minority rights group international

Strategy 2017–2020
Report on implementation

Strategy 2017–2020
Report on implementation

Cover Photo: Christine Kandie, a disability rights activist from the Endorois community in Kenya raising awareness about COVID-19 to her rural communities. *Photo courtesy of Christine Kandie.*

Introduction and context

Introduction

In this reporting period we met (sometimes exceeded) most of our objectives and associated targets. Under our first strategic objective, *"Countering ethnic persecution, a root cause of migration"*, we met 6 out of 9 targets, exceeding targets in 4 instances associated with i) training of activists and journalists (Result 1.1- indicator a & Result 1.2- indicator b) and ii) international advocacy submissions and associated recommendations (Result 1.1- indicator b & Result 1.3- indicator b). When we partly met targets (Result 1.2- indicator c & Result 1.3- indicator b), we were extremely close to our initial objective. We failed to meet one target (i.e the target on asylum guidelines, Result 1.3- indicator c).

Under our second strategic objective *"Promoting inclusion of minorities and indigenous peoples in sustainable development and society"*, we met and exceeded 7 of our 11 targets. As with Objective 1, we had significant success in training (Result 2.1-indicator a) and bringing cases of discrimination and marginalization to the attention of key stakeholders and decision makers (Result 2.1-indicator b). Our work on mainstreaming disability also generated positive results (Result 2.3-indicator c). We were successful in improving governance environments to promote greater participation of marginalized communities in selected countries (Result 2.2-indicator a & b) and secure changes (Result 2.3-indicator b).
While our work on land rights generated significant success and progress (Result 2.4- indicator a), we struggled to improve land laws/policies (Result 2.4 -

indicator b). Similarly, the "cultural" work we successfully piloted and launched in the 2013-2016 strategic period slowed done as a result of lack of funding (Result 2.5-indicators a & b).

Context

At the commencement of our 2017-2020 strategy there were serious threats looming for minority and indigenous communities worldwide. The ensuing period has been characterised by election of mediocre politicians with limited integrity and abilities to the helm of powerful States, on platforms advocating hate against minorities in a bid to generate artificial majorities to sweep them to power. Democratic institutions built on principles of the rule of law, democracy and human rights, seemed unable to withstand this pressure. The global commitment to increased inclusion, (to 'Leave No One Behind') rang particularly hollow.

Goaded by anger stemming from job losses as technology ate into labour markets; the concentration of wealth in few hands and their ability to seize control of the State, what followed was a significant deterioration in resilience, inclusivity and societal cohesion. In this febrile atmosphere being 'different' was dangerous, especially if that difference arose on the basis of ethnicity or religion, forming a lethal cocktail when combined with long-standing misogyny. The period was also characterised by significant advance of climate change creating new victims as societies proved unable and unwilling to adapt from a carbon-based economy.

Adversity can bring people closer to collaborate in collectively overcoming looming threats. But active narratives of hate were created and launched, fragmenting populations and birthing ferocious, exclusionary and incompetent politics. The inability and unwillingness to strive for more equal societies while countering the climate threat was palpable. Imagined threats stemming from diversity were deemed more serious than real threats from already apparent climate shifts. Benefits to those in power from the status quo consistently outweighed voices calling for better, more equal and sustainable ways of life and politics.

Rather than bringing communities together and drawing the best talent to combat adversity, a politics of mass distraction swept country after country. Seething majoritarian anger caused by economic failure, was channelled against minorities and indigenous people least to blame for unemployment or unjust enrichment, and least culpable for forces accentuating climate change. Their targeted scapegoating through fake news and/or unsubstantiated opinion generated artificial majorities - emphasizing 'threats' to 'traditional values' 'nationhood' or 'stability'. This hollowed out societies as majoritarian wrath and frustration was pitted against minorities. The battle benefitted emergence of a new ruling class claiming to act in the name of the many, while serving the few - themselves included, from the confines of government.

When the pandemic arrived it found a compliant host: under-skilled governments, crumbling health infrastructure and fragmented societies. A lethal cocktail of governmental ineptitude, polarized societies, and a politics of deceit, combined with long-standing divestment from public health, unleashing the power of nature hitherto believed conquered and confined to history by advancement in science and technology. All the while in the background the looming climate crisis drew ever nearer.

These events broke minority and indigenous communities and even entire countries. Minorities were vastly overrepresented in hospitalisation and fatality figures due to overexposure, lack of proximity to healthcare, in some cases poorer general health due to poverty, and overrepresentation in the frontline of care and essential services - features of minority lives depressingly familiar to MRG but rarely discussed until now. The lives lost and communities dismembered should not be forgotten and a forensic accounting of this chapter of history is a must, if only to ensure against creation of adequate safeguards against recurrence. It is equally important to underscore the premium that skill and integrity in governance brings and to push back against populist politics driven by hate.

At the time of writing the hope nurtured by effective vaccines against the pandemic was becoming undermined again by a failure to ensure global reach and distribution. In India, self-claimed 'apothecary of the world', the attempt to extend the reach of populist politics re-plunged the world into insecurity, with bodies floating in rivers becoming a sad indictment of the poor state of humanity.

The challenge of building back better is upon us. We must ensure that minorities and indigenous peoples are not left behind in this process and that they are full active participants in a shared future, not factors to be accounted for. The fight for that future must be visionary and strategic– learning from the past without becoming overwhelmed by the scale of suffering, nor driven by desire for vengeance against those responsible for it.

Through these four tough years donors' support for our work has been unwavering. It enabled us to stretch our reach to those farthest behind and respond when communities reached out. In many instances we provided communities under siege with short term relief while supporting their journey towards realisation of their vision of an inclusive future. We reached many in the frontline of this battle even though we are not a humanitarian organisation and the unrestricted nature of SIDA's support enabled us to react to the challenges presented to minority communities and indigenous peoples.

Combatting religious persecution in this era of hate proved challenging as envisaged, especially in the unequal race minorities and supporters of free and fair societies face against those seeking to seize and maintain their hegemony on power through divisive politics. Galvanizing minority and indigenous communities as they seek to overturn narrow identity-based politics has been a privilege and learning experience for us. We witnessed and were inspired by communities in extreme unprecedented difficulty who remained relentless in pursuing a persecution free society. We ostensibly helped them, but they helped us learn ways and values as we sought ways to link them with each other in the collective fight.
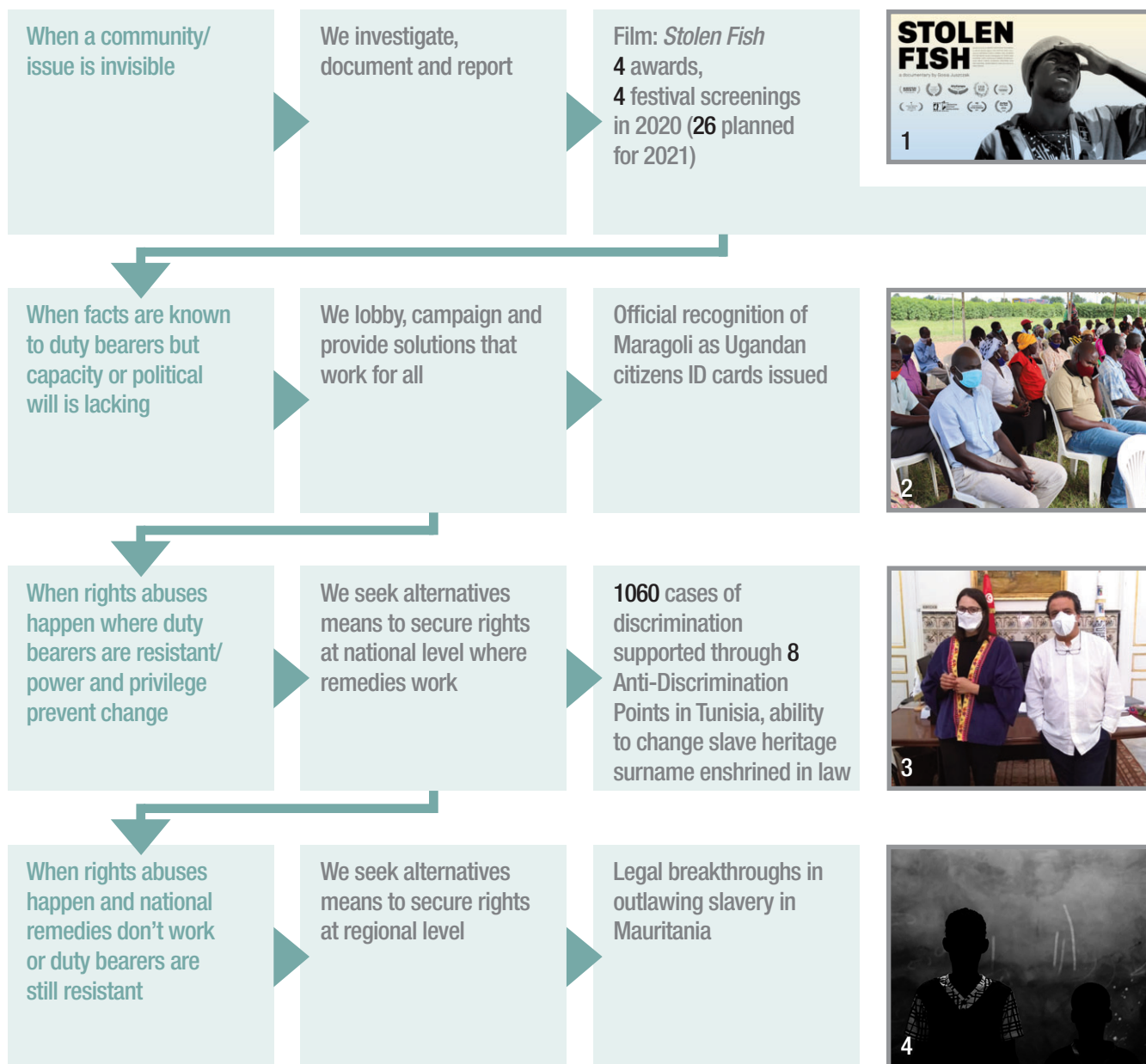
The period reinforced our dedication to the *Leave No One Behind* principle. The pandemic's central message was: we will all be worse off as long as some of us are threatened. Despite the setbacks of identity-politics we see real signs of the greening of the desert – where human spirit and solidarity cut across political divide and rhetoric in friendship and empathy. Your support enabled us to design creative programmes mainstreaming key people-oriented Sustainable Development Goals, to eliminate poverty, hunger and gender bias, while spreading opportunities for good education and quality health care to reach those farthest behind. We grasped the challenge of engaging the public more directly in advocacy and reoriented our own internal architecture to ensure we are able to respond to the growing demand for the work we do.

Our 2021-2024 strategy was launched after significant discussion with our global partner communities and a wide range of individuals and institutions who work for the cause of minorities and indigenous peoples globally. The evaluation of SIDA's support for MRG reached hundreds of individuals playing a central part of this process. Rather than radical change, our strategy builds on existing work, seeking to accentuate and sharpen its impact and reach by adding new tools and elements as we deepen our commitment to communities struggling for better

human rights and development opportunities. The recognition of a specific objective on climate justice acknowledges the specific need to influence this ongoing work, but to work upstream in underscoring its impact on minority and indigenous communities with a view to recalibrating systems to ensure our communities' visions, aims, tools, knowledge and impacts are factored into the work of those working for sustainable development.

The half century of our organisational history underscores the limitations of human rights based approaches not focused on the most vulnerable. We have challenged ourselves over what structural discrimination means in our own response to the #BlackLivesMatter call and have emerged determined to ensure that we continue the struggle to realise the inherent dignity and worth of every individual. Our advocacy flows against the grain of the time in an era of populism. Yet we are not only refreshed and energised for this fight, we realise how important public advocacy and education are if a brighter future is to dawn upon us all.

Flow of Achievements

| When a community/ issue is invisible | We investigate, document and report | Film: *Stolen Fish* **4** awards, **4** festival screenings in 2020 (**26** planned for 2021) | |

| When facts are known to duty bearers but capacity or political will is lacking | We lobby, campaign and provide solutions that work for all | Official recognition of Maragoli as Ugandan citizens ID cards issued | |

| When rights abuses happen where duty bearers are resistant/ power and privilege prevent change | We seek alternatives means to secure rights at national level where remedies work | **1060** cases of discrimination supported through **8** Anti-Discrimination Points in Tunisia, ability to change slave heritage surname enshrined in law | |

| When rights abuses happen and national remedies don't work or duty bearers are still resistant | We seek alternatives means to secure rights at regional level | Legal breakthroughs in outlawing slavery in Mauritania | |

About the images used in the diagram above:
1. Poster of MRG's 'Stolen Fish' documentary film on the exploitation of the Gambian coast by Chinese fishmeal factories. *Credit: Gosia Juszczak / MRG.*
2. Consultative meeting between MPs and the Maragoli community in Kiryandongo district, Uganda, May 2021. *Credit: Billy Rwothungeyo / MRG.*
3. A member of By Lhwem, one of the Anti-Discrimination Points, meet with the President of the Municipality of La Marsa to address the concern of the Sub-Saharan population. *Credit: By Lhwem*
4. Said and Yarg, two escaped slaves in Mauritania. Credit: Michael Hylton/Anti-Slavery International. *Photo used in MRG's 2018 report 'Landmark ruling on Mauritania's continued failure to eradicate child slavery'.*

When rights abuses happen and regional remedies don't exist or function	We seek alternatives means to secure rights at international level	When a serving Minister in Pakistan tweeted religious hate speech, MRG supported UN special rapporteurs to write a formal letter of protest	
When trust has broken down between duty bearers and communities	We support dialogue and practical joint work	Roma/Local authority dialogues and action projects Ukraine	
When community or individuals live in fear due to their identity	We help make people safer, document and report abuses, and call those with influence to intervene	This space is left deliberately blank to safeguard human rights defenders	
During Covid-19, when all else failed and minorities were starving and hopeless	We stepped in, we stepped up, providing information in local languages, soap, hand-washing stations, and food	We directly distributed small symbolic amounts of aid to prove what is possible to those whose aid "skipped" minority and indigenous households	

About the images used in the diagram above:
5. Sanabil Shahzad. *Credit: Faizan Bashir.*
6. Lola Kulchar, the director of Zakarpattia Regional Charitable Foundation Blago in Uzhgorod, Western Ukraine. *Credit: Lola Kulchar.*
7. Sensitization meetings with Batwa/Pygmy communities, Goma, North Kivu, Democratic Republic of the Congo, April 2020. *Credit: FDAPID.*

Major Challenges

Like many organizations, MRG had to quickly adjust to the devastating impact of the pandemic. The challenges took multiple forms: from re-organizing work and engagement with local partners, to shifting our focal point to respond to urgent health, information and humanitarian needs of minority and indigenous communities worldwide. Offices closed and staff worked remotely: for some, especially beyond Europe, this was impacted by power outages, lack of IT equipment and limited broadband. We responded by supplying equipment/IT support whenever needed/possible. COVID-19 exacerbated poverty, vulnerability and exclusion of the communities we work for leaving MRG and partners to find ways to ensure these communities would not be pushed further behind. In Rwanda for example, daily wage Batwa labourers were suddenly prevented from working or going to the forest to find food. Cases of discrimination in accessing food aid programs put in place by the Rwandan government were reported while our Rwanda partners became "humanitarian organizations". In other contexts MRG supplied soap, handwashing stations and information about the pandemic in local languages. In Pakistan we supplied PPE to religious minority sanitation workers who were cleaning hospital wards and quarantine centres without such protections. The pandemic curtailed our ability to offer partners opportunities to raise concerns at international fora; with many cancelled or postponed, and later when online, hampered by lack of technology and connectivity.

Several projects operated in environments where restrictions on civil society increased, such as in Egypt. This necessitated maintenance of a discreet profile for staff and partners and limiting relations with local NGOs, which affected the nature and extent of work we could implement. In Mauritania we witnessed how our work quickly became "un-wanted" by authorities as the issue of slavery came under scrutiny. Governmental clamp downs in Cameroon, Tanzania, Iran, and Myanmar also severely affected projects. All our offices experienced specific challenges: in Budapest pressure increased post re-election of Orban and his challenge to organisations receiving foreign funding and supporting "illegal migrants"; in Kampala from uncertainties of over the re-election of Musaveni. Radical changes to development funding in London by a government hostile to development and inclusion also forced sudden curtailment of projects.

The period was characterised by admissions of wrong-doing by *Oxfam* and *Save the Children* in Britain which shook up the international not for profit sector. Whilst good safeguarding protocols were in place at MRG, there were areas we had to tighten up. We have since reviewed our Safeguarding policy and have strengthened efforts to ensure that all staff and partners follow it strictly.

The resignation of Mark Lattimer, MRG's long standing Director, and Lucy Claridge (Legal Director) in 2019 opened up a period of uncertainty. The challenge was limited by the existence of a group of senior managers with skill, associated expertise and knowledge. Claire Thomas, MRG's Deputy Director stepped up as Interim Director until Joshua Castellino was appointed as new Executive Director. Upon re-organizing the Legal Department Jennifer Castello was appointed Head internally, ensuing a smooth transition. The period saw significant growth for MRG (as called for by the evaluation commissioned jointly with Sida) with growth in turnover and staffing levels despite many challenges.

Although progress has been made in diversifying unrestricted income sources, MRG has a lower proportion of core funding compared to restricted funding with small overhead percentages allowed little leeway. This constrains resources that can be put into designing new programmes and other organization-wide investments, including piloting new approaches and tools.

As an organisation headquartered in the UK, drawing significant funding from the EU Brexit unleashed a period of uncertainty. So far its impact has proved minimal: human rights funding continues to have minimal nationality restrictions and our Budapest office has built strong expertise and experience in responding to EU calls when nationality restrictions are identified. In the final year of our strategy we launched two small appeals to the general public, one supported by the national broadcaster (BBC). These were more successful than past initiatives and, together with success is reaching wider audiences via social media, provide a better base on which to build in current period. Efforts remain on-going to diversify sources of funding with an emphasis on increasing core funding.

While we saw some success in challenging intersectional discrimination, the challenge of gender inclusion remains troubling in some parts of the Middle East and in some communities (e.g. some pastoralists) where we struggled to ensure that 50% of our beneficiaries were women and girls, despite increased attention to mainstreaming strategies. We devote significant effort and resources to overturn these barriers increasingly focussing on multiple discrimination in every region of the world where we have active programmes.

We strive to gather quantitative and qualitative data to monitor and evaluate our work. For us, training activists remains insufficient. What really matters is that activists and communities we support can use the skills and knowledge they have acquired to challenge the discrimination and/or persecution experienced by the communities they represent. We introduced a 6 month post training questionnaire to engage trainees in assessing application of their knowledge. Making this evaluation work has been challenging, especially in overcoming trainees not responding to requests, loss of contacts and busy project schedules.

Key Learning Points

The reporting period showed us we have real capacity to respond quickly to new opportunities and challenges. When in 2018, Mugabe lost power in Zimbabwe, MRG quickly reached out to minority communities and organizations representing them to engage in a feasibility study, leading to the development of minority organisation capacity building work in country. The same happened with the transition in Ethiopia. Our response to the pandemic was another example of our rapid capacity of respond.

COVID-19 realised a grimmer prospect than we had imagined. While we understood the exclusion, poverty and discrimination in minority and indigenous communities, the pandemic has accentuated this marginalization. We witnessed entire communities excluded from information about COVID-19, from protective equipment and even humanitarian aid. This reinforced our urgency for change.

Several of our programs highlighted how marginalization has impacted the capacity/expertise of partners and activists we work with. In our Botswana project for example, we had to modify paralegal training plans to reflect the needs and aspirations of different communities. It became apparent, during planned refresher trainings for paralegals, that some had not grasped concepts and struggled to relate what they had learnt to the situation of their community. Some remobilisation trainings were therefore implemented.

Local decision-makers can be significant allies in extending minority rights. For this to happen it is vital for us to develop trust between communities and local authorities by designing opportunities for exchanges and collaboration.
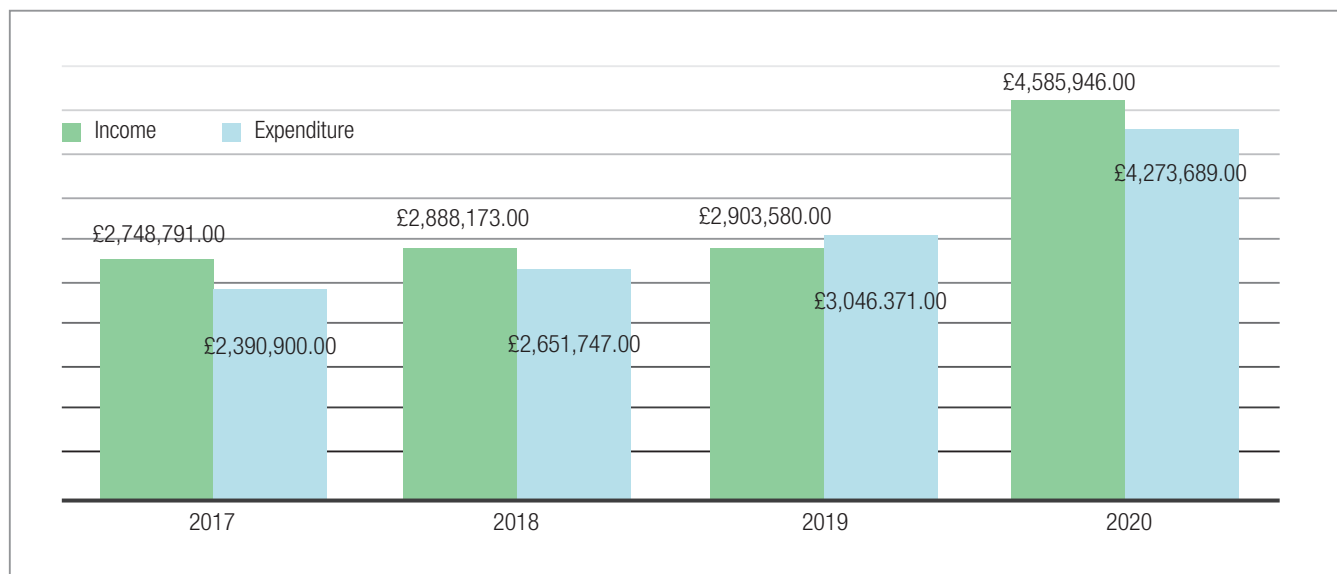
We welcomed SIDA support to launch a strand of work to mainstream intersectional discrimination across our programs, with a focus on disability. This highlighted instances of "ultra" poverty experienced by those living with a disability within already marginalised minority or indigenous communities.

We embraced calls for dismantling structural discrimination emanating from the Black Lives Matter following the murder of George Floyd by questioning the extent to which we, as a civil society organization working globally may be culpable in perpetrating, actively or passively, or failing to adequately combat, structural racial discrimination.
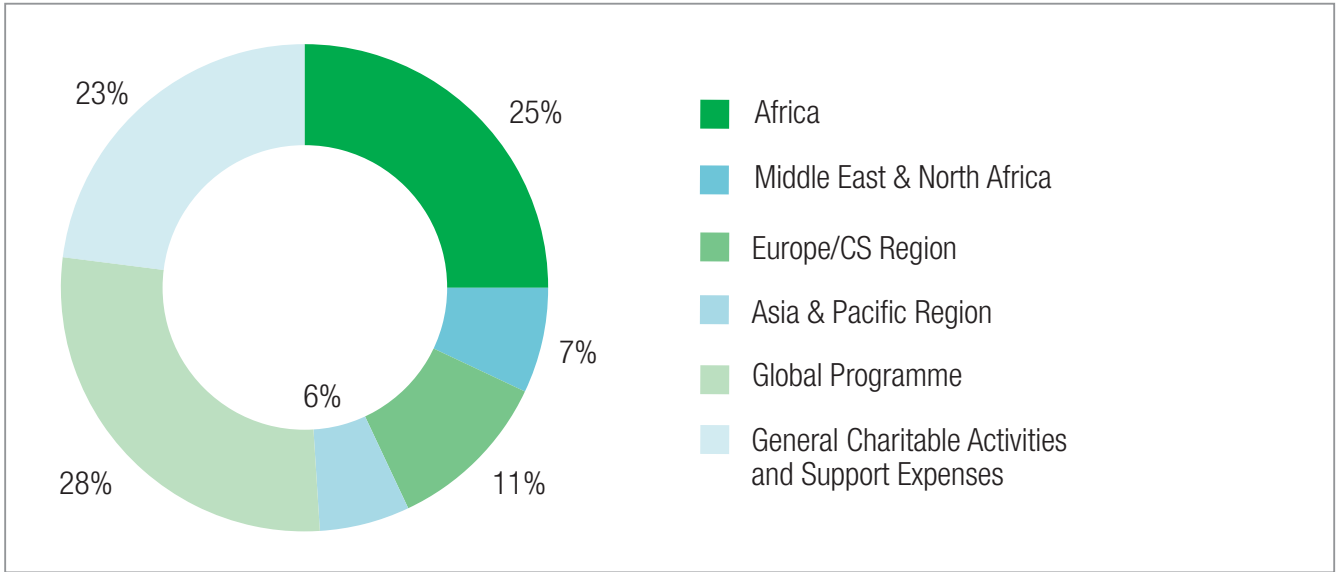
Spending

Over the four-year period, MRG raised and spent approximately £13 million, with a 49% increase from 2019 to 2020 (40% increase in expenditure, 58% increase in income 2020).
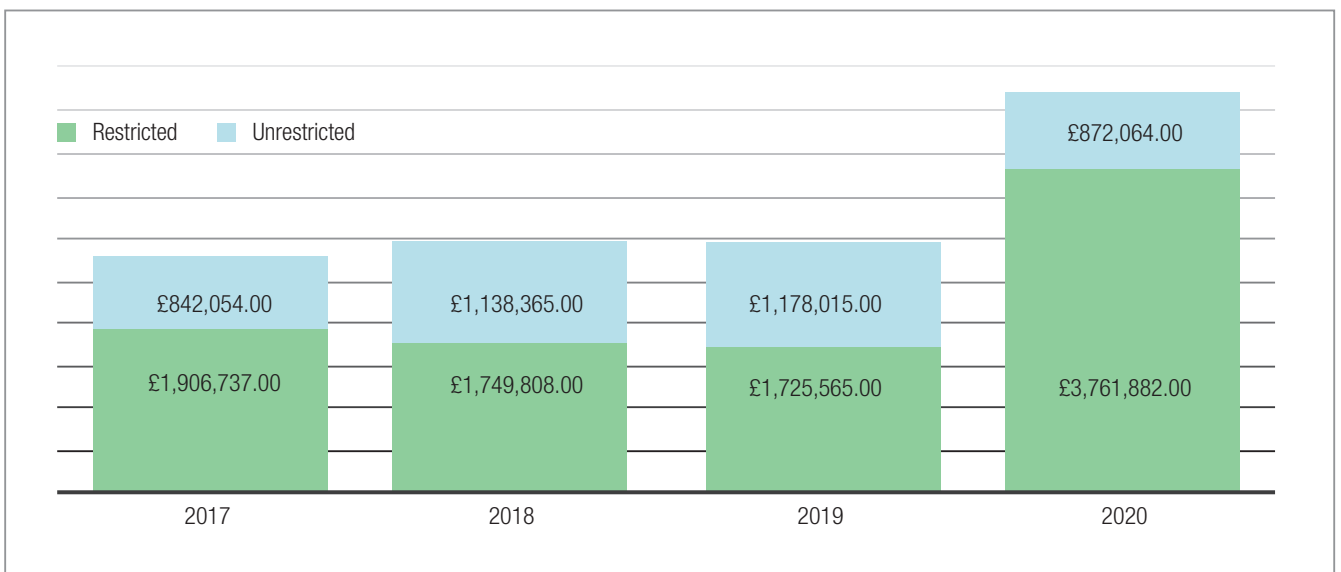
Income and expedtiture from 2017–2020

	2017	2018	2019	2020
Income	£2,748,791.00	£2,888,173.00	£2,903,580.00	£4,585,946.00
Expenditure	£2,390,900.00	£2,651,747.00	£3,046.371.00	£4,273,689.00

2017–2020 – Spending by Region

- Africa — 25%
- Middle East & North Africa — 7%
- Europe/CS Region — 11%
- Asia & Pacific Region — 6%
- Global Programme — 28%
- General Charitable Activities and Support Expenses — 23%

In terms of the split between restricted and unrestricted income, the percentage of unrestricted income increased from 30% in 2017 to 40% in 2019, however, this dropped significantly to 18% in 2020.

Restricted and Unrestricted Income 2017–2020

	2017	2018	2019	2020
Unrestricted	£842,054.00	£1,138,365.00	£1,178,015.00	£872,064.00
Restricted	£1,906,737.00	£1,749,808.00	£1,725,565.00	£3,761,882.00

Annexes

Annex A
Result Framework

STRATEGIC OBJECTIVE 1:
Countering religious and ethnic persecution, a root cause of forced migration

Result 1.1: Civil society organisations (CSO) representing minorities and indigenous peoples are better equipped with the knowledge, skills, contacts and strategies to monitor persecution, bring it to attention of duty bearers and advocate for rights protection.

Indicator A:
Number of CSO staff and activists (50% women) trained by MRG and number that report using training to benefit their persecuted community.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020
422 activists trained between 2013-2015 in target states	*Initial target:* 90 activists trained (45 women). 72 report using the training (36 women)	*Initial target:* 140 additional activists trained (70 women). 100 report using training (60 women) (incl. trainees from 2017)	*Initial target:* 85 additional activists trained (43 women) 74 report using training (32 women)	*Initial target:* 85 additional activists trained (42 women). 74 report using training (32 women)	**Overall Target** 400 additional activists trained (200 women) and 320 report using training (160 women)
	Actually achieved: 250 activists trained (121 women)	**Actually achieved:** 95 trained (22 women)	**Actually achieved:** 20 trained (11 women). 16 report using training	**Actually achieved:** 271 trained (119). 65 reporting using training	**Actually achieved over the strategic period:** 619 activists trained (333 women) **TARGET EXCEEDED**

Indicator B: Number of high-quality international advocacy submissions made by MRG partners or trainees on religious and ethnic persecution (> 40% include significant attention to gender).

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020
10 interventions made by partners or trainees in 2015-2016	*Initial target:* 15 interventions (>6 significant attention to gender)	*Initial target:* 15 new interventions (>6 significant attention to gender)	*Initial target:* 15 new interventions (>6 significant attention to gender)	*Initial target:* 15 new interventions (>6 significant attention to gender)	**Overall Target** 60 new interventions (>24 significant attention to gender)
	Actually achieved: 27 new interventions (4 on gender)	**Actually achieved:** 22 new interventions (7 on gender)	**Actually achieved:** 17 new interventions (11 on gender)	**Actually achieved:** 10 (5 on gender)	**Actually achieved over the strategic period:** 86 new interventions (27 significant attention to gender) **TARGET EXCEEDED**

Indicator C: 100% of partners that face significant new safety threats to be offered support from MRG to enable them to be better able to defend themselves and/or maintain their operations.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020 Overall Target
At present MRG is offering ad-hoc support on a case by case basis	*Initial target:* 100% threats supported	*Initial target:* Numbers depend on threats, but 100% of those presenting	*Initial target:* Numbers depend on threats but 100% of those presenting	*Initial target:* Numbers depend on threats but 100% of those presenting	Numbers depend on threats but 100% of those presenting
	Actually achieved: Target met	**Actually achieved:** Target met	**Actually achieved:** Target met	**Actually achieved:** Target met	**Actually achieved over the strategic period:** Support in place in Bangladesh, Egypt, Iran, Iraq, Pakistan, Sri Lanka, & Tunisia. **TARGET MET**

Result 1.2:
Journalists, media and opinion-formers display a better understanding of religious and ethnic persecution as a root cause of forced migration.

Indicator A: Publication by MRG of comprehensive information on situation of minorities and indigenous peoples (including minority and indigenous women), highlighting prevalence of persecution.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020 Overall Target
State of the World's Minorities (SWM) and Peoples Under Threat (PUT) reports published annually, ad hoc briefings and reports	*Initial target:* World Directory of Minorities (WDM) updated and re-launched and SWM and PUT published	*Initial target:* Online WDM updated and re-launched, annual trends report and PUT analysis.	*Initial target:* nnual updates to Directory and trends reports. Additional policy briefings as needed.	*Initial target:* Annual updates o Directory and trend reports. Additional policy briefings as needed	Annual updates of Directory and trend reports. Additional policy briefings as needed.
	Actually achieved: PUT was launched as planned. There have been delays in formally re-launching the WDM and SWM. However, 5 new reports or multimedia resources were published.	**Actually achieved:** Online WDM updated and re-launched. Key Trends report (focusing on migration) and PUT analysis published. 7 briefings published.	**Actually achieved:** 40-45 updates on WDM, 7 new publications	**Actually achieved:** 20-25 updates on WDM, 9 new publications	**Actually achieved over the strategic period:** Annual launch of People Under Threat index, re-vamping, launch and regular updates of the World Directory on Minorities (70 entries updated), Key Trends report replaces State of the World Minorities and is published annually. 23 new materials published & disseminated. **TARGET MET**

Indicator B: Number of journalists trained on minority and indigenous-sensitive reporting, with particular emphasis on the relationships between discrimination, persecution and migration.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020
162 journalists trained in 2013-2016	*Initial target:* 50 additional journalists trained (25 women)	*Initial target:* 40 additional journalists trained (25 women)	*Initial target:* 80 additional journalists trained (40 women)	*Initial target:* 30 additional journalists trained (20 women)	**Overall Target** 200 additional journalists trained (200 women)
	Actually achieved: 20 journalists trained (9 women)	**Actually achieved:** 36 trained (23 women)	**Actually achieved:** 123 journalists trained (92 women)	**Actually achieved:** 72 journalists trained (48 women)	**Actually achieved over the strategic period:** 251 trained (172 women) **TARGET EXCEEDED**

Indicator C: Media coverage and MRG mentions on religious and ethnic persecution, including on the specific issues faced by those who experience multiple forms of discrimination.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020
2,600 media mentions in 2012-2015: 312,119 unique users on MRG's web presences	*Initial target:* 500 new media mentions; 330,000 unique users on MRG's web presence	*Initial target:* 600 new media mentions, 370,000 unique users on MRG's web presence	*Initial target:* 800 new media mentions, 330,000 unique users on MRG's web presence	*Initial target:* 900 new media mentions, 390,000 unique users on MRG's web presence	**Overall Target** 2800 new media mentions, 400,000 per annum unique users on MRG's web presence
	Actually achieved: 515 mentions, 338,031 users on website	**Actually achieved:** 941 mentions, 443,431 users on website	**Actually achieved:** 422 mentions, 628,798 users on website	**Actually achieved:** 793 media mentions; 824223 users on website	**Actually achieved over the strategic period:** 2671 media mentions, 824,223 users on website **TARGET PARTLY MET**

Result 1.3:
Increased recognition of and commitment to addressing religious and ethnic persecution by relevant decision-makers.

Indicator A: Number of recommendations from international bodies to governments addressing religious or ethnic persecution linked to shadow reports or other inputs from MRG and partners supported by MRG.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020
9 recommendations in 2015–2016	*Initial target:* 9 new recommendations	*Initial target:* 9 new recommendations	*Initial target:* 9 new recommendations	*Initial target:* 9 new recommendations	**Overall Target** 36 new recommendations
	Actually achieved: 7 recommendations	**Actually achieved:** 35 recommendations	**Actually achieved:** 26 recommendations	**Actually achieved:** 19 recommendations	**Actually achieved over the strategic period:** 87 recommendations **TARGET EXCEEDED**

Indicator B: Number of recommendations from international bodies to governments addressing religious or ethnic persecution linked to shadow reports or other inputs from MRG and partners supported by MRG.

Baseline Position	Achievements 2017 *Initial target:* 2	Achievements 2018 *Initial target:* 2	Achievements 2019 *Initial target:* 2	Achievements 2020 *Initial target:* 2	2017-2020 **Overall Target** 8 new laws/policies/ actions
6 changes achieved 2012-2015	**Actually achieved:** 2 (Iraq: UN investigation mechanism on ISIS; Iraq: Kurdish victims of Zardeh-ye Dalahoo chemical attack)	**Actually achieved:** 2 (Iran: Shinabad diyeh fire victims, Uganda: Maragoli ID)	**Actually achieved:** 2 (Egypt: Licences for Copt churches, Iran: Baluchi citizenship)	**Actually achieved:** 1 (Iraq: Yazidis Survivors Bill)	**Actually achieved over the strategic period:** 7 new laws/actions taken **TARGET PARTLY MET**

Indicator C: Number of official policies or guidelines displaying improved consideration of minority persecution criteria in asylum decision-making in refugee-receiving countries.

Baseline Position	Achievements 2017 *Initial target:* 2 policies/ guidelines	Achievements 2018 *Initial target:* 2 policies/guidelines	Achievements 2019 *Initial target:* 2 policies/guidelines	Achievements 2020 *Initial target:* 2 policies/guidelines	2017-2020 **Overall Target** 8 policies/guidelines
Ad hoc consideration depending on authority	**Actually achieved:** 1 (US: precedent setting decision reached)	**Actually achieved:** 0	**Actually achieved:** 0	**Actually achieved:** 0	**Actually achieved over the strategic period:** 1 **TARGET NOT ACHIEVED** Work strand abandoned in 2018 in consultation with SIDA

STRATEGIC OBJECTIVE 2:
Promoting inclusion of minorities and indigenous peoples in sustainable development and society

Result 2.1: Strengthened capacities of activists representing minorities and indigenous peoples to use legal and political mechanisms to challenge exclusion by advocating for the human rights, including participation rights of their communities (SDGs 10 and 16).

Indicator A:
Number of CSO staff and activists (50% women) trained by MRG and who report using training to promote the inclusion of their communities.

Baseline Position	Achievements 2017 *Initial target:* 300 activists trained (150 women), 240 report using the training (90 women)	Achievements 2018 *Initial target:* 406 additional activists (202 women), 200 report using training (100 women)	Achievements 2019 *Initial target:* 300 activists trained (150 women), 280 report using training (170 women)	Achievements 2020 *Initial target:* 194 trained (98 women), 180 report using training (120 women)	2017-2020 **Overall Target** 1200 additional activists trained (600 women) and 960 report using training (480 women)
905 activists trained between 2013-2015 in target states	**Actually achieved:** 304 activists trained (195 women)	**Actually achieved:** 267 trained (41 women)	**Actually achieved:** 787 trained (259 women)	**Actually achieved:** 1012 trained (496 women)	**Actually achieved over the strategic period:** 2370 trained (991 women) **TARGET EXCEEDED**

Indicator B: Instances of rights claims made to national or international legal or political mechanisms by MRG or partners supported by MRG, seeking to address violations, discrimination or exclusion (including relating to gender).

Baseline Position	Achievements 2017 *Initial target:* 2 new instances	Achievements 2018 *Initial target:* 4 new instances	Achievements 2019 *Initial target:* 4 new instances	Achievements 2020 *Initial target:* 4 new instances	2017-2020 Overall Target 15 new instances
34 rights claims made regional or international bodies or political mechanisms in 2012-2015	**Actually achieved:** 5 (Mauritania, Ukraine, DRC, Kenya)	**Actually achieved:** 8 (Mauritania, Ukraine, Rwanda, Uganda, Macedonia)	**Actually achieved:** 18 (Mauritania, Kenya, Iraq, DRC, Macedonia, Rwanda, Uganda, Tunisia)	**Actually achieved:** 62 (Mauritania, Pakistan, DRC, Kenya, Rwanda)	**Actually achieved over the strategic period:** 93 new instances **TARGET EXCEEDED**

Result 2.2:
Improved governance environment to promote participation of minorities in decision-making (SDG 16.7).

Indicator A: Number of instances of improved collaboration between decision-makers and marginalized communities making decision-making processes more inclusive.

Baseline Position	Achievements 2017 *Initial target:* 1 mechanism	Achievements 2018 *Initial target:* Multiple local level initiatives tested between Roma Communities and authorities in Ukraine	Achievements 2019 *Initial target:* Community Action Groups in Ukraine maintained, 4 mechanisms in East Africa, 1 in Macedonia.	Achievements 2020 *Initial target:* At least 2 mechanisms lead to real changes in decision-making	2017-2020 Overall Target 3 mechanisms
Pilot projects being designed in East Africa; projects starting in Ukraine and Macedonia. Pilots in Georgia, Moldova and Ukraine	**Actually achieved:** 6 (Community Action Groups x3 in Ukraine, Accountability mechanisms in East Africa x3)	**Actually achieved:** 12 Community Action Groups and 18 Pilot Projects in Ukraine	**Actually achieved:** Community Action Groups were maintained, 13 Pilot Projects in Ukraine were completed, mechanisms in Kenya, Mauritania, Uganda and 9 advocacy meetings held in Macedonia	**Actually achieved:** 2 Somalia and Kenya	**Actually achieved over the strategic period:** 12 mechanisms **TARGET EXCEEDED**

Indicator B:
Number of initiatives implemented to challenge political systems that directly or indirectly discriminate against minorities.

Baseline Position	Achievements 2017 *Initial target:* 2 continued efforts and new initiative	Achievements 2018 *Initial target:* 2 continued efforts and 1 new program.	Achievements 2019 *Initial target:* 2 continued efforts and 1 new program	Achievements 2020 *Initial target:* 2 continued efforts and 1 new program.	2017-2020 Overall Target Progress on 2 existing efforts and 3 new programs running
ECHR judgement on Sedic and Finci – not implemented Recognition of Wayeyi and Basubiya in Botswana but not systematised	**Actually achieved:** Continued advocacy in Botswana around Tribes' recognition. Continued efforts on advocacy in BiH	**Actually achieved:** Continued efforts in Bosnia and Botswana, some progress in Iraq	**Actually achieved:** 2 continued efforts in Macedonia and Ukraine- no new program	**Actually achieved:** 2 continued efforts in Uganda and Mauritania – no new program	**Actually achieved over the strategic period:** Progress on 2 existing efforts + 1 success. Efforts continued in Mauritania. Successes in Uganda and Botswana **TARGET MET**

Result 2.3: Improved development policies to promote socio-economic inclusion and public participation of highly-marginalized minorities, including the Roma, Afro-Descendants and ethnic or caste- based communities subject to slavery-related practices (SDG 10).

Indicator A: Number of officials and authorities who are better sensitized to the extreme exclusion and the needs of marginalized minority and indigenous communities.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020 Overall Target
34 officials trained in two programs 2012-2015. Low awareness of Roma in Turkey and Ukraine. New slavery law in Mauritania not implemented, low official understanding	*Initial target:* 60 decision-makers sensitized	*Initial target:* 134 officials trained 43 women) NB Pool of relevant officials/potential trainees is not gender balanced	*Initial target:* 100 decision-makers sensitized	*Initial target:* 100 decision-makers sensitized	At least 394 decision-makers sensitized
	Actually achieved: 83	**Actually achieved:** 162	**Actually achieved:** 14	**Actually achieved:** 55	**Actually achieved over the strategic period:** 314 decision makers trained/sensitized **TARGET PARTLY MET**

Indicator B: Number of development policies and practices revised to include effective measures to address inequality against minorities and indigenous peoples.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020 Overall Target
N/A	*Initial target:* 1 new policy/practice	*Initial target:* 2 new policies/ practices	*Initial target:* 1 new policy/practice	*Initial target:* 1 new policy/practice	5 new policies
	Actually achieved: 1 (Rwanda –access to education for Batwa)	**Actually achieved:** 2 (Rwanda- Historically Marginalized groups economic & social rights and UNFPA – maternal health)	**Actually achieved:** 2 (Pakistan x2 initiatives in 2 districts one targeting Hindu community and one targeting Christian community)	**Actually achieved:** 1 (Tunisia- creation of Commission on racial discrimination)	**Actually achieved over the strategic period:** 5 new policies **TARGET MET**

Indicator C: Religious and/or ethnic minority persons with disabilities are identified, capacity issues are addressed as needed and they are supported to participate in relevant local/national/international events. Increased communication and collaboration between indigenous and/or minority activists and Disabled Person's Organisations within countries. Submissions to UN or regional bodies on intersectional discrimination affecting minority persons with disabilities are made.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020 Overall Target
(end 2018 addendum) Limited contact between ethnic and religious minority organisations and disabled persons organisations in many countries IDA includes material on indigenous persons with disabilities to CRPD routinely. Very Limited submissions	N/A	N/A	*Initial target:* 15 minority and/or indigenous community members with disabilities benefit from capacity support/supported participation 2 instances of successful coalition building (e.g. resulting in joint planned initiatives or sustained contacts)	*Initial target:* 15 minority and/or indigenous community members with disabilities benefit from capacity support/supported participation 2 instances of successful coalition building (e.g. resulting in joint planned initiatives or sustained contacts)	30 minority and/or indigenous community members with disabilities benefit from capacity support/supported participation 4 instances of successful coalition building, 4 submissions to UN or regional bodies jointly by

Indicator C (continued...)

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020
to CERD with any focus on intersectional disability discrimination at present			2 submissions to UN or regional bodies jointly by minority/DPO coalitions with supported lobbying as appropriate.	2 submissions to UN or regional bodies jointly by minority/DPO coalitions with supported lobbying as appropriate.	minority/DPO coalitions with supported lobbying as appropriate. Lessons learned paper and evaluation
			Actually achieved: 12 minority members with disabilities trained, 1 submission made by MRG + 2 submissions made by partner organisations with support from MRG, 1 coalition building effort in Ecuador.	**Actually achieved:** 198 minority members with disabilities trained, 6 x submissions,3 coalition building efforts in Thailand, India and Bangladesh.	**Actually achieved over the strategic period:** 210 activists with disabilities trained (+114 involved in coalition building), 4 instances of coalition building, 8 submissions (33 recommendations secured). **TARGET EXCEEDED**

Result 2.4: Improved legal recognition of indigenous peoples' rights to land, territories and resources, as well as equitable benefit from any development of those lands and resources (SDG 1.4 and 2.3).

Indicator A: Number of legal decisions, judgments, opinions or international guidelines which extend or clarify indigenous peoples' rights to land and natural resources.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020
ACHPR decision on indigenous land rights (Endorois v Kenya) but not implemented. 3 cases pending	*Initial target:* Delivery of successful judgment on indigenous land rights by ACtHPR (Ogiek v Kenya)	*Initial target:* Delivery of reparations order by ACtHPR on Ogiek v Kenya and at least 1 significant step taken towards implementation of judgment; admissibility decision in Batwa PNKB case (ACHPR); judgment delivered in Sukenya Farm case (Tanzania)	*Initial target:* Ogiek decision on reparations in Kenya Pursuit of Tanzania Maasai land case through litigation MRG support to indigenous communities affected by land issues is extended to one new country (Uganda/ Cameroon)	*Initial target:* Progress on Ogiek case implementation Progress in one other new case.	**Overall Target** Significant steps taken towards implementation of indigenous land rights in two leading cases At least 3 MRG interventions in support of indigenous communities
	Actually achieved: Landmark judgment on indigenous land rights by ACtHPR (Ogiek v Kenya).	**Actually achieved:** On-going work towards Ogiek reparations.	**Actually achieved:** Admissibility decision on DRC case.	**Actually achieved:** Progress on Ogiek case (reparations hearing) and progress with Benet Uganda, Mt Elgon case. Inter-American Court of Human Rights' landmark judgment in a case brought by the Lhaka Honhat Aso.(Argentina) NB: MRG had been involved although not leading on this case.	**Actually achieved over the strategic period:** On-going significant work towards reparations for the Ogiek. Progress with DRC (African Court) and Uganda case (domestic court). Landmark decision in Argentina case. **TARGET MET**

Indicator B: Number of land laws or policies which are improved (including private sector) or inclusive national debate conducted on the need to improve law/policy/implementation.

Baseline Position	Achievements 2017 *Initial target:* Participation of indigenous peoples in national dialogue on land act implement-ation in Kenya and Uganda and on Land Bill in Tanzania	Achievements 2018 *Initial target:* Participation of indigenous peoples in national dialogue on land act implement-ation in Kenya in context of Ogiek implementation, and Uganda and on Land Bill in Tanzania.	Achievements 2019 *Initial target:* 1 new law/policy	Achievements 2020 *Initial target:* 1 new law/policy	2017-2020 Overall Target 4 laws/policies adopted (including private sector Good Practice Business Models)
2016 Kenya Community Land Act passed not implemented; 2013 Uganda Land Policy not implemented; Tanzania Land Bill under consideration. Some input into Business and Human Rights policy formulation	**Actually achieved:** Good progress in Kenya and some progress in Uganda. Harassment and threats to our partner in Tanzania as well as to journalists and other activists curtailed much of the debate in Tanzania.	**Actually achieved:** Advocacy and work ongoing in all countries but no major achievements	**Actually achieved:** No laws/policies	**Actually achieved:** No laws/policies but key role in fortress conservation debate	**Actually achieved over the strategic period:** No new laws/policies passed despite progress in target countries and within fortress conservation debate. **TARGET NOT MET**

Result 2.5: Increased inclusion, public participation and visibility of minority communities, and improved strategies to combat hate and racist, sectarian and xenophobic discourses (SDG 10.2).

Indicator A: Number of innovative strategies developed and implemented by MRG and partners to improve inclusion, public participation and visibility of minorities and indigenous peoples and to combat hate, and racist and xenophobic discourses.

Baseline Position	Achievements 2017 *Initial target:* Projects in 3 countries	Achievements 2018 *Initial target:* 1 project in Ukraine, 1 project in Pakistan, new projects operating in at least 2 countries	Achievements 2019 *Initial target:* 4 initiatives ongoing	Achievements 2020 *Initial target:* 4 initiatives on-going and at least 1 new initiative operating in at least 2 countries	2017-2020 Overall Target Projects in 12 countries
Projects in 4 countries during 2012-2015	**Actually achieved:** Projects in 2 countries (Ukraine & Pakistan)	**Actually achieved:** Ukraine and Pakistan projects on-going New work in 5 countries (Bulgaria, Croatia, a, Croatia, Czechia, Hungary and Slovakia)	**Actually achieved:** Work in Mauritania, Ukraine x3, Pakistan.	**Actually achieved:** on- going work in Pakistan, new work in Tunisia and Myanmar	**Actually achieved over the strategic period:** Projects implemented in 10 countries. (Ukraine, Pakistan, Myanmar, Tunisia, Mauritania, Bulgaria, Croatia, a, Croatia, Czechia, Hungary and Slovakia) **TARGET PARTLY MET**

Indicator B: Number of instances of rights violations, discrimination or exclusion brought to attention of decision- makers through cultural expressions by MRG partners.

Baseline Position	Achievements 2017	Achievements 2018	Achievements 2019	Achievements 2020	2017-2020 Overall Target
Projects in 11 countries 2012- 2015	*Initial target:* Projects in 7 countries (including sustainability projects by partners with no continuing MRG involvement)	*Initial target:* 1 project in Ukraine. New projects operating in at least 3 countries	*Initial target:* New projects in at least 2 countries plus on-going work.	*Initial target:* New projects in at least 2 countries plus on-going work.	Projects in 12 countries
	Actually achieved: Projects in 6 countries. (Pakistan, Lebanon, Jordania, Tunisia, Morocco and Egypt)	**Actually achieved:** 1 project in Ukraine. Work in Pakistan	**Actually achieved:** On going work in Pakistan and new project in Croatia	**Actually achieved:** On-going work in Pakistan, international success of 2 MRG movies (Stolen Fish and Even After Death) and some cultural COVID-19 related work in Africa	**End of strategic period:** Projects have been implemented in 8 countries (Pakistan, Lebanon, Jordania, Tunisia, Morocco, Croatia, Ukraine and Egypt). Cultural work associated with COVID-19 in East Africa in 2020. International reach of 2 movies financed by MRG. **TARGET PARTLY MET**

Annex B
Case Studies

Achieving positive legal precedents to address violations of the right to land of minorities and indigenous peoples

CASE STUDY 1

Countries:
Global although the example provided here is from the DRC.

Partners:
Réseau Congolais des Forestiers.

Emilia Kizi, an Mbuti pygmy elder, weaves a basket out of grass at Upende village, a settlement founded by NGOs to house pygmies displaced by conflict. Emilia has struggled to make ends meet in her new home, as the men are now too afraid of rebels to hunt in the forest. *Credit: Tommy Trenchard/Panos Pictures*

Background: Despite progress over the last 15 years, minority and indigenous communities make limited use of various normative instruments protect their rights. Many communities often lack awareness of their rights and/or lack the necessary know-how or resources to advocate before official channels. Their isolation from other communities and official civil society networks make exchange of experience and knowledge difficult. The lack of human rights modules in countries' law school curricula limits domestic lawyers' ability to use international human rights law especially in relation to minorities and indigenous peoples. The consequence of these factors is that minority and indigenous communities lack access to justice when challenging the human rights' violations they experience.

Our work: MRG has been running a Strategic Litigation Programme since 2002, aiming to combat violations of the rights of minority and indigenous communities across the world. A leading human rights litigation programmes, it has a wide range of outputs including direct engagement alongside victims to challenge discrimination/denial of rights such as with the Ogiek in Kenya, which led to the landmark

judgement in favor of the community by the African Court on Human and Peoples' Rights in 2017. We also support amicus briefs to expand areas of law unfamiliar to judiciaries and support other organizations in articulating claims drawing on minority and indigenous peoples law. Our interventions are always tailored to the context and directly guided by needs of the communities.

Our impact: Not all the work we embark on engages the entire communities over a large number of years. We also work with individual victims of rights' abuses. Thus we supported Réseau Congolais des Forestiers in their mission to provide direct legal assistance to eight indigenous Batwa community members sentenced to long prison sentences for seeking to regain access to their traditional lands. On February 4, 2020, six Batwa men, including Batwa Chief Jean-Mari Kasula, were each sentenced to 15 years in prison plus a $5000 fine, with two Batwa women sentenced to a year in prison each. The trial lasted a day and was full of illegalities and irregularities. Our Legal Team worked with RCF to prepare the appeal of the community members. With MRG's support RCF attorneys obtained provisional release for several detainees: two women in July and following arguments by RCF attorneys in August, two men, including Chief Kasula. Four of the eight Batwa community members have now been released from prison. To achieve this result we held community meetings to collect evidence, provided direct assistance to detainees during hearings, held defence strategy coordination meetings and conducting regular interviews with defendants.

Networks for Peace: Preventing and Resolving Conflicts through Early Warning Mechanisms in Africa

Background: An estimated 12 million people are currently displaced by conflict across sub-Saharan Africa. Power struggles between or among armed groups, weak states incapable of providing security, and accentuated identity differences are key drivers. This last driver while increasingly prevalent is relatively under-addressed in research and practice. Such identity conflicts arise due to different visions of belonging to a region, a country, or its future. They do not lend themselves to political solutions and are fueled by entrenched patterns of exclusion and marginalization that disproportionately impact minority and indigenous communities.

Our work: In October 2019 our office in Kampala (Uganda) and 6 local organizations from Cameroon, Kenya and Uganda launched a major initiative to work with communities affected by identity conflicts in the three countries. The project aimed to develop and implement national strategies to break cycles of conflict, encompassing use of an Early Warning Mechanisms (EWM) system, the establishment of Peace Ambassadors within communities, the development of strong civil society networks and direct engagement with key stakeholders through tailored advocacy. The project aims to prevent violent conflicts and take immediate steps to prevent escalation when violence threatens.

Our Impact: When natural resource scarcity exacerbates identity tensions and conflicts, dissent can quickly escalate into a conflict, as witnessed in Marsabit county, northern Kenya. Although the situation has shifted over time with different dynamics at play, there is considerable tension manifest in an 'identity contest' between the Borana, Gabra and Rendille peoples following devolution which changed Kenya's political landscape. The last decade aggravated political mistrust, making land and boundary contests an emotive campaign narrative on every side. Often designed to inflict casualties, the acts of violence perpetrated on all sides are particularly bloody. Since the beginning of the project, our Kenyan partners have worked at various levels to bring peace to the region. Their work includes the strengthening of local civil society and minority and indigenous peoples' organisations' capacity to mobilise and lead conflict prediction and prevention while improving networks and exchanges between civil society and duty-bearers/ institutional actors. They led the development and take up of the EWM at local level which is playing an important part in preventing violent outbreaks. Through development of a mobile app, our local partner Isiolo Gender Watch offers community members the opportunity to report any elements likely to trigger conflict. Information is immediately fed to relevant stakeholders and with swift action taken to intervene and de-escalate tensions. Community members can now share information on planned attacks or acts of violence they have become aware of without revealing their identity. The take up of EWM is extremely high: so far, across the project, 258 instances were reported (98 cases

of women using the EWM). This achievement is the result of the increased popularisation of EWM as a result of targeted community awareness efforts (led by 144 recruited and trained Peace Ambassadors- 61 women). In practice the project is saving lives and preventing potentially lethal conflicts and violence. Last year an early warning sent to security teams in Isiolo and Marsabit led to the recovery of guns, ammunitions and explosives. Before, community members aware of such information, would not feel comfortable sharing it with authorities for fear of reprisals. Parallel efforts are also made to encourage dialogue between communities affected by conflict. In September 2020, an encouraging initiative

promoting dialogue between 20 former and current duty bearers (15 men and 5 women) representing minority and indigenous communities in Masabit county brought new hope for peace. The peace talks are encouraged and supported by our project and local partners in the belief that coordinated efforts of actors can change the ambience of tension.

Our work gained increased recognition from the government of Kenya: in October 2020 Isiolo Gender Watch Executive Director, Grace Lolim, was awarded a Head of State commendation for inspiring change through the project. She started this work in 2000 having suffered from conflict. A firm advocate of the importance of involving women in peace building and conflict prevention, she paid special attention to gender mainstreaming throughout "the network for peace" project, encouraging minority women's involvement and participation in all processes related to conflict resolution and decision making.

A two-day dialogue meeting for Isiolo and Marsabit counties on the topic of returning illegal firearms, 2020. *Photo: Local journalist. Shared by Isiolo Gender Watch*

ISIOLO/MARSABIT • A local organisation has come up with an application to help Isiolo and Marsabit residents share anonymous security alerts for quick response. Isiolo Gender Watch executive director Grace Lolim said the platform will allow over 50 peace ambassadors to share alerts. Waweru Wairimu

Snapshot of a story published on 13th September 2020 on the 'Network for Peace' project in *Daily Nation*, a local newspaper in Kenya.

Responding to a worldwide crisis

Background: As the world grappled with the pandemic and its devastating and multifaceted effects, East Africa began to record its first COVID-19 patients in March 2020. Governmental response imposed stringent measures including closure of public places of gathering such as schools, places of worship, bars, markets, banned public transport and closed borders except for cargo. These measures were followed by lockdowns restricting people to their homes. While these measures affected everyone, their consequences were exceptionally hard on excluded and marginalized minority and indigenous people, such as the Batwa, the Maragoli and the Bambuti. It became clear that these communities were forgotten as measures were devised and put in place. Information on prevention of the spread of the pandemic was mostly available only in English, Swahili or French, languages many minority community members did not understand. Prevention messages relayed on radio and TV, emphasized items that many could not afford. This lack of information exposed communities to the pandemic, while the imposed lockdowns placed them on the brink of starvation unable to work for their daily meal. Humanitarian aid barely reached areas mostly populated by these communities. The same happened with medical equipment.

Our work: From March to September 2020, MRG and local partners organized themselves to respond to communities' needs. They

Sensitization meetings, distribution of handwash facilities, soap and face masks materials to Batwa/Pygmy communities in August 2020. Bukavu, South Kivu, DRC. *Credit: Réseau des Associations Autochtones Pygmées (RAPY)*

carried out awareness raising campaigns targeting MIPs in their locations. This included displays of posters, organizations of community meetings (where possible) and road drives targeting market centres and towns. All information shared was in local minority and indigenous languages.

CASE STUDY 3

Countries:
Globally. The work presented here was implemented in East Africa (DRC, Kenya, Rwanda, Tanzania, Uganda and Zimbabwe).

YOO KATASAKA MA MU POORTO,ITINYE LÄÄLYO NDA WUYUYIIN MU KAMPUUSET IWAS CHEEPKERICHOO MU PIRÉÉTAAP SIMUUT MU NAMPOOSYECHU 719 NDA INYAPUR *719# CHIPO PUCH ÄK IRUP NG'ALEEK CHI KIMWÄWUUNG

"If you have fever, cough and difficulty breathing seek medical attention by calling 719 or dial *719# for free and follow directions given."

Author: Bilgraham Nyapela, May 2020 shared by Sengwer Peoples Indigenous Programme (SIPP)

Partners:
Ogiek People Development Program, Pastoral Women's Council, African International Christian Ministry, Benet Lobby Group, Awer Community Conservancy, Endorois Indigenous Women Empowerment Network, Turkana Development Organizations Forum, Hadzabe Survival Council, African Initiative for Mankind Progress Organization, First People Disability Organisation, Maragoli Community Association, Hadzabe Survival Council, Katswe Sistahood Tsoro-o-tso San Development Trust, Foyer de Développement pour l'Auto promotion et Indigènes Défavorisés. Mbororo Social and Cultural Association, Réseau Camerounais des Organisations de Droits de l'Homme, Isiolo Gender Watch Samburu Women Trust Kabarole Research and Resource Centre Community Development Resource Network, Réseau des Associations Autochtones Pygmées, Women's Organization for Promoting Unity, Sengwer Peoples Indigenous Programme (SIPP)

WhatsApp groups offered psychological support to community members going through hard times and partners engaged in targeted advocacy with key stakeholders (e.g. the World Food Programme) to ensure that areas inhabited by minority and indigenous communities would not be left out of relief measures especially food aid and medical equipment. MRG and partners stepped up to provide humanitarian aid when even efforts failed and the communities had nowhere else to turn to.

Our impact: In Rwanda, we supported our partners AIMPO and WOPU to distribute food and non-food items to 589 Batwa households from 6 target districts. A total of 2,199 individuals (982 males and 1217 females) from these households benefited. The items distributed included maize flour, beans, and sanitary items such as basins, soap and jerricans. The distribution was done in May-June 2020. The households were selected on the basis of their extreme vulnerability, many included people living with disabilities or were headed by lone women.

All those receiving aid were extremely grateful.

In Kenya, local partner CDRN supported the Key Health Centres established in minority areas. Each received a temperature monitor, 20

"I am happy to get food, and I feel safe now. Last night, kids were crying because of hunger; I also cried. It is not easy for me. I can be patient, but kids don't know that COVID is here searching for us. Hahahaha life is not easy; only God knows us. Tell donors that we are appreciating"

Mukanoheri Nyirabirahure

litres of sanitizer with spray bottlers, 20 litres of liquid soap, hand washing stand and water containers, disposable gloves and washable face masks.

Humanitarian distribution in Gicumbi District, Rwanda in June 2020. *Credit: AIMPO*

Tackling Hate Speech in Pakistan

Background: While Pakistan is predominantly Muslim, numerous religious minority groups exist as do minority sects of Islam. Pakistan's constitution guarantees equality of all citizens irrespective of religion, caste or gender. Yet, religious intolerance is widespread to the extent that hate-speech against those of different faiths is considered normal. Such hate speech is frequently linked to incidents of violence in which religious minorities and sects are targeted. This includes mob attacks on settlements of religious minorities, attacks on individuals (including murders), attacks on churches, temples and mosques of minority sects. This is also accompanied by blasphemy allegations, confiscation of properties, boycotts against businesses owned by minority community members, desecration of graves of religious minorities, institutional discrimination and prejudices in social interactions including work settings, and stigmatization of minority students by teachers and classmates.

Our work: MRG is part of the Coalition for Religious Equality and Inclusive Development (CREID) which provides research evidence and delivers practical programmes aiming to redress the impact of discrimination on the grounds of religion or belief, tackle poverty and exclusion, and promote people's wellbeing and empowerment. During 2019-2020, we supported local partner CCJP to conduct Focus Group Discussions with Christians in Lahore, Hindus in Rahim Yar Khan, Shias (Online), Atheists (Online), Ahmadi (Online) and Sikh (Online) communities to understand and monitor hate speech in offline spaces and identify community-specific derogatory/hateful terms for the development of a Lexicon of hate-speech against religious/sectarian minorities in Pakistan. The FGDs with each community discussed and documented their experiences of discrimination and hate-speech and enabled the team to learn about the frequency and intensity of hate-speech particularly in offline spaces. This was complemented by work of our digital lead partner, Bytes for All, who used innovative applications of software to monitor, document and report online hate speech impacting religious cohesion in Pakistan. A complete lexicon of hateful and derogatory

CASE STUDY 4

Country:
Pakistan

Partners:
Catholic (National) Commission for Justice and Peace, Bytes for All, Barghad.

A man stands outside a Catholic church in Peshawar, Pakistan.
Credit: MRG/Jared Ferrie.

terms commonly used by majority community to demean and stigmatize minorities and sects was also generated. The lexicon includes the context for each such word and enables non-specialist audiences to understand the offensive basis of the terms used providing, where appropriate, a non-offensive alternative term for the community or element of their tradition or practice. Careful attention was paid to terms

used to describe experiences of minority women and girls who face double discrimination in a patriarchal and religiously divided society. Minority women are more vulnerable due to their gender where women are generally deprived off their fundamental rights.

Our impact: At individual level, those participating in the FGD appreciated the platform and opportunity to share their experiences and insights, as increasing their sense of belonging and confidence as a citizen of Pakistan. This approach provided a unique opportunity for minority women to share their experience of gender/religious discrimination. The development of the lexicon has fed into improved monitoring of hate speech both offline and in online spaces (Facebook, Twitter etc.).
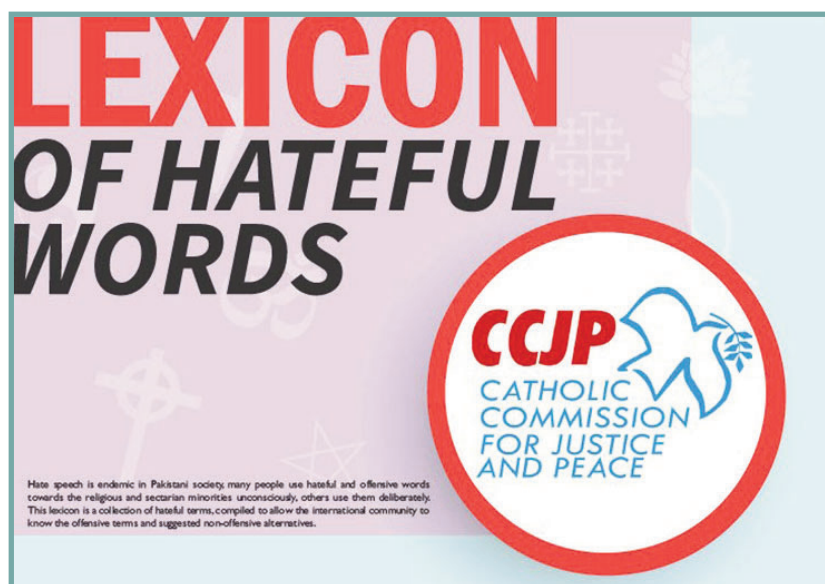
Lexicon front cover page.

A Shia university teacher from Lahore stated:

"I appreciate this approach of including sectarian minorities in these kinds of discussion because often sectarian minorities are neglected. However, they do experience hate-speech and discrimination based on their sect"

The Power of Media in securing Help for Vulnerable Communities

Background: The majority of internally displaced persons (IDPs) in Iraq come from Ezidi, Christian, Kaka'i and other religious minorities. Of 787,000 IDPs who reside in northern Kurdistan Region of Iraq, 47% are from minority groups, previously caught in the crossfire. Almost the entirety of Iraq's infrastructure in the region, including medical centres, had been destroyed. Minimal health services are available in IDPs' home regions which are in ruins. For example, in one northern Christian sub-district, there is one doctor per 5,000 residents. There are only three general practitioners and one ambulance for 30,000 Ezidis living in Shingal district. Inside the camps, the situation is no better: characterised by inadequate health facilities impossibilities of access to medical equipment including protective equipment against COVID-19.

Our work: MRG is part of the Coalition for Religious Equality and Inclusive Development (CREID) which provides research evidence and delivers practical programmes aiming to redress impact of discrimination on grounds of religion or belief, tackle poverty and exclusion, and promote people's wellbeing and empowerment. Between April and June of 2020, we supported KirkukNow, a local media outlet, to produce 12 high quality journalistic reports and follow-ups

Jalal Khalaf, mayor of Ezidi-majority Giruez sub-district, said:

"Medical and preventive essentials reached us, and we distributed them among the residents. The government and the NGOs brought needed foodstuffs when most things were halted due to the Coronavirus. And that was made possible with the help of media outlets like KirkukNow, which constantly and accurately would report on the truth about the conditions people were living under during the COVID-19 outbreak "

Duhok, April 2020: a group of youth volunteers spraying disinfectants at the Cham-Mishko camp. *Credit: KirkukNow*

to convey to government officials and aid organizations the issues that minorities have been facing and that were exacerbated as a result of the COVID-19 outbreak. This fact-based quality journalism illustrated the dangers minorities face as their health needs are neglected.

Our Impact: The reports published and disseminated by KirkukNow have played a critical role in raising awareness, a first much needed step to obtaining medical and preventive essentials for IDPs living in terrible conditions. Even in the challenging climate of lockdown and lack of funding for camps, the media campaign had a positive impact: once aware of the plight of communities, the Iraqi Ministry for Immigration and Displacement resumed sending monthly food aid. A number of camp managers stressed that since the publication of the reports, they received sanitizers, cleaning and preventive essentials from the Ministry and a number of humanitarian

NGOs, while UNHCR distributed cash among 110,000 families to buy protective equipment.

Sardasht Ali Sha'bo, Shingal Mount Camp manager, commended KirkukNow for its role in highlighting IDPs' needs through the news reports which helped them to secure assistance. The head of Duhok's Armenian Minority Affairs, Yariwan Aminian, also praised KirkukNow's coverage on the poor living conditions of displaced Armenians.

The media reports have helped bring awareness to the plight of Ezidis unable to travel to work due to restrictions. The authorities, following specific new conditions of testing and quarantine, have made exceptions for these workers to travel, assisting Ezidis to regain their mobility and sources of income. KirkukNow has become a bridge between vulnerable minority communities and those stakeholders that have the power to bring changes on the ground.

Sinjar, March 2020: Pandemic awareness campaign and spraying of disinfectants. *Credit: KirkukNow*

Farhan Ibrahim, head of the Youth Bridge organization in Shinjar said:

"We read the reports and stories by KirkukNow regularly; for our work, we strongly rely on the information and the evidence they provide. They have proven to be honest in what they report. Whenever they would report on something, for example on health services or food shortage issues, it would make us immediately aware of those issues, and we would subsequently contact our partners in the US and Canada so that they would help and send the needed aid "

No more discrimination in accessing education

Background: Transcarpathia (Zakkarpatia) Oblast, in Ukraine is a uniquely multi-cultural, multi-lingual environment, bordering Hungary, Poland, Romania and Slovakia. It is home to the largest Roma population in Ukraine (one of the largest concentrated populations in Europe). Official figures estimate that 70,000 Roma live in Ukraine though the likely is estimated at 400,000. Roma in Ukraine, As in other parts of Europe Roma in Ukraine face severe prejudice (anti-gypsyism) and are socially and economically marginalised even in a region with some of Europe's highest poverty and unemployment rates. While access to education is key means to guarantee future employment and social integration, Roma children face many barriers including classroom prejudice by teachers and other pupils, low literacy levels at home, cultures of truancy, and lack of access to good schooling.

Our work: Since 2017, MRG has been working in Ukraine with Roma communities to challenge discrimination. Through the 'Partnership for All: Developing Strategies for Socio-Economic Cooperation Between Roma Communities and Local Authorities in Ukraine' we promoted Roma minority communities' participation in democratic reforms and policy processes through greater cooperation with local authorities. As part of efforts to build capacity of local Roma civil society organizations, this initiative supported Eleonora (Lola) Kulcar, a Romani woman from Uzghorod to work in the community as a Roma mediator. She went on to set up her own NGO 'Blago' underscoring the importance of regular mentoring and

"To tackle (marginalization), I established my own NGO – Blago – and qualified as an Education Mediator. We run a preschool classroom, giving extra support to Romani children, so they stay in school and don't feel that 'it's not for them'. MRG helped me expand my work to more remote rural settlements, where Romani children are even more marginalised "

Lola

CASE STUDY 6

Country:
Ukraine

Partners:
Chirikli

Lola Kulchar, the director of Zakarpattia Regional Charitable Foundation Blago in Uzghorod, Ukraine. Lola runs a preschool classroom giving extra support to Romani children. *Credit: Lola Kulchar.*

A six year old Roma girl in Uzhgorod, Western Ukraine, taking part in the programme of pre-school preparations (for children but also their parents), run by Lola Kulchar, the director of Zakarpattia Regional Charitable Foundation Blago. *Credit: Lola Kulchar.*

support for Roma children when it comes to accessing education.

Our impact: Lola established a classroom in the city offering pre-school and after-school classes to Roma children who may need to catch up because they started school late, are behind in years, have a truancy record, or come from families without a culture of literacy. Lola and her team of mediators intervene in a wide range of matters including improving teaching standards for Roma and cases of discrimination.

As a Roma woman, Lola is trusted by the community and able to mediate between parents and schools. MRG supported Lola financially in implementing her work. She has since started to receive support from the Local Authority enabling her to access long term funding for her program, which will benefit Roma children in Uzghorod city and remote settlements. Over the last 7 years, 170 children have graduated school with Lola's support.

Annex C
MRG work & achievements on minority and disability intersectional discrimination

2018-2020 Project Report Summary

During the two-year pilot phase of the project, significant progress was made in highlighting and advancing understanding of intersectional discrimination experienced by persons with disabilities (PWD) from Indigenous communities or belonging to an ethnic religious or linguistic minority. Despite some challenges, in the majority of project countries the project objectives were achieved. For each country the outcomes differed slightly, depending on the opportunities for international and national advocacy (i.e., cycles of UN advocacy), the capacity of partners to engage in the project, the capacity of MRG to engage with partners, the context in which minorities with disabilities were living and the extent to which intersectional discrimination was understood and could be identified.

Between 2018 and 2020, MRG supported partners to submit alternative reports to UN committees highlighting intersectional discrimination in 7 countries, which led to 33 mentions of intersectional discrimination in concluding observations by committees. Applying the principle of 'nothing about us without us', MRG partnered with 34 organisations of persons with disabilities (OPDs) to build cross-movement collaboration with existing Indigenous and minority rights organisation partners. This included working closely with international and regional OPDs such as the World Federation of the Deaf, the Indigenous Persons with Disabilities Global Network, RIADIS - Red Latinoamericana de Organizaciones No Gubernamentales de Personas con Discapacidad y sus Familias and Disability Rights Fund. However, MRG also partnered with

MINORITY/DISABILITY INTERSECTIONAL DISCRIMINATION PROJECT

324 people participated in trainings and meetings

9 coalition building meetings

33 mentions of intersectional discrimination in UN committee concluding observations

34 partnerships with organisations of PWD

8 alternative international human rights reports supported

1/2 of all participants identified as women or transgender

18 communications outputs

national umbrella organisations and local OPDs to direct and implement much of the project work in context. The creation of OPDs in contexts where minority PWD are not represented by national DPOs was also successful in the case of Rwanda, indicating that this approach may be helpful to build capacity to address intersectional discrimination in other contexts.

Coalition building meetings were held in 9 countries which allowed 324 people to participate in networking and receive training, half of whom identified as women or transgender and a majority of whom had a disability. Through the project, MRG supported activists with disabilities to attend and speak at the UN Forum on Minority Issues in November 2019, first attending MRG's advocacy training session alongside other minority activists. The Forum provided sign language interpretation for the very first time in its history as a result of the urgent prompting and advocacy by MRG and partners, with a suggestion from the Special Rapporteur on Minority Issues in the closing session that it should continue every year.

In summary, the project indicated that there is room and immense need to work on disability/minority intersectionality, with increasing recognition of its importance at the international level and willingness from many stakeholders to engage in joint advocacy. It is also clear, however, that owing to the limited work in this area thus far, there is a huge amount of work ahead, both in understanding the nuances of minority/disability discrimination within different contexts and building capacity to challenge this on the ground and in policy.

Project Outputs

1   **International Human Rights mechanism alternative reporting**
    Total reports submitted jointly with MRG: 5
    Total reports supported by MRG: 8
    Total mentions of intersectional discrimination in Concluding Observations: 33
    1.1   CRPD alternative reports: Bangladesh, Iraq, India*, Mauritania*
          * MRG supported the submission of report, submitted by partner only
    1.2   CERD alternative report: Thailand (to be submitted 2021)
    1.3   CESCR alternative report: Ukraine
    1.4   UPR alternative report: Rwanda
    1.5   CEDAW alternative report: Iraq

2. **Coalition building meetings / Concluding Observation follow up meetings (total: 10): Bangladesh, Ecuador, India, Iraq, Mauritania, Nepal, Rwanda, Thailand, Uganda, Ukraine.**

3   **Activists supported to engage in international advocacy (total: 2):**
    UN Forum on Minority Rights Issues 2019 was attended by 1 x HMP with a disability from Rwanda and 1 x linguistic minority (sign language user) from the USA.

4   **Other Advocacy**
    Covid-19 and Disability Intersectionality Advocacy
    1   *Statement on the Impact of the Global COVID-19 Pandemic on Persons with Disabilities from Minority, Indigenous and other Marginalised Communities* - submitted to the UN Special Rapporteurs on persons with disabilities, health, violence against women, Indigenous Peoples and

minorities. https://minorityrights.org/2020/
04/27/statement-covid-19-pandemic-on-persons
-with-disabilities-from-minority-indigenous-
communities/

2   Submission of report on behalf of MRG partner,
NIDWAN: *COVID-19 and Its impact on Persons
with Disabilities and Marginalized Groups in Nepal*
- submitted to the UN Special Rapporteurs on
persons with disabilities, health, violence against
women, Indigenous Peoples and minorities.
MRG amicus for the case of Osime Brown (UK)
https://minorityrights.org/2020/10/02/osime-brown/

5   **Communications**
Target: 10 x directory updates
Outputs: 5 x directory updates published
(5 forthcoming); 11 x blogs/articles/case studies;
1 x event focused on disability intersectionality;
2 x events with international sign language
interpretation.

Celebrating the International Day of Disabilities in Rwanda
on the 3rd of December 2019, calling for inclusive health for
Historically Marginalized Peoples. *Credit:AIMPO*

External Evaluation

The external evaluation of the Minority/Disability
Intersectional Discrimination project is currently underway
and is due for completion at the beginning of June 2021.
The evaluation started on 15th March 2021 and involved
intensive desktop review of relevant documents and
sources of information provided by MRG. This included
training material, summary of each activity and coalition
building meetings, advocacy reports, all communications
made on the project. The mid-term review was received
on the 12th April 2021 and outlined the plans for the next
stage of the evaluation, including data collection with
project participants and reporting phase with online
webinar between key stakeholders to be held in
September 2021.