



INCLUSION UGANDA ANNUAL REPORT 2023





A society where the rights of people with intellectual disabilities are observed, protected and promoted.



To advocate for the rights of people with intellectual disabilities through public awareness, civic leadership, engagement and community participation



- ☐ Respect and Equity
- ☐ Accountability
- ☐ Respect for all
- ☐ Integrity



COMMUNICATION FROM THE CHAIRPERSON – NATIONAL EXECUTIVE COMMITTEE

Dear Stakeholders,

As we reflect on the past year, I am filled with gratitude for the unwavering dedication and support you have shown towards our mission at Inclusion Uganda. Your commitment has been instrumental in driving positive change and making a meaningful impact in the lives of persons with intellectual disabilities and their families.

Despite the challenges presented throughout the year, our team has remained resilient, innovative, and determined to overcome obstacles. Together, we have achieved remarkable milestones, including the General Assembly, Advocacy trainings and engagements with the local and national governments.

Looking ahead, we are energized by the opportunities to further advance our cause and reach even greater heights. With your continued partnership and support, I am confident that we will continue to make significant strides towards building a brighter, more inclusive future for all.

Thank you for your ongoing commitment towards Inclusion Uganda and for being an integral part of our journey towards creating a society where the rights of persons with intellectual disabilities are observed, promoted and protected.

Warm regards,

A handwritten signature in black ink, appearing to read 'Makubuya Michael Lubwama'.

Makubuya Michael Lubwama,
Chairperson, National Executive Committee
Inclusion Uganda

MESSAGE FROM THE EXECUTIVE DIRECTOR



MS. NABUKALU PRIMROSE

I am pleased to share Inclusion Uganda 2023 annual report which focuses on efforts geared towards uplifting the welfare of persons with intellectual disabilities in line with our current strategic plan. This report summarizes activities and achievements of inclusion Uganda according to its strategic objectives for the year 2023.

Under strengthening organizational capacity. We have managed to carry out a comprehensive assessment of Inclusion Uganda where we have come up with weaknesses that need to be improved and various strengths that need to be maintained as well. Inclusion Uganda has a strategic plan that clearly spells out its objectives and ensures all our plans and activities are geared towards that. We have greatly focused on strengthening the capacity of our local executive committees in all our areas of operation such that these can stand on their own without necessarily leaning on the head office. All this is done with an effort to create sustainability of the organization's activities and the organization itself in all regions.

Under advocacy, we have had various trainings on the Convention of the Rights of People with Disabilities. All these trainings are done with an outcome of creating a society where persons with intellectual disabilities can stand up and fight for their rights together with

their families. With increased awareness, persons with disabilities are now more independent and can participate in decision making and also take part in governance through participating in elections and also taking up leadership roles. Many have also emerged as trainers of others tackling disability related issues in their communities.

About strengthening the socio- economic status of people with intellectual disabilities and their families. Inclusion Uganda has come up with the formation of parent support groups in all its areas of operation. These groups double as both advocacy and saving groups. The savings they get within these groups are geared towards improving the welfare of persons with disabilities. Some groups after fulfilling the required criteria with the Community Development officers have also benefitted in getting disability grants which money is all used towards improving the welfare of people with intellectual disabilities together with their families.

I want to thank all of our Board members, Advisors and donors who have stood with us through out 2023. A special vote of thanks to NFU for the great financial support covering almost 90% of our annual budget. I would also like to express gratitude our members who have given us the opportunity to continue to work together for the well-being of our children. The entire team at Inclusion Uganda has worked very hard to ensure that all set objectives are met within the year. Kudos to the team



Nabukalu Primrose

Executive Director

Inclusion Uganda



INTRODUCTION

Inclusion Uganda was established in 1983 as an organization and has been advocating for the rights of persons with intellectual disabilities since then. Over the years we have faced many challenges which has always prompted us to push ourselves to new limits. The path for this work has never been smooth and we have faltered and learnt. Today we feel an immense sense of gratitude for those difficult times, the pain and crises that we faced which left us with immense learning, new insights and made us resilient enough to have faith and be hopeful even in extreme situations. The learnings from the past helped us take the change in our stride and turn the crises into opportunities for learning and growth.

We are a key contributor to advocacy of the rights of people living with intellectual disabilities in Uganda. We cultivate a bottom-up approach focusing on attitude change amongst people living with intellectual disabilities, their families and communities as well as a systematic change in policies and regulations geared towards a more inclusive environment for people with disabilities at large. We leverage on local and foreign grants to deliver programs in support and promotion of the welfare and rights of people living with intellectual disabilities with reference to the CRPD.

We delivered programs to twelve districts in Uganda namely; Kampala, Wakiso, Luwero, Nakaseke, Mbarara Lwengo, Bukomansimbi, Mpigi Mukono, Kibuku, Tororo and Soroti, under Human Rights advocacy (HRA). Our primary objectives for 2023 were to continuously improve the competence of advocacy through trainings and capacity building to enable parents of persons with intellectual disabilities to take lead in advocacy using the CRPD as a tool for domestic change and strengthening the socio-economic empowerment of people with intellectual disabilities and their families.

Through this report we hope to give you a glimpse of those moments which we sought, recognized, embraced and those that shaped our practice and enlightened us.

25TH GENERAL ASSEMBLY

This was one of our greatest milestones this year.

Inclusion Uganda held its 25th General Assembly at its headquarters on the 29th/04/2023. The General Assembly was attended by 100 delegates. These included representatives from different districts, NUDIPU observers and stakeholders from Kawempe division, Kampala district.

A report about the activities of inclusion Uganda for the past four years was presented by the chairperson to the delegates which gave in detail what was accomplished, and challenges faced within the past four years (2019-2022) in line with the Strategic plan.

The treasurer Ms. Sali Faith presented the financial report covering a period of 4 years 2019-2022.

She mentioned that two years (2020 and 2021) had been negatively affected by COVID 19 pandemic which in turn affected IU's position against the strategic plan. However, she said that there was optimism if the subsequent years given the strength of the global action against the pandemic and people were also able to learn to cope with the new normal. A financial report showing the cashflow within the organization and the different assets that were acquired by the organization was presented. This was coupled with presentation of the audited financial statements by CPA Kasolo James from our auditors, Kwiri and associates.

The general assembly was also able to amend the constitution in the following sections

- i. increase the ordinary membership fee from Ugx 5000 to Ugx 10,000 per year
- ii. Scrapping off the board of trustees hence entrusting all the authority to National Executive committee
- iii. Reducing the number of board members from eleven (11) to nine (9)

Elections for the new board were carried out and the following members were voted into office.

- | | | | |
|--------------------------|-------------|------|-----------------------------|
| • Makubuya | Michael | – | • Mukasa Edward - Secretary |
| | Chairperson | | • Nalunga Fatuma – Member |
| • Nabitalo | Ruth | – | • Lule Ethel – Member |
| | Chairperson | Vice | • Byanaku Betty – Member |
| • Sali Faith – Treasurer | | | • Kisasa John – Member |
| • Odaya Charles - Member | | | |

Some of our members attending the 25th General assembly.



One of the members making a presentation during the General Assembly



IMPROVED WELFARE OF PERSONS WITH INTELLECTUAL DISABILITIES

Inclusion Uganda began implementing the Together for Inclusion Program in 2020 in partnership with Norwegian Association for Persons with Intellectual disabilities (NFU). We have witnessed significant progress in enhancing the ability of Persons with intellectual disabilities to be able to make their own decisions. With 270 persons with intellectual disabilities and 307 family members trained on their rights and how to claim them, they have gained the ability (knowledge, skills, empowerment, independence) to make informed choices and decisions about their lives.

With increased awareness on decision making, self - advocates are now more independent in navigating various aspects of governance through participating in elections and taking on leadership positions. Many of them are also emerging as trainers of trainers tackling disability challenges in their communities on various platforms which has inspired other persons with intellectual disabilities. Parents are also taking on representation on disability councils at sub county and district levels. 36 advocacy support groups arising from our trainings on the CRPD are in existence in five project areas working closely with the Community Development Officers. These groups are spearheading advocacy and lobbying to influence change at sub county and district levels as parents and self-advocates have gained access to information and resources that are availed by the government, private sector and civil society organizations.

In addition, reduced vulnerability of persons with intellectual disabilities to exploitation is also evident in all our project areas. Following our trainings on the CRPD, persons with intellectual disabilities are now less susceptible to manipulation or exploitation by others. Many of them are confidently standing up for their rights and recognition. They are able to lead a better life and pursue their dreams. Parents are also providing good support by intervening and fully defending the right to a fair pay. The Community Development Officers are also more aware of the injustices suffered by persons with intellectual and are increasingly taking the necessary measures to combat them.

The TOFI intervention has also led to massive mindset change about independent living for persons with intellectual disabilities. Most parents were not aware that their children could live independently. However through trainings on human rights, selfcare skills, support and sharing live experiences about success stories that involve raising children with intellectual disabilities, the lives and general well being of these children has greatly improved over time. Reported cases of children with intellectual disabilities going to school has increased by almost 35% in most of our project areas. This is evident in the number of children with intellectual disabilities in schools now unlike before the Together for Inclusion intervention.

Furthermore a total of 26 persons with intellectual disabilities have started families of their own. Parents always thought that persons with intellectual disabilities are not in position to make decisions about their sexual life because of their specific needs. Following our interventions through trainings of the CRPD, parents are now fully supporting their children to make the right decisions about choosing their sexual partners.



Seruwu Robert is a self-advocate with a speech impairment and difficulty in remembering in Kisekka sub county, Lwengo district. He is happily married

to one wife and they have four children. “I’m a responsible man who takes care of my family. I practice agriculture and make bricks to earn a living. However, people cheat me most of the time because I have difficulty in remembering and identifying money”, says Seruwu. After attending several Inclusion Uganda trainings on the CRPD together with his wife, they were enlightened on the importance of good support. As a result, Seruwu’s wife has taken on the responsibility of collecting debts and conducting transactions together with her husband. This has helped them to grow financially as a family. Seruwu is very happy and grateful to the TOFI program conducted by Inclusion Uganda in his sub county.

Left- Advocacy group formed by parents of children with intellectual disabilities in Arapai, Soroti district. **Right** - Nyamiro parent Support group in Rubindi, Mbarara district



INCLUSION UGANDA'S ABILITY TO INFLUENCE LOCAL AND NATIONAL DECISION MAKING

Inclusion Uganda is increasingly playing an important role on the local and national disability scene as we continue to advocate for increased inclusion of Persons with Intellectual Disabilities in all disability movements. We have been given platforms for insightful dialogues with government officials, Organizations of Persons with Disabilities, civil society organizations and Non-government organizations to further enhance increased inclusion of PWIDs and also generate momentum towards a coherent and coordinated group advocacy agenda.

Inclusion Uganda was involved in technical consultative meetings with government agencies to advocate for the interests of persons with intellectual disabilities. We also actively participated in development and review of laws, regulations, policies and programs that promote increased inclusion of persons with intellectual disabilities under our umbrella disability organization (National Union of Persons with Disabilities in Uganda). Our staff participated in drafting the Parish development model approach for inclusivity, disability blue print and judicature rules to support persons with disabilities, petition papers on employment quotas concerning people with disabilities, the status of orthopedic workshops in Uganda, judicature rules to support persons with disabilities in courts of law, employment quotas and designing census tools and training manual for the upcoming population census to influence the collection of disability disaggregated data.

At local level, Inclusion Uganda was also involved in budget conferences at sub county and district where we discussed resource allocation and the needs of persons with intellectual disabilities ensuring that the budget allocations reflect our priorities and concerns. We also advocating for increased inclusion of persons with intellectual disabilities in government programs. This was greatly resulting from the awareness programs on intellectual disability where government officials, community development officers and other technical people are aware of their needs. Disability groups have also become more inclusive as it is a now mandatory to have a person with intellectual disability among the members.

The Local Executive Committees are influencing change and decision making through advocating for more inclusivity within their communities.

Inclusion Uganda staff in a meeting with district officials in Bukomansimbi district discussing on how they can ensure increased inclusion of persons with intellectual disabilities in government programming



IMPROVED INCLUSIVITY OF DECISION-MAKING PROCESSES, POLICIES AND SERVICES.

Despite initial resistance from some government duty bearers, our interventions are greatly leading to mindset change towards the rights of persons with intellectual disabilities. Through trainings on intellectual disability, the Convention on the rights of persons with disabilities and the Sustainable Development Goals, local leaders are more observant and sensitive to disability inclusion.

Following trainings on intellectual disability and the CRPD, village health teams are more aware and sensitive towards persons with intellectual disabilities. Many of them are dedicating more attention to ensure that persons with intellectual disabilities attain basic health services unlike before. Local leaders are advocating for specialized clinics serving the needs of persons with intellectual disabilities at government health centers. A case in point is Kyazanga Health Centre III in Lwengo district that has set apart every last Thursday of the month to specifically attend to the needs of persons with intellectual disabilities.

At the start of the Together for Inclusion project, many sub county and district locations were not accessible. This was evident as many of our participants had difficulty accessing the buildings. However government officials are lobbying for

funds for modifications of their buildings. It is interesting to note that 3 sub county buildings recieved funding for modifications this year and are now fully accessible to persons with disabilities.

The Local Executive Committees have parent representatives on sub county and district disability councils mandated by the constitution. This means that persons with intellectual disabilities are equally represented and thus involved in decision making processes for programs concerning persons with disabilities. We are also looking forward to having representation on the district union councils.

INCLUSIVE HEALTH ADVOCACY

In partnership with Inclusion Africa, we received a grant to advance inclusive health practices in our activities. we carried out 3 activities in this regard.

- i. Design advocacy messages that will be shared at health centers in form of posters.
- ii. Engage in meetings with government health workers to identify strategies for inclusion
- iii. Capacity building of families, persons with intellectual disabilities and health workers on inclusive health policies.

96 participants from Lwengo and Bukomansimbi, parents, persons with intellectual disabilities, health workers and district health officers were engaged in these meetings and we shared on the different health policies and how to effectively put them into practice and on how to promote increased inclusion of persons with intellectual disabilities in accessing medical services.

Left - Kabuye James, from Inclusion Uganda staff explaining to parents about the contents of the poster at Kawaala Health Center in Kampala. **Right** – James interacting with the hospital warden at Kayoro Health center III, Tororo district



COLLABORATION WITH OTHER ORGANIZATIONS.

In collaboration with different disability people's organizations, National Union of Disabled Persons in Uganda (NUDIPU) celebrated the 36 years of existence on the 14th November 2023 at Kyambogo university grounds. Inclusion Uganda participated in the planning, corporate social responsibility also exhibited the work done by some of self-advocates.

Inclusion Uganda self-advocate (Kisasa John on left with a mask) together with Kabuye James (Field Officer) taking part in corporate social responsibility at Kisasi market.



Inclusion Uganda self advocates attending an exhibition during NUDIPU at 36 celebrations



It is also important to note that our umbrella organization, National Union of Disabled Persons in Uganda (NUDIPU) held her General Assembly this year in December and we are happy to report that our own General Secretary, Mr. Mukasa Edward was elected to the NUDIPU board of directors to represent parents of persons with intellectual disabilities in Uganda. We believe that this is a step to growing our advocacy agenda.

Left - Mr. Mukasa Edward swearing in as the new parents' representative on the NUDIPU board. **Right** – the new NUDIPU board poses for a photo with the Executive Director, Ms. Esther Kyoziire



TOGETHER FOR INCLUSION EXCHANGE LEARNING VISIT TO INCLUSION UGANDA PROJECT AREAS

One of the major objectives of the TOFI Uganda Monitoring & Evaluation working group is to ensure that consortium partners are working together, sharing and learning collectively to improve project implementation (enhancing learning, innovation, and documentation among consortium partners). The inter-partner learning exchange visit was one of the joint consortium activities that was done this year. TOFI partners identified Inclusion Uganda to learn from in Mbarara district.

The field visit was attended by the TOFI Uganda Partners, M&E Working Group, Thematic leads, and Project implementation team from 8th to 11th August 2023. The purpose of the visit was to collectively undertake program implementation learnings from Inclusion Uganda, best practices, and opportunities that can be adopted/adapted by other partners in their implementation. Field observations, presentations on various identified topics, discussions, and interactions with Mbarara district stake holders and project beneficiaries working with Inclusion Uganda formed the learning basket for the visit.

Inclusion Uganda held a detailed presentation on intellectual disability, its causes, types and signs. This drew most of the members' utmost attention as most of them were ready and eager to learn and unlearn myths about intellectual disability.



National field officer –James Kabuye presenting Inclusion Uganda success stories and sustainability plan.



Executive Director-Primrose explaining intellectual disability, types, causes and referral pathways

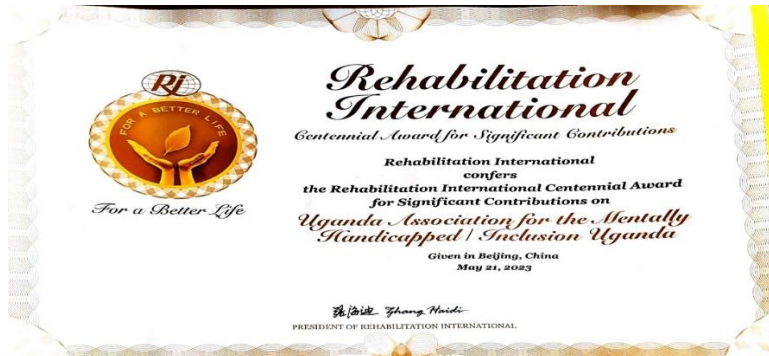


***Inset:** Head of Programs –Moses Kirya explaining how Inclusion Uganda has implemented the TOFI programme*

AWARD AND RECOGNITION FROM REHABILITATION INTERNATIONAL

Inclusion Uganda received a medal and certificate of recognition from Rehabilitation International for her outstanding programs towards persons with disabilities. This recognition was made during Rehabilitation International Centennial celebrations in China.

Award and medal from Rehabilitation International



We also received a prize worth 10,000 US dollars that was used to conduct community workshops that were held aimed at strengthening community structures towards increased integration of persons with intellectual disabilities into community systems.



Participants engaging in a refresher activity during the workshop in Kibinge sub county, Bukomansimbi district.

INCLUSION UGANDA LIBRARY PROJECT

In collaboration with Enjuba – Africa Library project, inclusion Uganda set up a community library which has positively impacted many children in the Bwaise area. 5 schools and 2 local churches are currently using the library. We also used this opportunity to speak to the little ones and their teachers about inclusion of children with intellectual disabilities.

Visitors from Enjuba checking out our library



ASSET REVIEW EXERCISE

The Asset Review Committee was commissioned by the Board of Governors meeting for quarter 2 under minute **MIN 5/IU BOARD/Q2 /1/2023(5.4)** of Inclusion Uganda board meeting held on 17th June 2023. The committee was tasked to review, observe and visit all assets in the assets register.

The committee visited all the assets of the organisation and established their existence, ownership, conditions of the assets and supporting documents.

The following methods were used by the committee to and establish whether the assets are in existence, establish the ownership, the conditions of the assets and the supporting documents and title deeds of the assets.

Physical Inspection: The committee members carried out a physical audit visits of the assets like land and buildings in order to physically inspect the assets in each branch or location. The asset review committee visited the different site of land and building so as to verify the existence and condition of the assets, and compared them to the asset register records

Document Review: Members examined the relevant documents, including titles for land and buildings and registration log books for motorcycles and vehicles to ensure these documents were up-to-date and in compliance with legal requirements.

Inventory Check: For office equipment like Laptops, Printers, projector, shelves and cabins, committee members conducted physical inventory counts and cross-referenced the results with the recorded inventory to identify any discrepancies.

Asset Register: In order to verify that each asset is properly categorized, labeled, and assigned to a specific branch or location, the committee reviewed the organization's asset register to ensure its up-to-date and accurate.

External Expertise: The committee engaged external expertise like former staff members, Head teachers and local people in asset management to ensure an unbiased and independent evaluation as well as giving the committee the genesis of these assets within their respective communities.

Using these methods the committee undertook a comprehensive assessment of assets of the organization as per the Auditor recommendation reflected in the Auditor's Report of 2022. The committee compiled their findings that were presented to the National Executive Committee and the Auditors. This report was used a basis to redraw the organization Asset register.

SUSTAINABILITY

- i. During implementation, we targeted other stakeholders aside from parents and persons with intellectual disabilities so as to ensure sustainability. These included police officials, religious leaders, local leaders, community development officers and village health teams. These groups are able to carry on continuous advocacy for the rights of people with disabilities even after closure of the projects.
- ii. Advocacy support groups were also been formed and they were aimed at ensuring that persons with intellectual disabilities and parents within the communities continue doing both group and individual advocacy at all levels of the society. These groups will also act as saving groups at the same time.
- iii. The involvement of Community Development Officers as some of the facilitators of the CRPD trainings was designed to ensure that they can carry out similar trainings in the community when given opportunity. Some Community Development Officers were transferred to new areas and some of them are sharing feedback with us as a result of their advocacy in new areas.

CHALLENGES FACED

- i. There is no clear statistics on the population of persons with intellectual disabilities in Uganda. There is therefore need to come up with a national database for persons with intellectual disabilities.
- ii. Resource Constraints. In many cases we had to send back some participants due to limited resources compared to the big numbers of parents and persons with intellectual disabilities. There is need for fundraising in order to impact a wider reach
- iii. Limited participation of fathers because many of them still attribute the origin of intellectual disability to the maternal side . There is therefore great need to carry out more sensitization programs within communities.

- iv. Due to the multi-lingual nature of some implementation areas, language barrier in some implementation areas like Soroti resulted into exclusion of some beneficiaries during trainings and awareness engagements. However, using translators to communicate was put into consideration and ensured that the program messages are clear and accurate.
- v. Underdeveloped feeder roads that led to inaccessibility to certain implementation sites. Since some activities were implemented in family homes, some were quite inaccessible and the project team resorted to footing which encroached on the time for trainings. However, the team encouraged community's members to make routes to their homes accessible through digging.
- vi. High inflation rates which affected our budgeting and planning as we experienced budget cuts.
- vii. Limited funding which has led to over dependence on one major donor.
- viii. It is sad to report that we lost our treasurer Ms. Faith Ssali in June this year. It was very unfortunate but we believe that she is in a better place. "May her soul continue resting in peace".

RECOMMENDATIONS

- i. Continuous capacity building of the Parents Support Groups to ensure sustainability.
- ii. Harmonization of IU's working relations with the district unions in order to track progress of activities done and also ensure sustainability.
- iii. Gear up efforts towards resource mobilization
- iv. Mobilise efforts towards national advocacy

CONCLUSION

Inclusion Uganda envisions a society where the rights of people living with intellectual disabilities are observed, protected and promoted. We have learnt that advocacy requires consistent and continuous engagements with all stakeholders from the grass roots to the top leadership. We also continue to monitor and improve output with focus on Monitoring, Evaluation and Learning. However, we still faced overwhelming numbers of people living with intellectual disabilities unattended to due to limited resources. There is still a gap in creating awareness on the rights of people living with intellectual disabilities especially in deep rural areas where cultural beliefs are still linked to intellectual disability hence there is need for more sensitization/ trainings to reach out to more families and people living with intellectual disabilities. We call upon the government of Uganda to partner with Civil



Society Organisations to ensure that the laws put in place to protect the rights of persons with disabilities are fully enforced and upheld by all citizens.

GALLERY



Asset review committee with some of the teachers at Misanvu Demonstration school



Inclusion Africa

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INCLUSION UGANDA well represented at the [#InclusionAfricaForum](#) - training on UNCRPD and SDGs in Mombasa, Kenya.

Norsk Forbund for Utviklingshemmede | African Disability Forum - ADF | Kenya Association of the Intellectually Handicapped (KAIH) | INCLUSION INTERNATIONAL | Inclusion Ghana | Inclusion Uganda / Uganda Association for the Mentally Handicapped



The Executive Director, Ms. Nabukalu Primrose attending the Inclusion Africa summit in Kenya.



The Executive Director, Ms. Nabukalu and the Programs officer attending a radio talk show on the rights of persons with intellectual disabilities.



The Executive Director attending a press conference together with CEO NUDIPU ahead of the international day of persons with disabilities celebrations



Inclusion Uganda staff members pose for a photo with other representatives during the World cerebral palsy day celebrations at Kiwatule.



A child undergoing physiotherapy exercise during our parents' training



Training of staff members on organizational operations and management



A photo of Inclusion Uganda staff and Reider Thorvaldsen (financial controller from Atlas)