseline requirement and seeks to respond to the research brief by identifying:

- a) factors that impede and support disabled people's inclusion
- b) the value to individuals, groups and organisations of including disabled people
- c) how much potential interest there is amongst Welsh disabled people in participating in Wales Africa activities
- d) how disabled people and their organisations perceive the Wales Africa Sector
- e) what things might motivate a disabled person to engage with the Sector
- f) what the barriers are towards disabled people's involvement in Wales Africa activities and how they can be removed
- g) what potential there is for Wales Africa Partnerships to involve and incorporate the skills and expertise disabled people have to offer
- h) how the Wales Africa Links perceive disability inclusion and why they perceive it in that way
- i) why so many Wales Africa Links appear to see disability inclusion as an exercise in tokenism / a red herring / too difficult, rather than an exercise in development work, good practice and something from which they would benefit
- j) what conclusions can be drawn and recommendations can be made from the study
- k) what resources and activities are needed, to enable disabled people's inclusion and involvement within the Wales Africa Sector.

2. Literature Review

Discussion about inclusion of disabled people in development tends to centre on improving inclusion of disabled people overseas in health, education or livelihood development programmes. This was in part driven by a realisation around the turn of the millennium that disabled people tended to be invisible to mainstream development programmes, effectively disenfranchising some of the most vulnerable people from efforts to reduce poverty¹. It was estimated by the UN at that time that disabled people made up 10% of the world's population, with two-thirds of severely to moderately disabled people living below the poverty line². Paradoxically, the invisibility of disabled people may have arisen in part from participatory development efforts by development organisations³. Given disabled people tended to be hidden from public view in developing countries, their issues were seldom heard.

Subsequently, efforts have been made to involve disabled people in developing countries in development programme design. For example, *Disability and International Development*⁴ explores the experiences of disabled people in a range of low and middle income countries. It acknowledges that disabled people may be excluded but other issues, such as gender, can reduce or exacerbate the extent of such exclusion. Criticism of participatory development arises from accusations that some NGOs are tokenistic⁵, strategic initiatives of government can be missed

¹ Overseas Development Group (2004) 'Disability Knowledge and Research: Assessing Connections to DFID's Poverty Agenda', p5 accessed at https://assets.publishing.service.gov.uk/media/57a08cad40f0b652dd001498/PolicyProject_IsabelOrtizReportFinal.pdf on 13/09/19

² Ibid

³ Mohan, G. (2001) 'Participatory development', in: Desai, V. and Potter, R. (eds.) 'The Arnold Companion to Development Studies', Hodder, pp. 49–54, London accessed at <http://oro.open.ac.uk/4159/1/DEVCOMP2.pdf> on 13/09/19

⁴ Maclachlan, M and Swartz, L. (2009) 'Disability & International Development', Springer, New York accessible at <https://link.springer.com/book/10.1007/978-0-387-93840-0>

⁵ Richards, P. (1995) 'Participatory Rural Appraisal: A quick and dirty critique' accessed at https://www.researchgate.net/profile/Paul_Richards6/publication/238772781_Participatory_rural_appraisal_A_quick_and_dirty_critique/links/0f3175303bfcc30179000000/Participatory-rural-appraisal-A-quick-and-dirty-critique.pdf on 13/09/19

or communities are treated as homogeneous⁶. For example, the life experiences of disabled people with visual impairments may be very different from those of people on the autism spectrum.

Whilst acknowledging the above reservations, involvement of potential disabled person beneficiaries in the design of programmes had become part of mainstream international development thinking by the early 2000's. A paper sponsored by the Asian Development Bank went further, suggesting *people with disabilities are involved in any project steering committee*⁷.

While involvement of disabled people in development as beneficiaries may arguably have reached mainstream development thinking, the literature remains largely silent on any contributions disabled people might play within development organisations. One exception was Yeo and Moore arguing that achievement of the then Millennium Development Goals was not possible without fully including disabled people⁸. They contended that the lack of involvement of disabled people within development organisations meant organisations viewed *disability* as a specialist topic whereas they were typically generalists and felt justified in ignoring disabled people's issues. Consequently, disabled people remained largely unheard and so the poverty faced by disabled people would remain unaddressed. They called for greater engagement of disabled people in formulating policies, consultations and delivering the work of development organisations to counter the prevailing situation.

⁶ Mosse, D. (1994) 'Authority, Gender and Knowledge: Theoretical Reflections on the Practice of Participatory Rural Appraisal', *Development and Change*, 25, 497-526.

⁷ Edmonds, L.J. (2005) 'Disabled People and Development', p46, Asian Development Bank accessed at <https://www.think-asia.org/bitstream/handle/11540/5360/Disabled-people-and-development.pdf?sequence=2> on 13/09/19

⁸ Yeo, R. and Moore, K. (2003) 'Including Disabled People in Poverty Reduction Work: "Nothing About Us, Without Us"', *World Development* Vol. 31, No. 3, pp. 571–590

Despite Yeo and Moore's call for action in 2005, a recent UN report⁹ continues to call for engagement with disabled people to address the Sustainable Development Goals:

“Without the world’s one billion persons with disabilities - 15% of the world population - being included as both agents and beneficiaries of development, these Goals will never be achieved. Yet, persons with disabilities are still invisible and often left behind”¹⁰.

Rather than end on this somewhat downbeat note, it should be noted that there are positive examples of development organisations working hard to include disabled people appropriately. Rollout of the *Travelling Together* training developed for World Vision is a notable case in point¹¹.

⁹ Department of Economic and Social Affairs (2019) ‘Disability and Development Report - Realizing the Sustainable Development Goals by, for and with persons with disabilities’, United Nations, New York accessed at <https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/07/disability-report-chapter2.pdf> on 13/09/19

¹⁰ Ibid, p285

¹¹ Coe, S. and Wapling, L. (2010) ‘Travelling Together’, World Vision UK accessed at <https://www.wvi.org/disability-inclusion/publication/travelling-together> on 13/09/19

3. Methodology

The following were reviewed to establish the context for the research:

- An internal DWA document on the history of the Wales-Africa sector over the last 10-15 years
- Learned Society of Wales and WCIA (2019) 'Contributing to Wales's International Strategy' accessed at <https://www.learnedsociety.wales/contributing-to-wales-international-strategy/> on 13/09/19
- James, G. (2014) 'Disability Inclusive Development and the Wales Africa Sector', DWA, accessed at <http://www.dwanetwork.org/resources/reports/> on 13/09/19
- Welsh Government (2016) 'Wales for Africa 10 year report' accessed at <https://gov.wales/wales-africa-10-year-report> on 13/09/19

The researchers also attended a HCA / DWA event 'Including Disabled People in Development' on 18/02/19.

Initially two surveys were designed to secure findings from representatives of Wales-Africa organisations - [annex A](#) - and disabled people – [annex B](#).

16 of the 31 responses to the survey for Wales-Africa organisations came from the researchers attending the Wales International Development Summit in 2019 and proactively approaching delegates to complete the survey in face-to-face sessions. The remainder of respondents came from an on-line version of the survey promoted via Twitter. In the absence of a comprehensive contact list of Wales-Africa organisations, a directory of Twitter handles of Wales-Africa organisations was compiled. These Twitter handles were used to tag Wales-Africa organisations in tweets to encourage completion of the survey. Towards the end of the survey period, Hub Cymru Africa

promoted the survey link via its member newsletter. This did not generate any additional responses.

The disabled people's survey was loaded to an online platform and promoted through a combination of social media via the Disability Wales Twitter account and requests to disabled people's organisations to circulate information about the survey to their members. This yielded a total of 65 responses.

It had been recognised from previous studies that the number of respondents to these surveys was unlikely to be high enough to provide generalisable statistics about the Wales-Africa sector or DP in Wales. Consequently, surveys provided a mechanism to gain informed consent to approach survey participants for qualitative, depth interviews.

Depth interviews were used in two ways:

- to probe key survey insights to understand perceptions and motivations of respondents more fully;
- to provide robustness to the research i.e. use of multiple methods enabled triangulation of findings.

Although 17 of the 31 survey respondents indicated they were willing to be re-contacted for interview, only three were interviewed. This was because either they had already been surveyed face-to-face and it was felt little further was to be gained (three people) or approaches yielded no response (up to three approaches were made per person).

In addition to following up survey respondents, a list of development organisations was identified from a previous DWA survey. Contacts were identified either through publicly available sources or cold calling their general telephone numbers and requesting interviews. Up to three attempts were made to contact each organisation. The responses are summarised in table 3.1.

Table 3.1 Summary of responses from development organisations

	Number of organisations
Organisations approached	43
Organisations no longer active	8
Interview declined	4
No response	20
Interview completed	11

In a similar way, a short list of disabled people's organisation (DPOs) was compiled and cold called to request short interviews (up to three approaches). Table 3.2 summarises the results.

Table 3.2 Summary of responses from DPOs

	Number of organisations
Organisations approached	11
Initial response but no further responses to requests to schedule interview	3
No response	4
Interview completed	3

Overall, the following number of interviews were secured:

- 8 disabled people
- 4 representatives of DPOs
- 14 representatives of Wales-Africa organisations.

Topic guides for the semi-structured interviews are provided at [annex C](#).

Characterisation of organisations interviewed can be found at [annex D](#).

4. Limitations

The Disability Wales Twitter account has over 12,500 followers. Nonetheless, only 65 people began to complete the disabled people

survey. This may suggest something about the level of interest in the topic but equally we have no way of knowing how many followers were active on the occasions when the survey was promoted.

Six of the respondents were exited from the survey because they were not disabled people. However, a further 23 respondents dropped out of the survey before completing the second question. Initially there was concern that the content of the second question prompted this (question 15 in [annex B](#)) so the order of questions was changed around half way through the survey window. However, this did not stem the rate of drop out. This may suggest a lack of general interest in the substantive topic of the survey. If true, this might suggest the respondent sample is biased towards those disabled people with an inherent interest in Wales-Africa work rather than being representative of the general population of disabled people in Wales.

Responses from surveys and interviewees show a spread of organisations from all regions of Wales¹², although there were only three survey respondents from north Wales and no interview participants.

¹² Annex A, response 2 and Annex D, response 1

5. Findings

5.1 Disabled people

5.1.1 Characterising research participants

Only 14% of survey respondents were engaged with the Wales-Africa sector. This contrasted with 50% who had not considered becoming involved and 36% that had considered involvement but are not currently engaged¹³.

The top three reasons cited for not being active in the sector were:

- not knowing what opportunities are available for getting involved (52%)
- never having considered involvement (41%)
- having other priorities for their time and energy (34%).

The remainder were a mix of issues regarding access requirements, inclusion and a lack of confidence to get involved¹⁴.

Additional explanations given for lack of involvement showed a mix of concerns. Some people worry that their impairment could compromise their ability to take part, including how medical needs would be met. A fear of being a burden to others was also raised. Also notable were wider concerns about LGBTQ+ and gender rights, cultural and linguistic differences and personal safety in Africa. Finally, people noted that they have a hard enough time getting the support they need for day to day life in Wales, to the extent that the needs of people elsewhere were low on their list of priorities.

Nine survey respondents indicated involvement with Welsh organisations promoting development in Africa. Five of these people are

¹³ Annex B, response 2

¹⁴ Annex B, response 3

board members, two have volunteered in Africa and the remainder participate through other volunteering roles.

For those who are involved with Wales-Africa organisations, the most cited were Disability in Wales and Africa (DWA), Brecon Molo and ResponseAble Assistance, with references also to the Safe Foundation and Tools 4 Life Swaziland.

Most other interviewees had some awareness of Wales-Africa organisations, often in the context of wider international development work. Additionally, some had links with African people or projects in Africa through personal or work-based experiences. None were formally involved in any Wales-Africa organisations, although one participant had recently become aware of a local organisation via social media doing work in Africa and had enquired to find out if there were opportunities to become involved.

All but one DP interviewed have been or are currently active as volunteers in a range of roles. Most interviewees had volunteered in roles for disability organisations or groups or provided their lived experience and expertise as a disabled person. This suggests those engaging with the research were already inclined towards volunteering and held an interest in disability.

Volunteering roles included youth work, church activities, trusteeships, advisory groups and expert advisor / speaker on disability issues. Most interviewees also worked or were recently retired.

When asked about their motivation to volunteer, 'making a difference' and 'giving back' featured most strongly, followed by 'bringing people together and improving lives'.

5.1.2 Motivations and barriers to involvement

Throughout the comments on the survey were references to disabled people not having adequate access or their own essential needs met

here in Wales. A small number clearly felt very strongly that efforts need to be focused on supporting disabled people's rights in Wales before looking to support people in Africa. While interested in the situation of DP elsewhere in the world, most representatives of DPOs interviewed echoed these sentiments, providing examples of access groups around Wales closing due to lack of funding or members drifting away due to feeling dispirited from feeling local government was not listening to them.

One DPO interviewee recalled their involvement in a speaking tour of Welsh organisations by a DP from Africa to raise awareness of the experiences of DP in his country and provide opportunities to show solidarity. While successfully highlighting the significantly worse situation of DP in his country, the repeated, forceful requests for financial support were viewed as off-putting by DP in the audience who did not feel they had the resources to help. DPOs are frequently funded by local authorities or grants with strict criteria that do not provide flexibility to go beyond their remit and encompass international concerns.

However, for survey respondents with an interest in the Wales-Africa sector, supporting equality and human rights (65%), livelihoods (50%) and solidarity with African people (50%) were most popular. This was closely followed by environment (47%) and health (44%)¹⁵.

When asked about possible barriers to inclusion and access in Wales and then in Africa, lack of access or provision of reasonable adjustments and lack of funding to provide adjustments were key concerns, followed by lack of accessible information¹⁶. These concerns were higher in regard to the African end of a link. 29% and 36% were also concerned that disabled people would not be welcome to participate in Wales and Africa respectively.

¹⁵ Annex B, response 6

¹⁶ Annex B, response 7

The lack of involvement in the sector by the majority of survey respondents suggests guesswork is likely to have informed answers on barriers to being involved in Africa or perhaps experiences in Wales have informed responses. However, another reservation relates more to questions around the real value development organisations might place on a DP's contribution:

“One further hurdle is ‘will the organisation appreciate what I have to offer?’”

(Disabled person survey respondent)

A strong theme within comments from DP was the importance of African DP being involved with any projects undertaken:

“The projects need to be led by African people living in the communities the projects will support. It is not up to us to decide what they need.”

(Disabled person survey respondent)

“[I am] always conscious that this could be a loaded viewpoint i.e. a bunch of white middle-class westerners with their own agenda.”

(Disabled Person – Interviewee)

Some participants went further, suggesting a lack of insight into cultural differences and the lived experience of disabled people in Africa was a barrier to them making a meaningful contribution. It was suggested a key focus needs to be on empowering African DP to self-advocate.

5.1.3 Interest in involvement

43% and 45% of respondees were interested or very interested in engaging with Wales-Africa organisations from the Wales or Africa end of a link, respectively¹⁷. These included the five already active in Wales-Africa organisations. Nonetheless, this represents an additional 28% (10

¹⁷ Annex B, responses 9 and 11

people) and 31% (11 people) respectively of DP with an interest in engaging with the sector.

Figure 5.1 - Would you be interested in engaging with organisations in Wales that do development work in Africa? (e.g. as a supporter, volunteer, board member, fundraiser, adviser, staff member)? (n=36)

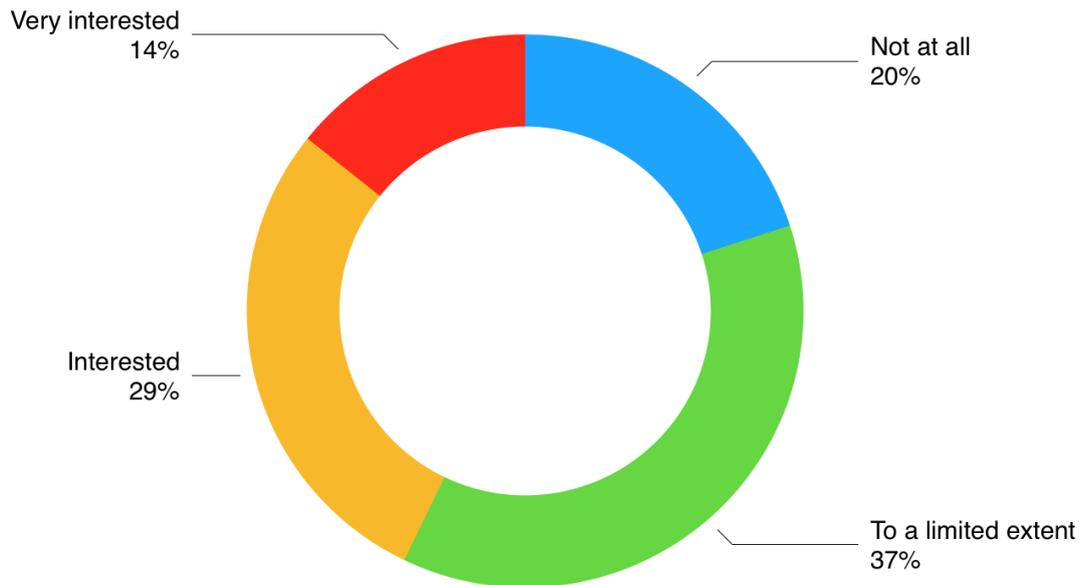
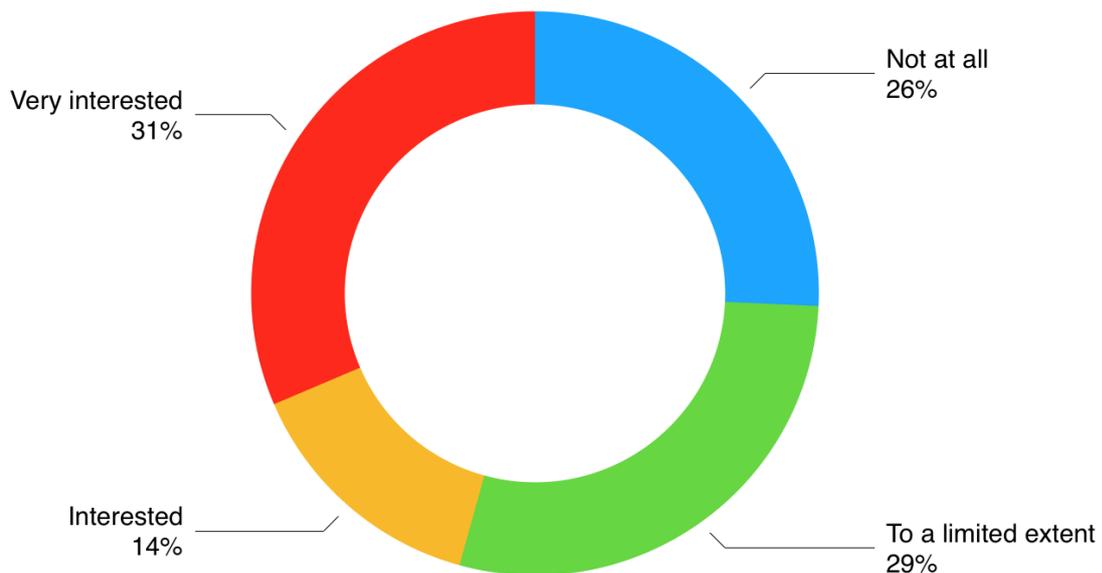


Figure 5.2 - If an opportunity arose, how interested would you be in going to Africa to support a development activity? (n=35)



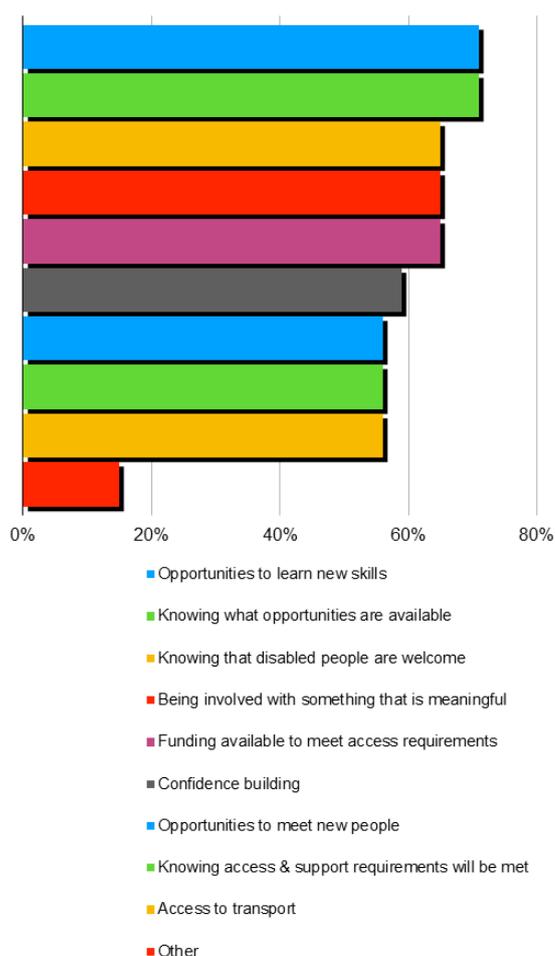
Reasons given for not wishing to be involved largely cited:

- other commitments on time
- concerns that access requirements would not be met or
- a fluctuating impairment / condition would make it hard to maintain a commitment¹⁸.

5.1.4 Enablers of involvement

When asked what may encourage DP to get involved with Wales-Africa organisations, survey respondents indicated a number of motivating factors, summarised in figure 5.3.

Figure 5.3 – What might encourage DP to get involved with organisations in Wales delivering work in Africa?



¹⁸ Annex B, responses 9 and 11

Knowing what opportunities are available for disabled people was a frequent theme from the survey and interviews. The opportunity to learn new skills appealed strongly also. This was closely followed by 'knowing that disabled people are welcome'. The need to be involved with something that is meaningful was another theme of interviews. The point was made that when people already have busy lives, they need to feel that there is a clear connection and a tangible positive difference being made for people in Africa as a result of their participation.

Meeting and funding access requirements would also encourage disabled people to engage with the sector.

“Having information to understand what opportunities exist and how to access them is important as well as the confidence of knowing that any reasonable adjustments to support everyone’s contribution will be understood and supported.”

(Disabled Person Survey Participant)

A number of interviews drew out a distinction in the experience of volunteering for a Deaf-led or disability-led organisation where thinking about access requirements was already embedded, against the experience of volunteering in environments where disabled people were not already present. Especially for those who had hearing loss or communication support requirements, the effort involved in securing reasonable adjustments didn't seem worth it.

Two participants were keen to point out that organisations need to be understanding of hidden impairments and fluctuating conditions such as pain and fatigue. They felt that sometimes ill health would prevent them from participating to the level that they would like, especially so when their health is unpredictable.

“I get tired easily, can’t stand for long periods and I worry that people would think I am unreliable. I don’t want to let people down or have people think badly of me.”

(Disabled Person Interviewee)

Concern relating to benefits scrutiny was raised by one interviewee, who had been maliciously reported for benefit fraud in the past. It created anxiety about being ‘seen’ and they would be more comfortable with ‘behind the scenes’ roles.

One survey respondent suggested it is important to see DP active at the top of organisations, in addition to providing examples of how DP are involved in a range of volunteering roles.

“It’s never occurred to me that this would be an option. Volunteers often look like young, healthy, able-bodied people. I’ve always worried I’d be in the way.”

(Disabled Person – Survey Respondent)

5.1.5 Awareness of key organisations

Most people responding to the survey were likely to have become aware of the research via Disability Wales’ social media. It is therefore unsurprising that 94% of participants noted an awareness of Disability Wales. However, just 33% and 29% were aware of Disability in Wales and Africa and Hub Cymru Africa respectively.

Some individuals are unclear about the purpose of Disability in Wales and Africa:

“Although I understand that African disabled people may suffer great oppression and discrimination, I have no real information about what DWA actually intends to do and what it is for.”

(Disabled Person – Survey Respondent)

Another respondent stated having attended a Hub Cymru Africa event but found it hard to get around in their wheelchair due to lack of space. More positively, that respondent did note the level access and good, accessible toilet facilities.

5.2 Wales-Africa organisations

5.2.1 Characterisation of organisations

Organisations based in all regions of Wales were represented within survey responses, albeit none from North Wales participated in interviews¹⁹.

Only one response was from a Welsh-based development organisation of substantial scale i.e. with global staff in the hundreds. Most interviewees suggested they came from organisations with no or a *handful* of staff and Welsh-based volunteers ranging from ‘a group of friends around a kitchen table’ through to those attracting tens, and less frequently, hundreds of volunteers.

Representatives suggested links with 24 distinct African countries, with some instead suggesting links with countries covering regions such as Sub-Saharan Africa or, in one instance, all of Africa²⁰.

Education, health and livelihoods stood out as key areas of interest for development organisations responding to this research²¹.

5.2.2 Involvement of disabled people in the work of the organisation

Table 5.1 contrasts the levels of engagement of development organisations with disabled people in Wales and Africa.

¹⁹ Annex A, response to question 2 ; Annex D, response 1

²⁰ Annex A, response to question 3, Annex D, response 2

²¹ Annex A, responses to question 5; Annex D, response 3

Table 5.1 Involvement of disabled people by Wales-Africa organisations

Activity	In Wales	In Africa	Don't know
Conducts work with DP	28%	44%	28%
Conducts work with disabled volunteers	43%	29%	29%
DP use the organisation's services	17%	66%	17%
Families of DP use the organisation's services	28%	59%	14%
Advocates on behalf of DP	25%	63%	13%
Has DP on the main board of the organisation / programme	23%	-	23%

Statistics drawn from annex A, responses 6 and 7.

Rounding errors introduced.

Given the percentage of respondents that did not know whether disabled people were involved, typically due to the limited perspective of their role within the organisation, this suggests upwards of two thirds and potentially around three-quarters of organisations have DP or their families as beneficiaries of their work in Africa. This would be in line with insights provided by interviewees, almost all of whom recognised that some DP or their families would benefit from their work in Africa.

Involvement of DP in Wales in supporting this work is lower, most notably at board / steering group or employee levels but also at a volunteer-level, albeit the latter is not at such a large differential level. Levels of engagement noted in table 5.1 were similarly reflected in findings from interviewees. Nonetheless, there remains uncertainty in these levels of engagement. As a number of survey respondents and interviewees suggested, people may have invisible impairments or conditions while some people do not necessarily identify themselves as disabled people even if they have an impairment. Moreover, between 44% and 66% of survey respondents reported that their organisation did not collect equalities monitoring data at any level, so they could not be

sure about levels of involvement of DP²². In part, this was a feature of the relatively large number of small organisations responding who fundraised directly from the general public. Equalities information is sometimes required by grant donors but organisations that do not utilise grants may not consider the value of collecting data on the participation of DP.

Exploration of why organisations may have lower levels of engagement of DP in Wales than they have as beneficiaries in Africa suggested a variety of reasons²³:

- Many of the Wales-Africa organisations are very small and leaders draw upon a small pool of people, typically of people from similar backgrounds to themselves
- DP may not know about their organisation as it lacks the resources to promote itself to the wider public or know how to reach out to DP
- Offices and meeting venues used by some organisations in Wales may be inaccessible to some DP
- Some people within the development sector may feel they lack the understanding of specific impairments or conditions, skills or funds to involve DP in their work.

83% of survey respondents suggested they are looking to involve more DP either now or in the future. Interviewees, however, tended to clarify that this was more an expression of being open to including more DP in their work rather than a declaration of proactive intent. Nonetheless, almost all survey respondents and interviewees suggested they perceived benefits in including DP in their work. Understanding what benefits they perceived was a particular area of focus within interviews. Responses tended to break down into the following categories:

²² Annex A, response 16

²³ Annex A, responses 8 and 10

- DP have nothing unique to offer *per se* but all people have something valuable to offer and as such all should be included
- Involvement of DP will increase their sense of self worth
- Involving DP in Africa creates role models for disabled beneficiaries, challenging self-perceptions and wider community perceptions about the roles DP can play in society
- Involving DP in the work of development organisations challenges perceptions of team members in Wales and Africa of what DP can achieve and therefore how they can be involved in all aspects of the organisation's work
- Drawing on the lived experience of DP raises awareness within the development organisation of issues faced by DP and therefore helps inform priorities for DP in Africa.

Overall, around three-quarters of contributors to interviews and the survey suggested DP had something distinctive to offer others because of their lived experience, whether that was acting as role models, informing priorities or challenging stereotypes.

Some participants took these insights a stage further by suggesting it is not enough for white, European DP to engage with DP in Africa in order to challenge stereotypes or act as role models:

“We haven't got any Europeans in our team in Zambia – they [team members] know what life is like in Zambia and what it's like to be disabled in Zambia. We see the advantage of having abled and disabled people working alongside one another. It's not something I could do as a non-Zambian and an able-bodied person.”

(Representative of a Wales-Africa development organisation)

Despite three-quarters of informants suggesting there are benefits in involving DP in their work, half or less involve DP in the design or delivery of their work²⁴.

The extent to which Wales-Africa organisations seek to help DP take active part in their communities is varied. Some do not view this as part of their remit, either because they seek to support the community and do not differentiate between disabled and non-disabled people or because their involvement might be very focused, for example in providing specific medication to a sub-set of the community. Nonetheless, 60% of survey respondents seek to ensure their initiatives have the capacity to include and involve disabled people²⁵. This falls to 28% when seeking greater societal change by ‘encouraging greater community ownership of disability issues which can develop into a system of support for disabled people and/or their families’. This is illustrated by figure 5.4. Interviews suggest the latter approach, working with DPOs or family members of disabled people tends to be taken by Wales-Africa organisations with particular interest or focus on supporting disabled people in Africa.

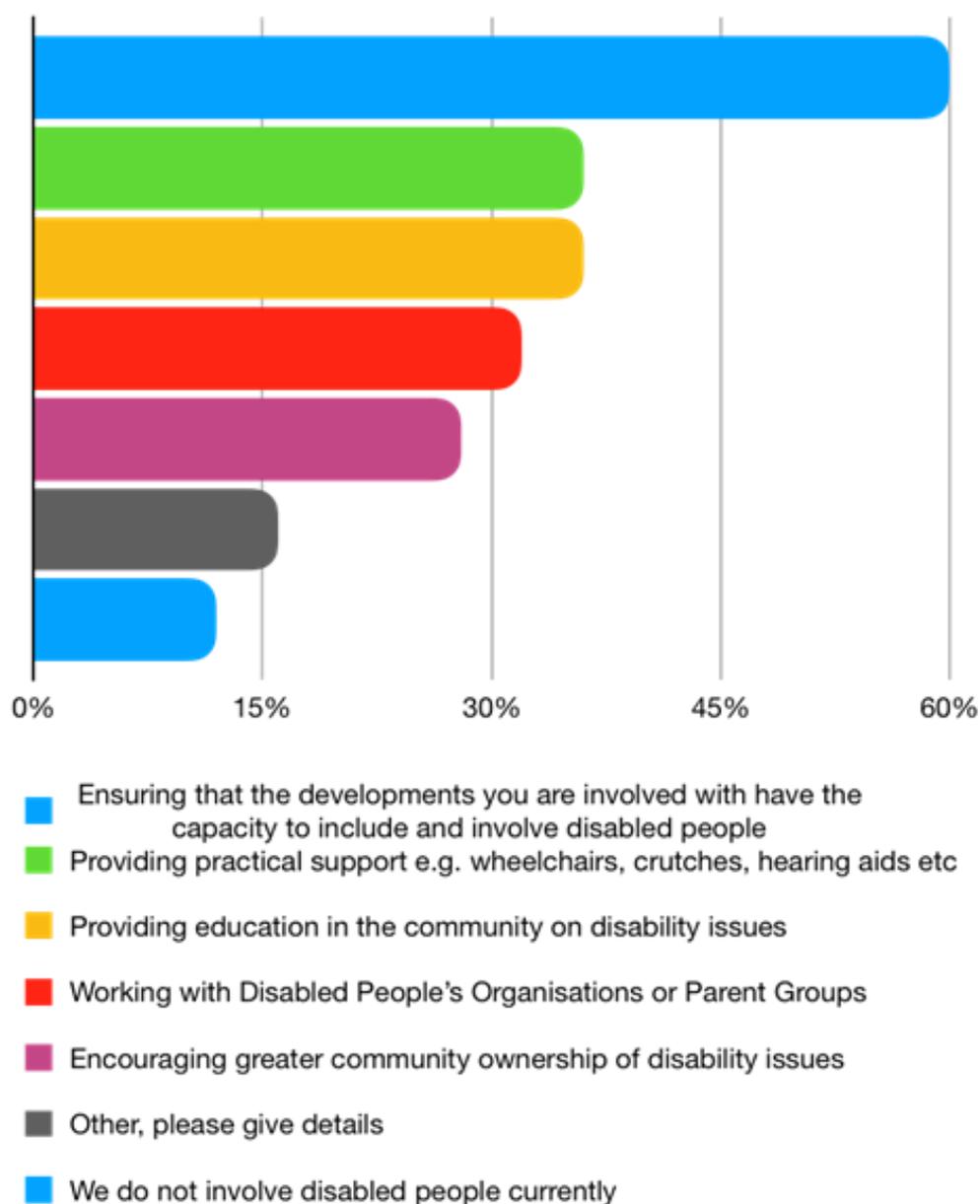
Almost three-quarters of survey respondents suggested their organisation would benefit from training in how to involve DP in their work but gave no indication of what type of training or capacity building would be most beneficial²⁶. Interviews suggested a general openness to capacity building rather than an explicit demand. Some suggested capacity constraints would be a barrier to participating in training. Others suggested the need for training may lie in Africa rather than Wales.

²⁴ Half of interviewees suggested there was DP input whereas 37% of survey respondents answered similarly. However, 13% of survey respondents did not know whether DP were involved, suggesting input was present between 37% and 52% of cases.

²⁵ Annex A, response 15

²⁶ Annex A, response 18

Figure 5.4 How does your activity help disabled people to become an active part of the community? (n=25)



5.2.3 Awareness of key organisations

The targeted approach to development organisations involved in Wales-Africa links makes it unsurprising that 89% of respondents had heard of Hub Cymru Africa²⁷. However, 81% of respondents having heard of Disability Wales may have been less predictable. This is particularly the case given Disability in Wales and Africa only had a 56% rate of recognition within the Wales-Africa sector.

²⁷ Annex A, response 19

6. Conclusions

Here we draw upon the findings to respond directly to the study's research questions.

6.1 Factors impeding or supporting disabled people's inclusion

The main factor impeding DP's involvement in the Wales-Africa sector is a lack of awareness of the opportunities existing for them to get involved. Following directly from this would be a lack of understanding of why DP would want to get involved. This latter point is important given participants typically had a range of higher priorities, often including their own personal needs or those of other organisations in their locality.

Other factors impeding involvement, such as confidence to get involved, how DP might be received or whether access issues would be met were also cited. Notably, these issues are more generic in nature i.e. they might apply to any organisation for which a DP might choose to volunteer or work.

6.2 The value to individuals, groups and organisations of including disabled people

A series of factors were identified within the study:

- Commitment to inclusivity
- Improved self-esteem and wellbeing for DP through volunteering or salaried work
- Challenge to Wales-Africa organisations, their beneficiaries and their wider communities of what DP can contribute to society
- The lived experience of DP alerts them to issues faced by DP in Africa, thereby informing priorities of Wales-Africa organisations.

Inclusion of disabled people out of a sense of all people's intrinsic value and worth is laudable but perhaps misses some of the distinctive benefits offered to the sector by disabled people. In a comparable way, it is widely recognised that volunteering and employment can improve people's sense of self-worth and wellbeing – there is nothing distinctive DP gain from inclusion specifically in the sector.

By contrast, the literature review and the primary research findings highlight the role model and lived experience factors above as both

valuable and distinctive. Nonetheless, the findings suggest involvement of DP in Wales should not be at the expense of involving DP in Africa, given the higher degree of relevance of their lived experience. Indeed, some participants in this study questioned whether any European DP can be a role model for an African DP, given the potentially wide gap in their situations.

6.3 The extent of potential interest amongst Welsh disabled people in participating in Wales Africa activities

The challenge of engaging large numbers of DP in this research may suggest that interest in the sector is not widespread.

Responses to this study point to a small core of disabled people who are active in the sector with the wider body of DP being unclear about what opportunities may exist for them.

This level of interest may be boosted if accessible information and appropriate opportunities are made available by the Wales Africa sector.

A message that DP are welcome underpinned by efforts to understand and meet access requirements would attract DP seeking opportunities to contribute to worthwhile causes. In particular, DP would need to feel that tangible benefits were being provided for people in Africa through their involvement, as well as reassurance that African people were themselves engaged with identifying project priorities.

6.4 How disabled people and their organisations perceive the Wales Africa sector

Apart from the minority of DP involved in Wales Africa links, the majority had limited direct experience of the sector. Consequently, there may have been a tendency to extrapolate experiences of working or volunteering at other organisations to the Wales Africa sector.

Where people had direct experience of meeting African people or being exposed to Wales-Africa projects, there tended to be a view that challenges faced by DP in Wales in terms of health, social care, access or human rights were magnified in Africa. Nonetheless, for many the

challenges within Wales were sufficiently powerful to preclude a diversion of focus from Wales to Africa.

There was a higher degree of uncertainty about participating in Africa than in Wales, although some clearly welcomed such opportunities. This uncertainty tended to focus on perceptions that access, health and social care issues may be harder to manage in Africa than Wales.

6.5 Motivating factors for disabled people to engage with the sector

In many respects, motivating factors for engagement were not unique to this sector. While DP wanted to know that their access and support requirements would be met, it was more important to learn new skills and to perceive that DP were genuinely welcome for what they could contribute rather than involved for tokenistic reasons. Potentially, willingness to fund access, support or transport is not simply of practical value but acts as a tangible sign of welcome. Just as people wanted to feel valued, so too they wanted to feel that they were involved in activity that had meaning to the lives of others or the environment.

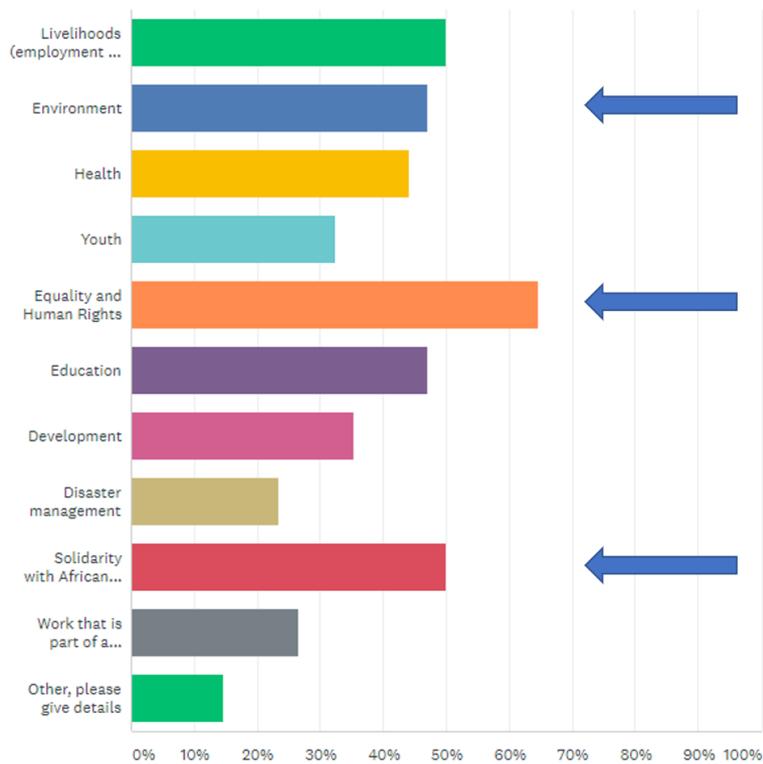
Further features of the findings of note are the interests of DP and how they compare with the work currently undertaken by Wales-Africa participants in the research. Figures 6.1 and 6.2 compares the cases.

It is clear that DP are interested in key issues such as livelihoods, education, health and general development which concern Wales-Africa organisations, but there are comparable or greater concerns for equalities and human rights issues, solidarity with African people and the environment.

Figure 6.1 – Types of work undertaken by Wales-Africa partnerships



Figure 6.2 – Types of work of interest to disabled people



6.6 Tackling barriers deterring disabled people's involvement in Wales Africa activities

The barriers and motivators to involvement have been addressed above. Action to tackle barriers and harness motivators logically follow:

- a) Raise awareness of the variety of opportunities for getting involved
- b) Show how disabled people can and do make a difference through their involvement
- c) Show disabled people that they are welcome and can make a positive contribution to work – meeting support and access requirements go some way to doing this
- d) Demonstrate an understanding of hidden and fluctuating impairments and a willingness to seek opportunities that allow individuals to participate at a level that works for them
- e) Make clear the involvement of African people in designing / delivering activities
- f) Improve awareness of cultural differences between Africa and Wales, including tackling stereotypes and addressing concerns about safety and human rights.

A number of these messages are very straight-forward to include in promotional material, websites and social media about organisations, their work and opportunities for volunteers (or staff vacancies).

Actions (a), (e) and (f) are not specific to DP. Similarly, experiences that appeal to DP, such as meeting new people, building skills and confidence may already be a core part of the experience for anyone volunteering or working within the Wales-Africa sector.

Messages within general communication and social media channels could share case studies of DP making a difference within the Wales Africa sector. Additionally, messages can be targeted at DPOs. Case studies re-shared by DPOs are likely to attract greater interest amongst

DP. Moreover, DPOs may incorporate these messages within their newsletters and meetings.

While the work of Wales-Africa partnerships will reflect the priorities of African people around livelihoods, education and health, emphasizing aspects of this work that tackle equality, human rights and environmental issues is likely to increase the appeal to DP in Wales. This would also be the case if solidarity with African people is emphasized in messaging.

6.7 Perceptions by Wales Africa Links of disability inclusion

There was a general perception by Wales African partnerships that disability inclusion was a good thing. This appeared to be based in a wider perception that inclusion generally was good i.e. all people have inherent value which needs to be respected and embraced, regardless of personal characteristics.

Some participants went beyond this to suggest that involvement in the sector was a positive contributor to disabled people's sense of self-worth. In all likelihood this too was a general comment on how meaningful work or volunteering is typically perceived as being good for people.

However, the majority of respondents went further still, suggesting DP had something distinctive to offer Wales-Africa partnerships. These perceptions tended to be rooted in the lived experience DP had to offer. It was believed that this could enable DP in Wales to be role models for DP in Africa, open up insights for Wales-Africa organisations to inform their work in Africa and challenge stereotypes about DP in Wales and Africa.

6.8 The potential for Wales Africa Partnerships to involve and incorporate the skills and expertise disabled people have to offer

Almost all Wales-Africa partnerships suggested they are open to involving DP in their activities. For most, this reflected a position of responding to whoever comes forward to volunteer. Therefore, while many organisations had DP involved in their work, this did not necessarily arise from conscious efforts to do so.

Indeed, the majority of Wales-Africa organisations are not actively seeking to recruit DP to their work, because they:

- lack resources to promote themselves generally
- do not require any more volunteers or staff
- perceive they lack the appropriate facilities or skills to involve DP effectively.

The first two of these points relate to capacity and extend beyond inclusion of DP. They owe more to the relatively small size of organisations participating in the research.

Issues of access tended to focus on offices being on the first floor of buildings without lifts. While relevant to people with mobility issues or wheel chair users, this would not be an issue for many DP. This suggests the sector may benefit from awareness raising of the different types of impairments and conditions and how they can respond most positively to people with different impairments. This echoes feedback from research participants that there is uncertainty about how to deal with people's specific needs.

While the sector may benefit from such awareness raising, the capacity issues already highlighted make it unlikely that many organisations would engage with formal training interventions around such issues. Instead, online resources or embedding bite-sized awareness raising of DP's issues within mainstream Wales-Africa sector meetings may be more effective. Similarly encouraging people within the sector to ask DP about their needs and how to address them would be more beneficial than worrying about their lack of knowledge or causing offence.

7. Recommendations

The following recommendations follow directly from the conclusions.

Recommendation 1: DWA, HCA and DW should consider raising awareness of the positive reasons for including disabled people in the Wales Africa sector.

The positive reasons need to be evidence-based, drawing on primary research from this study and wider literature.

Recommendation 2: The Wales Africa sector should raise awareness of the variety of opportunities for disabled people to get involved in the work of the sector.

HCA may be best placed to lead on implementing this recommendation but working with DW and DWA as primary routes to disabled people.

Recommendation 3: Case studies of disabled people contributing to the Wales-Africa sector should be used in raising awareness of the sector to disabled people.

Recommendation 4: When raising awareness of opportunities to get involved in the Wales Africa sector, drawing links to equalities, human rights and environmental issues are likely to engage disabled people, as will messages about solidarity with African people and the involvement of African people in developing initiatives.

Recommendation 5: In welcoming disabled people to the Wales-Africa sector, organisations should highlight the skills and lived experience that disabled people bring and seek to understand and support their access needs.

Recommendation 6: In working with disabled people, Wales-Africa organisations should seek to demonstrate an understanding of hidden

and fluctuating impairments and a willingness to provide opportunities that allow individuals to participate at a level that works for them.

Recommendation 7: The Wales Africa sector should provide opportunities to improve cultural and knowledge exchange between Welsh and African people, to improve understanding of differences and commonalities between disabled people at each end of a link.

Recommendation 8: For organisations seeking to increase involvement of disabled people, consideration should be given to the collection of equalities data, to track progress.

Recommendation 9: HCA, with the support of DWA and DW, should consider embedding awareness raising of different impairments and conditions within its mainstream programme of activities.

This final recommendation seeks to address Wales-Africa organisations' expressed need for training on these issues but their lack of capacity to attend specific training sessions.

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Annex A – Survey of Development Organisations

1. What is the name of your organisation?

(n=31)

Organisation names redacted as part of the anonymisation process

2. Where is your programme / organisation based in Wales?

(n=31)

Abergavenny and Crickhowell

Brecon

Bridgend

Cardiff (x9)

Cardiff and District

Hay on Wye

Lampeter

Llandovery

Monmouth

Namibia and Wales

Newport (x2)

North Wales (x2)

Pontypridd

Rhondda

Vale of Glamorgan

Wales wide with office in Cardiff

Ynys Mon

Not in Wales (x3)

I live in Vale of Glamorgan but the organisation with which I'm involved is in Angola where I lived until recently

3. Where in Africa does your programme / organisation work?

(n=31)

N.B. some respondents indicated multiple countries

Angola

Benin (x2)

D.R.C.

Ethiopia

Ghana

Ivory Coast

Kenya (x7) (One indicated Nairobi. Another Molo)

Lesotho (x3)

Malawi (x2) (One indicated Northern Region)

Mali (Timbuktu)

Mozambique

NA

Namibia

Nigeria (x2)

Rwanda

Senegal

Sierra Leone

Somaliland

South Africa

Tanzania (x2) (One indicated Lake Zone and other regions)

Togo

Uganda (x3) (One is Mbale)

Zambia (x3) (one indicated Monze)

We link with other organisations e.g. Eye Sight

We don't directly (x2)

All countries

4. What is your position within the organisation?

(n=31)

CEO Founder

Chair of Board

Chair of steering group

Communications/events volunteer

Coordinator (x2)

Current lead

Deputy Director Academic Affairs and Research, and Coordinator Health Sciences

Director (x3)

Director for the support of Disability Sport

Employee and volunteer

Executive Director

Executive Officer

Facilitator

Fundraiser

Global Advisor, Sport for Development and Peace

Head of Programs

International Development Team - expert

Manager

Member

Operations Manager and Trustee

Programme Action Officer

Project support officer

Trustee (x3)

Vice Chair

Volunteer

Volunteer Coordinator

5. What type of African development work does your organisation / programme undertake? (Choose all that apply)
(n=31)

Type of work	Number of responses	Percentage of respondents
Education	21	68%
Health	18	58%
Livelihoods	17	55%
Environment	9	29%
Youth	8	26%
Other (see below)	8	26%
Equality and human rights	7	23%
Solidarity with African people	7	23%
Work that is part of a broader international development	4	13%
Disaster management	3	10%

'Other' responses

Health and high education access for rural population of Namibia, especially nomadic
NA
Awareness raising of and development of sport for individuals with physical and or disabilities. Sports for the visually- impaired (goalball and football. Wheelchair basketball and rugby. Boccia.)
Development through sport
ICT Skills
Often one of donations / disaster relief
Physical therapy and rehabilitation - landmine victims. Students with disabilities
Climate resilience

6. Does your organisation / programme have any disabled people on its main board / steering group?

(n=30)

Response	Number	Percentage
No	16	53%
Don't know	7	23%
Yes – please state how many	7	23%

(Rounding error introduced within percentages)

Number of disabled board members

2
One, female , former GB paralympian in wheelchair racing.
One key person of the management team
One out of about ten
We have a few volunteers with learning disabilities - about 4 and 2 trustees
2
One of six

7. Does your organisation / programme conduct work with any:

(n=29)

	In Wales	In Africa	In Wales and Africa	Don't know	Total
Disabled people	19% (3)	38% (6)	13% (2)	31% (5)	101% (16)
Disabled volunteers	33% (6)	17% (3)	17% (3)	33% (6)	100% (18)
Disabled people using your services	8% (2)	62% (16)	12% (3)	19% (5)	101% (26)
Families of disabled people using your services	9% (2)	48% (11)	26% (6)	17% (4)	100% (23)
Advocacy on behalf of disabled people	5% (1)	53% (10)	26% (5)	16% (3)	100% (19)

(Rounding errors introduced within percentages)

8. If your organisation / programme does not work with any of the groups within Q7, why do you think that might be the case?

(n=15)

Possibly
N/A
We had not find the fund
We aren't aware
We work with Timbuktu in Mali where it is too dangerous to visit so we have limited knowledge of the exact status of our user groups.
We only have a very small staff
Our office is inaccessible to wheelchair users I don't know whether any of our volunteers are disabled as we don't currently monitor this
N/A
Lack of field expertise in our country programmes. Donors not explicitly requesting this, so I've not addressed.
We have not made any attempt to reach out to these groups so they have not come forward to get involved
I am sure there are policies and procedures in place, but I have not seen any interest in the [Name] pilot scheme yet. However the scheme will be rolled out to the whole company this year and I am sure there will be people wanting to get involved.
We work with families who by definition will support people with disabilities. I have no clear understanding of the levels of disability - to my shame
Because there's just me!
I am an individual who likes to support / find groups
It's not intentional - I believe people just aren't aware and haven't considered it

9. Is your organisation / programme, either now or in the near future, looking to include more disabled people in delivering its work?

(n=29)

Response	Number	Percentage
Yes	24	83%
No	5	17%

10. Are there barriers to including disabled people in delivering the work of your organisation / programme (tick all that apply)
(n=27)

Response	Number	Percentage
Lack of specialist training on impairments (e.g. sign language, braille, easy read etc)	11	41%
Other (see below)	11	41%
Lack of knowledge of how to provide assistance and be inclusive for disabled people	10	37%
Lack of funding to provide assistance and be inclusive for disabled people	10	37%
Don't know how to encourage disabled people to get involved	10	37%
Lack of access (meetings usually held in people's homes, no ramps/lifts, no accessible toilets, inappropriate accommodation for wheelchair users etc)	9	33%
Stigma that other service users may be deterred from using the service	4	15%
Don't see a specific role for disabled people in our work	3	11%
Fear	2	7%

'Other' responses

Very small staff here less than 2.5
We have a very small budget for advertising volunteer opportunities, so there may well be people out there who don't know volunteering with [Organisation] is an option
None of the above
[Name] Program has not been rolled out to the whole company yet, we are still in a Pilot
Na
I think we are inclusive but have no way of ascertaining this. ? Hidden disabilities.
Currently not taking on volunteers or employees
No barriers. Few workers.
There are no barriers. Most activities are undertaken by trustees on a voluntary basis
Fear and stigma responses relate to Africa rather than Wales
Can't afford more paid staff. Have found that need greater capacity to manage some disabled people.

11. Do you see the potential benefits of involving disabled people?

(n=27)

Response	Number	Percentage
Yes	25	93%
No	0	0%
Unsure and would like guidance	2	7%

12. Do you have any views on whether disabled people have anything distinctive to offer the development sector in Wales? For example, do they offer a particular type of value?

(n=9)

Understanding about other disabilities
Yes, they could understand very quickly difficulties people they find in their lives.
Sure they do
I imagine they bring a good knowledge and experience of being marginalised and bring empathy and experience to overcome this probably
yes looking at creating inclusive products, and system form wales industry and societies
I think every person has something unique to offer & volunteers support in many different ways. I'm sure that having more disabled people involved would add value.
Inspiration. The power of their stories of resilience /triumph in and through adversity.
As role models to disabled members in the communities we work with and to encourage inclusivity in our beneficiary groups

13. How do your activities engage disabled people?

(n=26)

Response	Number	Percentage
Informal e.g. through a disabled person participating in an enterprise group or attending a mainstream school or community group	11	42%
Both formal and informal	10	38%
Do not involve disabled people currently	3	12%
Formal i.e. through an established equalities or inclusion programme	1	4%
Other, please give details	1	4%

'Other' response: Adapting to specific needs of participants

14. Are disabled people involved in the design and/or delivery of the projects or work your organisation does?

(n=27)

Response	Number	Percentage
Yes	10	37%
No	13	48%
Don't know	4	15%

15. How does your activity help disabled people to become an active part of the community? (Tick all that apply)

(n=25)

Response	Number	Percentage
Ensuring that the developments you are involved with (schools, health services, livelihood and so on) have the capacity to include and involve disabled people	15	60%
Providing practical support e.g. wheelchairs, crutches, hearing aids etc	9	36%
Providing education in the community on disability issues	9	36%
Working with Disabled People's Organisations or Parent Groups	8	32%
Encouraging greater community ownership of disability issues which can then develop into a system of support for disabled people and/or their families	7	28%
Other, please give details	4	16%
We do not involve disabled people currently	3	12%

'Other' responses

None of the above
We should do more
We are a partnership in name only with DWA i.e. we use their logo. However, it is a bit tokenist
We train on global citizenship. The organisation is very supportive and inclusive.

16. Do you collect equalities monitoring data on those involved with your organisation and projects? (tick all that apply)

(n=27)

Response	Number	Percentage
Yes – at board level only	1	4%
Yes – including staff	4	15%
Yes – including volunteers	5	19%
Yes – including participants	6	22%
No	12	44%
Don't know	6	22%

17. Are you aware of any initiatives to include disabled people within your African community or country?

(n=25)

Response	Number	Percentage
No	12	48%
Yes – please give details	13	52%

Technical aspects for their survivals and earning a living
Community mobilisation & community awareness
albinos group
Our partners in Kenya - The Disability Community Centre work with disabled children and their families in Maua. Our other projects do include disabled people, but not in a targeted way.
Inclusive, all ability sport and play initiatives.
Kenya - inclusive sport - special / inclusive education
- (x2)
Initiatives to purposefully supply more disabled people with tools and sewing machines
School for which we aim to get funding
ANAH - based in Moxico, Angola
[Name], a local supplier, works with Kenyan partners - we sell their products on a sale or return basis
Uganda: our partner organisation is Tocida

18. Could your organisation benefit from training and capacity building to involve more disabled people in your work?

(n=26)

Response	Number	Percentage
No	7	27%
Yes – please give details	19	73%

19. Have you heard of:

(n=28)

	Yes	No	Total
Disability Wales	81% (22)	19% (5)	100% (27)
Disability in Wales and Africa	56% (15)	44% (12)	100% (27)
Hub Cymru Africa	89% (25)	11% (3)	100% (28)

20. If you are willing for the research team to contact you for a brief interview to understand your work better, please provide your name and contact details

(n=17)

17 people provided contact details.

Annex B – Survey of Disabled People

1. Do you consider yourself to be a disabled person?

(n=65)

Response	Number	Percentage
No	6	9%
Yes	59	91%

2. Have you ever considered becoming involved with Welsh organisations or groups that promote development work in Africa?

(n=36)

Response	Number	Percentage
No	18	50%
Yes, but am not currently involved in any Wales-Africa organisations	13	36%
Yes, and I am active with Wales-Africa organisations	5	14%
Yes, previously engaged in Wales-Africa organisations but not any more	0	0%

3. If no or not engaged any more please explain why. (Tick any that apply)
(n=29)

Response	Number	Percentage
Don't know what opportunities there are for me	15	52%
Never considered becoming involved	12	41%
Other priorities for my time and energy	10	34%
Other, please state	10	34%
No funding to pay for assistance eg. PA, accessible taxi, communication support	4	14%
Do not have confidence to volunteer or take part in activities	4	14%
Concerned that job opportunities (paid work) would not be flexible or inclusive enough	4	14%
Organisations and groups are not inclusive / accessible for me	3	10%
Don't know how to make sure my access requirements are met	3	10%

'Other' responses

I have done little bit of development work and also work camps when I was younger but my disability is an extra barrier, and it is one reason I hesitated volunteering in refugee camps for example when I had the opportunity to use my skills a couple of years ago.
I am Disability Activist In Wales. We are a small country with a large population of desperately underresourced Disabled people. We are struggling to survive and our organisations are folding.
Unsure if my medical needs would allow me to participate
Lgbtq+ basic right to life not met in pretty much all of Africa, if not on a legal basis then on a community one. Due to the suffering being inflicted on their own lgbtq+ people, I refuse to support those countries. Despite white privilege possibly keeping me safe from the worst of those actions. Yet besides that... I cant even get support to be a productive member of my own country
N/A - Already involved in Wales Africa organisations
Worry that my condition would make me a burden upon others.
I am unsure about what involvement people in Africa have in the type of projects funded to support them. I would hope that the projects are co-produced with African people to make sure they meet the needs of the community
Had opportunity before but support and facilities so limited we considered it dangerous.
I had an opportunity to take part in a supported "women in construction" visit to rural Africa. I did not take part in this because I was worried for my safety and wellbeing, especially because I am a mother to small children. This had nothing to do with my impairment and more to do with gender

relations in the country, no local hospitals nearby and the fact that I had never been to Africa before and do not speak the local languages.
Only moved to Wales fairly recently. Still finding my feet here (metaphorically speaking). Am limited in what I can do anyway but will possibly look at a bit more involvement once the house/garden etc are sorted out.

4. If you are involved already with any Welsh organisations promoting development in Africa, please name the organisations (Click in the box and press enter or return if not applicable).

(n=9)

Brecon Molo Community Partnership
I am a member of the Management Committee and longstanding member of DWA.
DWA ResponsABLE assistance
I'm involved with Sierra Leone, South Africa, Zimbabwe and others, but not Wales, my family lives in Wales tho
Not Applicable (x2)
I am involved in the Brecon Molo Community Partnership, as Chair of the Disability Group I am also part of Disability in Wales and Africa
The Safe Foundation
Tools 4 Life Swaziland project. I was interested in joining this organisation but in the end decided not to. I am fairly sure it is a Welsh organisation.

5. If currently involved, what role do you have? (Tick all that apply)

(n=26)

Response	Number	Percentage
Board member	5	19%
Volunteer in Africa	2	8%
Support fundraising	2	8%
Volunteer in Wales	1	4%
General volunteering	1	4%
Staff member	0	0%
Not applicable	21	81%

6. What type of African development work is of most interest to you? (Tick all that apply)

(n=34)

Response	Number	Percentage
Equality and human rights	22	65%
Livelihoods (employment / employability)	17	50%
Solidarity with African people	17	50%
Environment	16	47%
Health	15	44%
Development	12	35%
Youth	11	32%
Work that is part of a broader international development	9	26%
Disaster management	8	24%
Other, please give details	5	15%

'Other' responses

We have enough challenges for, and discrimination of, disabled people in Wales that we need to solve, before diverting energies elsewhere, with all due respect.
None... until I can get support in my own country to get of the suicide risk.
the projects need to be led by African people living in the communities the projects will support. It is not up to us to decide what they need
Culture / music
N/A

7. What barriers do you think there are for disabled people that prevent them from getting involved with organisations doing development work in Africa from Wales? (Tick all that apply)

(n=34)

Response	Number	Percentage
Lack of access (meetings held in people's houses, no ramps / lifts or accessible toilets in offices, inappropriate venues for wheelchair users etc)	19	56%
Lack of funding to provide assistance and be inclusive for disabled people	17	50%
Lack of accessible information and communication	16	47%
Don't know what help is required	16	47%
Lack of specialist training on people's impairment (e.g. sign language, Braille, easy read etc.)	12	35%
Lack of knowledge within development organisations of how to provide assistance	12	35%
Worried that disabled people won't be welcome	10	29%
Other, please give details	10	29%
Concerned that reasonable adjustments will not be met if working in Wales-Africa organisations	9	26%

'Other' responses

Lack of a shared interest
Not currently involved so have not witnessed but assume all these may apply
I think a lot of disabled people are unaware of what we mean by Wales for Africa and the broader context of international development that is Welsh led to support development work in Africa from Wales.
Disabled people in Wales are struggling with issues of poverty and support in their daily lives. I would reckon that the majority of us apart from a privileged few would wonder why such a small country as Wales would be able to take on the whole of Africa with its many countries to work for its disabled people when so many of us are struggling to get the services, education , rights and support we need. Wales and "Africa" are not comparable. What is the aim of this organisation? It does not seem to have much to do with disabled people in Wales. The very few DPOs in Wales are desperately underfunded. I cannot see that they would have the time, funds or energy to take on a commitment to African development.
Challenges fighting government cuts, ignorant abuse, and staying in employment, or getting in to work are more than enough of a challenge for most disabled people rather than focusing on anything else.
Lack of understanding and awareness of hidden disabilities and their associated learning difficulties/disabilites. Eg: Poor memory, concentration and sequencing skills associated with Spina Bifida
Barriers are that I am trying to get myself in an equal footing before I can help others.

I have ticked every box because I feel that in different contexts, different disabled people may experience any of these hurdles. One further hurdle is 'will the organisation appreciate what I have to offer'
Need clear vision and aims of the project and tangible benefits/impact
Concerns that if they are to live in Africa for an extended time, there may not be adequate access to health care or shipping medical equipment may not be possible.

8. What barriers do you think there are for disabled people that prevent them from getting involved with organisations doing development work in Africa from Africa? (Tick all that apply)

(n=33)

Response	Number	Percentage
Lack of access (meetings held in people's houses, no ramps / lifts or accessible toilets in offices, inappropriate venues for wheelchair users etc)	23	70%
Lack of accessible information and communication	20	61%
Lack of funding to provide assistance and be inclusive for disabled people	19	58%
Lack of knowledge within development organisations of how to provide assistance	18	55%
Lack of specialist training on people's impairment (e.g. sign language, Braille, easy read etc.)	15	45%
Don't know what help is required	13	39%
Worried that disabled people won't be welcome	12	36%
Concerned that reasonable adjustments will not be met if working in Wales-Africa organisations	11	33%
Other, please give details	8	24%

'Other' responses

General lack of interest
Not currently involved so have not witnessed but assume all of these may apply
Few DPOs
Challenges fighting government cuts, ignorant abuse, and staying in employment, or getting in to work are more than enough of a challenge for most disabled people rather than focusing on anything else.
Barriers are that I am trying to get myself in an equal footing before I can help others.
Not able to support themselves fully, so believe they cant support others
I have ticked every box because I feel that in different contexts, different disabled people may experience any of these hurdles. One further hurdle is 'will the organisation appreciate what I have to offer'. Disability is remarkably similar across the world, although the means to overcome the barriers may vary from society to society, culture to culture.
I don't know.

9. Would you be interested in engaging with organisations in Wales that do development work in Africa (eg as a supporter, volunteer, board member, fundraiser, adviser)?

(n=36)

Response	Number	Percentage
Not at all	7	19%
To a limited extent	13	36%
Interested	10	28%
Very interested	5	14%

Comments

Time limited due to other commitments
I am already on the board of Disability in Wales and Africa, but I am still interested in working with other groups and organisations. As a disabled person, I think there is real value in working within organisations to bring about the change and learning to include disabled people in development
I am actively involved with DWA and ResponsABLE assistance
Because although I understand that African disabled people may suffer great oppression and discrimination, I have no real information about what DWA actually intends to do and what it is for.
Not at the moment as working full time and also volunteering for several organisations
I'm always interested to help
I lived in South Africa for 20 years and consider myself to be joint British and South African. I would love to return to help and work but my disabilities make this almost impossible to do so without adequate support
It would depend on what roles were available and what I could do to fit around my work commitments.
I have difficulty getting my own help here getting shopping etc. no one offers help not even gp
Just started my own business so no time at present
I am already engaged through the Brecon Molo Community Partnership and I was a Methodist Mission Partner in Kenya for 9 years
It's never occurred to me that this would be an option. Volunteers often look like young, healthy, able-bodied people. I've always worried I'd be in the way.
Experiences of volunteering to date have been positive. Have used to apply for jobs: personal development and life skills
it would depend on how the project activities are decided, it would need to include people living in the affected communities
Very little spare time to commit
If I had time, I would love to be part of an organisation - as long as I shared an interest in the work being done - either as a trustee, volunteer or fundraiser.
My age.
I believe passionately in equality and fairness and the promotion and protection of everyone's human rights.

10. What might encourage disabled people to get involved with organisations in Wales that do development work in Africa (eg as a supporter, volunteer, board member, fundraiser, adviser, staff member)?
(n=34)

Response	Number	Percentage
Opportunities to learn new skills	24	71%
Knowing what kind of opportunities are available that meet people's interests and availability	24	71%
Knowing that disabled people are welcome	22	65%
Being involved with something that is meaningful	22	65%
Availability of funding to meet access requirements	22	65%
Confidence building	20	59%
Opportunities to meet new people	19	56%
Knowing that access and support requirements will be met by organisations I am involved with or working for	19	56%
Access to transport	19	56%
Other (please state)	5	15%

Comments

If you substituted the word "Africa" for "Wales" all those above are reasons why Welsh disabled people find it difficult to engage with their own organisations or for Welsh DPOs to be formed
Solve all the intolerance and bigotry and unfairness faced by disabled people in Wales and the UK first, then we can think about it.
All of the above are very important and. Continual communication with disabled people during their experience is essential
Don't know
Roles and opportunities need to be properly advertised.
once again I have ticked everything. However, I think the most important thing is a public acknowledgement by organisations in Wales that they need disabled people as part of their 'crew'
Opportunities for learning and forging relationships with people from Africa.
I think having a funded trip to Africa would be entice lots of people, especially young people or those who do not having caring responsibilities at home.
Having information to understand what opportunities exist and how to access them is important as well as the confidence of knowing that any reasonable adjustments to support everyone's contribution will be understood and supported.
Access to information is key, need to promote activities widely, not just to disabled people. But we then do have additional needs, I need wheelchair accessible transport for example. Went to one talk by Hub Cymru Africa, found it very difficult to move about, totally inadequate space, but at least there was level access and an adequate loo.

11. If an opportunity arose, how interested would you be in going to Africa to support a development activity?

(n=35)

Response	Number	Percentage
Not at all	9	26%
To a limited extent	10	29%
Interested	5	14%
Very interested	11	31%

Comments

Time and cost implications
My current full time job is temporary
I've spent 27 years odd there plus many other visits to Africa
As previously stated, part of me is African and I wish to help my fellow Africans to achieve what we have achieved here in the UK
I would love to go to Africa to support with health or human rights projects.
Awkward as need help washing cooking etc and traveling
No time at present
I have chronic illnesses which mean a lot of my spare time is spent in bed! I feel my time is incredibly limited and my illnesses are very unpredictable, so I tend not to make plans
My degree involved an element of international development, I've always wanted to go to Africa and learn about cultures other than what I know from the West. My fear has always been that my condition would be too much to manage and I'd be in the way
I have experience of going to Uganda. It was a detox of negative experiences I've had in life. I was inspired.
as long as the development work was decided with african people
Very little spare time to commit
No support
Definitely - but I would have to be sure that the opportunity is safe and well supported in both the sending and host organisation.
I am interested in the future as I am time limited with other commitments at the present time.
I'd love to have such an opportunity, I just doubt that I would be able to handle it, and I'd need my husband alongside to provide assistance. I also doubt the adequacy of wheelchair accessible facilities in many places, never mind the need to be able to keep my powerchair fully charged.

12. Please rank in order of importance (where 1 is the most important and 8 the least important) activities Welsh-based development organisations could adopt to engage disabled people more in their work? (You can either use the drop down boxes to rank or 'drag and drop' each statement into rank order if preferred)
(n=32)

	1	2	3	4	5	6	7	8	n	Weighted average i.e. greater importance to higher scores
Being welcome to all	46% (13)	14% (4)	0% (0)	14% (4)	4% (1)	4% (1)	14% (4)	4% (1)	28	6.00
Provision of skills training for disabled people to get involved	17% (5)	28% (8)	14% (4)	17% (5)	10% (3)	7% (2)	3% (1)	3% (1)	29	5.72
Promoting their willingness to engage through established disabled people's organisations	14% (4)	24% (7)	17% (5)	28% (8)	7% (2)	0% (0)	10% (3)	0% (0)	29	5.69
Publicising case studies of disabled people involved in their work	14% (4)	17% (5)	24% (7)	10% (3)	14% (4)	7% (2)	14% (4)	0% (0)	29	5.31
Using resources to inform on how to make activities and meetings more inclusive	0% (0)	0% (0)	25% (7)	7% (2)	32% (9)	32% (9)	4% (1)	0% (0)	28	4.18
Formal equalities or inclusion programmes to engage disabled people	3% (1)	10% (3)	14% (4)	7% (2)	17% (5)	31% (9)	17% (5)	0% (0)	29	4.14
Formal programmes to train their	0% (0)	7% (2)	7% (2)	17% (5)	17% (5)	17% (5)	34% (10)	0% (0)	29	3.66

staff about inclusion and access											
Other	13% (3)	0% (0)	0% (0)	0% (0)	4% (1)	4% (1)	0% (0)	79% (19)	24	2.08	

'Other' responses

There are very few Welsh DPOs
None of the above.
Ensure that disabled people are seen at 'the top' of organisations too. This is a sure way to attract other disabled people by showing that we are valued and can move upwards within organisations
not applicable
I
promotion of solidarity between Welsh and African disabled people Development of disability focus groups
N/a
i consider access to adequate funding for adjustments as the most important factor
not applicable
Not other, but the immediately available space to feed back that I have dyspraxia and associated issues with sequencing, and that question was almost impossible for me to respond to and very daunting!

13. Have you heard of:

(n=36)

	Yes	No	Total
Disability Wales	94% (34)	6% (2)	100% (36)
Disability in Wales and Africa	33% (12)	67% (24)	100% (36)
Hub Cymru Africa	29% (10)	71% (25)	100% (35)

14. If you are willing for the research team to contact you for a brief interview to understand your work better, please provide your name and contact details

(n=13)

12 people provided contact details.

15. If you wish to indicate your impairment or condition, you may do so here (Please tick all that apply)

(n=34)

Response	Number	Percentage
Sensory – hearing	7	21%
Sensory - visual	5	15%
Deaf	2	6%
Autism	4	12%
Learning	3	9%
Physical	16	47%
Mental health	7	21%
Long term health condition	17	50%
Visible impairment	6	18%
Invisible impairment	11	32%

Annex C – Interview topic guides

Individual-level topic guide – Already involved in development sector

Thank you for agreeing to this interview. As you will recall from the survey you completed, we are looking at the involvement of disabled people in Welsh development organisations working in Africa. We are carrying out this work on behalf of Disability in Wales and Africa, Hub Cymru Africa and Disability Wales. It is likely DWA will make our final report public via its website.

Our discussion within this interview is confidential. We may quote you in our report but any quotes are anonymised. Case studies are similarly anonymised, unless you want us to attribute the case study to you explicitly.

I will be making notes (or recording) this conversation. Only two people will have access to these notes – myself and a colleague. Recordings are deleted once notes have been made.

Are you happy to proceed with the interview?

Please tell me a little about yourself

You indicated in the survey that you are involved in the Wales Africa sector. Could you tell me a little more about that involvement?

[Prompts: with what organisations are you involved, what do you do]

Please tell me why you decided to get involved in this work

[Prompt: tease out motivation for involvement]

How easy or difficult did you find getting involved? Were there any barriers to getting involved or anything the organisation did that made it easier for you to be involved?

[Prompt: identify barriers and enablers to engagement]

Are you able to comment on whether your experiences are common amongst disabled people or whether your experiences are fairly unique?

To what extent does your organisation include disabled people in its work in Wales?...and in Africa?

If the organisation is involved with DP in Africa, to what extent are DP in Wales or Africa involved in shaping that work?

Do you have any views on whether DP have anything distinctive to offer the development sector in Wales? Do they offer a particular type of value?

[Prompt: Do not rush to clarify this question. Give time for an answer. Say 'Do not want to lead towards a particular answer' If interviewee presses for clarification, ask whether DP might have insights about appropriate support to other DP that non-DP lack]

Finally, do you have any particular insights you can share with me about your experiences of working with the Wales Africa sector?

[Prompt: any particularly memorable moments or experiences?]

Thank interviewee for their time and close.

Individual-level topic guide – Interested but not currently involved in development sector

Thank you for agreeing to this interview. As you will recall from the survey you completed, we are looking at the involvement of disabled people in Welsh development organisations working in Africa. We are carrying out this work on behalf of Disability in Wales and Africa, Hub Cymru Africa and Disability Wales. It is likely DWA will make our final report public via its website.

Our discussion within this interview is confidential. We may quote you in our report but any quotes are anonymised. Case studies are similarly anonymised, unless you want us to attribute the case study to you explicitly.

I will be making notes (or recording) this conversation. Only two people will have access to these notes – myself and a colleague. Recordings are deleted once notes have been made.

Are you happy to proceed with the interview?

1. Please tell me a little about yourself
2. You indicated in the survey that you are interested in the Wales Africa sector. Could you tell me a little more about that interest?
[Prompts: what type of development work interests you and what type of work?]
3. Why does this interest you?
[Prompt: tease out motivation for involvement]
4. How easy or difficult do you think it would be to get involved in helping a Welsh-based organisation do its work? Do you think there might be any barriers to getting involved or anything the organisation could do to make it easier for you to be involved?
[Prompt: identify barriers and enablers to engagement]
5. Is this response based on what you think might be the case or on your experience of issues with the development sector?

[Prompt: If the latter, ask about experiences, which what organisation, how long ago etc]

6. Do you have any views on whether DP have anything distinctive to offer the development sector in Wales? Do they offer a particular type of value?

[Prompt: Do not rush to clarify this question. Give time for an answer. Say 'Do not want to lead towards a particular answer' If interviewee presses for clarification, ask whether DP might have insights about appropriate support to other DP that non-DP lack]

Thank interviewee for their time and close.

DPO topic guide

Thank you for agreeing to this interview. We are looking at the involvement of disabled people in Welsh development organisations working in Africa. We are carrying out this work on behalf of Disability in Wales and Africa, Hub Cymru Africa and Disability Wales. It is likely DWA will make our final report public via its website.

Our discussion within this interview is confidential. We may quote you in our report but any quotes are anonymised. Case studies are similarly anonymised, unless you want us to attribute the case study to your organisation explicitly.

I will be making notes (or recording) this conversation. Only two people will have access to these notes – myself and a colleague. Recordings are deleted once notes have been made.

Are you happy to proceed with the interview?

1. Please tell me about your organisation
[Prompt: name, base in Wales, scope of work, what does the organisation do?]
2. Please tell me about you and your role in the organisation
[Prompt: how long have you been involved, what do you do, what motivated your involvement?]
3. Has your organisation had any connection with any organisation or project which has links in Africa? (If so, please say more)
4. Would your organisation be interested in the opportunity to develop links with disabled people in Africa?
[Such as to host a visitor or to create a link with a DPO in Africa to share information or show solidarity. Or link up with a Wales-Africa organisation in your area to find out more about what they do.]
5. What might deter your organisation from making contact with disabled people in Africa or connecting with the Welsh link of W-A

organisation, especially if a W-A organisation was requesting DP involvement? And what might encourage this?

6. Is there anything else you'd like to add or say about the previous questions?

Development organisation topic guide

Thank you for agreeing to this interview. We are looking at the involvement of disabled people in Welsh development organisations working in Africa. We are carrying out this work on behalf of Disability in Wales and Africa, Hub Cymru Africa and Disability Wales. It is likely DWA will make our final report public via its website.

Our discussion within this interview is confidential. We may quote you in our report but any quotes are anonymised. Case studies are similarly anonymised, unless you want us to attribute the case study to your organisation explicitly.

I will be making notes (or recording) this conversation. Only two people will have access to these notes – myself and a colleague. Recordings are deleted once notes have been made.

Are you happy to proceed with the interview?

1. Please tell me about your organisation
[Prompt: name, base in Wales, scope of work in Africa, what does the organisation do?]

2. Please tell me about you and your role in the organisation
[Prompt: how long have you been involved, what do you do, what motivated your involvement?]

3. To what extent does your organisation have any disabled people working for the organisation in Wales?
[Prompt: on main board, staff, volunteering?]

4. To what extent does your organisation work with / for disabled people in Africa?
[Prompt: If DP involved, in what capacity and to what extent?]

5. Do you see this level of engagement with DP in Wales and Africa changing in the future? Why might that be the case?
6. Do you see potential benefits of involving disabled people in the organisation's work? If so, what might those benefits be?

[This is the key question but also the one most likely to yield confusion or responses such as 'what do you mean?' or 'it's obvious isn't it?' – Let the person ponder without prompting. If they insist on a prompt, ask whether there is anything within the experiences of disabled people in Wales that might help improve the services offered to disabled people in Africa? – make a note if this prompt was necessary]

7. To what extent are disabled people involved in the design and/or delivery of the projects or work your organisation does in Wales? ...and in Africa?
8. To what extent do your activities help disabled people become an active part of their community, if indeed they do?
9. To what extent would your organisation benefit from training and capacity building to involve more disabled people in your work? How do you think such an intervention would benefit your organisation?
10. If we produce a case study about your organisation based on your responses, we will provide you with a draft. Would you prefer any case study to name your organisation or be anonymized?

Annex D – Characterisation of development organisations interviewed

1. Where is the programme / organisation based in Wales?

Abergavenny

Brecon

Cardiff (x3)

Cowbridge

Llandovery

Llandrindod Wells

Machynlleth

Newport (x2)

Pontypridd

Swansea (x2)

2. Where in Africa does the programme / organisation work?

N.B. some respondents indicated multiple countries

Gambia

Kenya (x4)

Sierra Leone

Tanzania (x2)

Uganda (x3)

Zambia (x2)

Zimbabwe

Sub-Saharan Africa

3. Type of Wales-Africa link

N.B. Typically representatives suggested multiple types of work

Community Link (x4)

Institution to institution e.g. hospital or university to peer organisation (x6)

Health (x9)

Education (x9)

Livelihoods (x8)

Environment (x2)

Disaster Relief